

CUPEY CAMPUS
CATALOG 2018-2019



METRO ORLANDO
SOUTH FLORIDA
TAMPA BAY



AUGUST 1, 2018
VOLUME II

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Section I: Universidad Ana G. Méndez- Cupey Campus

Our Profile

The Universidad Ana G. Méndez- Cupey Campus (UAGM-Cupey) is a non-profit, nonsectarian institution of higher education that offers academic programs leading to professional certificates, associate degrees, undergraduate degrees, and graduate degrees in the master's level. UAGM-Cupey Campus is one of the institution members of the Sistema Universitario Ana G. Méndez, Inc. (SUAGM). Its main campus is located in San Juan and its four University Centers are located in the municipalities of Aguadilla, Jayuya, Bayamón, and Comerío. In the mainland, it has five Branch Campuses: Metro Orlando, South Florida, and Tampa Bay Campuses in Florida, Capital Area Campus in Maryland, and Dallas Area Campus in Dallas.

Mission

Universidad Ana G. Méndez- Cupey Campus is a private, not for profit higher education institution committed to fulfill a relevant role in the social and economic development of Puerto Rico. Its mission is to provide a diverse student body with opportunities to acquire professional and personal competencies through education, research and community service in order for them to become agents of change, life-long learners and responsible contributors to a globalized and sustainable world.

Vision

Universidad Ana G. Méndez- Cupey Campus will be recognized globally as a leading higher education institution for its inclusiveness, its excellence and innovation in teaching, outstanding research and community engagement. UAGM-Cupey will be the established leader in environmental affairs and education in Puerto Rico, the Caribbean, and United States promoting policies and best practices for a sustainable and competitive economy.

Goals

To fulfill its mission, Universidad Ana G. Méndez- Cupey Campus proposes to:

1. Subscribes to a “flexible admissions policy” in order to serve a diverse student body. By “flexible admission” UAGM- CC means the availability of total open access to university level education while maintaining more specific and selective admission criteria in some designated academic areas. Admissions policies are nondiscriminatory to any eligible applicant regardless of age, race, color, national origin, religion, gender, marital status, academic or economic disadvantage, or disability.
2. Provides its students with innovative undergraduate, graduate, technical and continuing education programs through different learning modalities in the fields of Social Sciences, Humanities and Communications; Nursing and Allied Health Sciences; Education; Business Administration; Environmental Affairs; and, Sciences and Technology.
3. Fosters undergraduate and graduate academic and scientific research as a critical element for the creation of knowledge, as well as to promote innovation and economic development.
4. Develops local and international internship opportunities; collaborative alliances; student and faculty exchange programs with other prestigious institutions; and, public engagement and community service in order to enrich the student's learning experience.
5. Believes and commits to the enhancement of the “First Year Students' Experience” as a transition period to university life and to provide an optimal, inclusive environment of learning and support at the beginning of students' life until graduation.

6. Provides students the opportunity to develop a world vision and to become members of pluralistic communities by interacting with people with different backgrounds, cultures, ideas and values.
 7. Delivers and implements comprehensive curricular and co-curricular initiatives to engage the students in knowledge acquisition for personal and professional growth and life-long learning; and, to become engaged citizens, leaders and active contributors to society.
 8. Recruits, develops, and retains highly sensitive and qualified faculty members, committed to teaching, academic excellence and the diverse needs of our students.
 9. Develops and implements strategies and support programs geared to enhance student academic achievement to guarantee their persistence, retention and degree completion within a flexible admissions' policy.
 10. Implements systematic and ongoing assessment of the learning process in curriculum and co-curriculum, and overall institutional effectiveness in order to provide input for planning and resource allocation in support of the institutional mission.
 11. Applies the most advanced emerging technologies to enrich the processes of learning, management and student services.
 12. Fosters an inclusive environment; an atmosphere of academic freedom; intellectual challenge; the necessary resources to enable students' development of high cultural and ethical values; intellectual curiosity; information literacy; critical thinking; communication skills in English and Spanish; team work; leadership and decision-making skills; scientific and quantitative reasoning; and technological competencies necessary for their successful participation in today's Global World.
 13. Implements innovative learning modalities in order to fulfill its educational mission, including classroom-based courses, as well as distance learning delivery systems to expand higher education options in Puerto Rico and abroad.
 14. Ensures a campus with adequate, attractive physical and ground facilities; and, a safe environment to guarantee an integral sense of belonging, and professional and personal well-being.
 15. Maintains leadership in the field of environmental affairs and resources preservation, and their sustainable development thus helping solve socioeconomic issues, and contributing to Puerto Rico's global competitiveness.
- ### Core Values
1. Excellence: as the maximum aspiration of all teaching, research, creative activities, and service endeavors.
 2. Freedom: of thought and expression as an indispensable basis in the search and diffusion of knowledge.
 3. Respect: for the diversity and dignity of human beings.
 4. Integrity: in all dealings as an educational, research, and public service entity.
 5. Equality: in recognizing the value of education as an instrument to provide better opportunities and to fully develop the potential of human beings.
 6. Innovation: a constant to guarantee the pertinence and quality of programs and services.
 7. Social Responsibility: regarding the needs of the community, the country and the humanity of which we are part.
- ### Accreditation and Affiliations
- UAGM-CC is accredited by Middle States Commission on Higher Education (MSCHE), 3624 Market Street, Philadelphia, PA 19104, telephone:

267-284-5000. MSCHE is a regional accrediting agency recognized by the U.S. Department of Education and has extended this accreditation to the UAGM- CC Branch Campuses in Florida, Maryland and Texas.

Universidad Ana G. Méndez- Cupey Campus is a member in the following professional associations:

- American Association for Adult and Continuing Education
- American Association for Counseling and Development
- American Association of Collegiate Registrars and Admission Officers
- American Association of Higher Education
- American Council on Education
- American Library Association
- American Management Association
- Association for Educational Communications and Technology
- Association for Supervision and Curriculum Development
- Center for Scientific Research
- College Entrance Examination Board
- Council for Adult Experiential Learning
- Florida Association of Post-Secondary Schools and Colleges
- Hispanic Association of Colleges and Universities
- Library Administration and Management Association
- National University Continuing Education
- Phi Delta Kappa
- Puerto Rico Association of Higher Education
- Supervisors Labor Relations Program
- The Association for Institutional Research
- The Society for College and University Planning

Statement of Licensure

Universidad Ana G. Méndez- Cupey Campus in Florida is licensed by the Florida Commission for Independent Education, Florida Department of

Education. Additional information regarding this institution may be obtained by contacting the Commission at 325 West Gaines St., Suite 1414 Tallahassee, FL, 32399-0400; toll-free telephone number (888) 224-6684 (www.fidoe.org/cie).

The Main Campus and additional locations of Universidad Ana G. Méndez- Cupey Campus in Puerto Rico are licensed by the Puerto Rico Council of Higher Education and the Puerto Rico Council of General Education.

Statement of Policy

This catalog includes the main terms concerning the formal relationship between students and the UAGM-Cupey. Regardless of its effective date, the institution reserves the right to admit, re-admit or register a student only for a semester or session separately. The institution binds itself only during the semester for which the student has enrolled and paid his/her tuition fees.

It is the student's responsibility to know and comply with the content of this catalogue and all the UAGM-Cupey rules and regulations. This catalog complies with the institution's bylaws, regulations, administrative orders, and duties under Federal Law. The catalog is subject to subsequent amendments.

The first section and second sections of this catalog contain an overview of the Universidad Ana G. Méndez- Cupey Campus and UAGM. Information that pertains to the Florida Campuses is included in Section III. Section IV details information on the programs offered at the University Metropolitana, Florida Campuses. This catalog is electronically available to students at least one week before enrollment. Students will be informed of any changes or amendments made to the Catalog.

UAGM-Cupey main campus addresses and telephone numbers are:

Mailing Address:

UAGM-Cupey
P.O. Box 21345
San Juan, PR 00928-1345

Telephone No. (787) 751-0178

Fax No. (787) 766-1706

Website: www.suagm.edu

Mailing Address:

Universidad Ana G. Méndez- Cupey Campus
PO Box 21150
San Juan, PR 00928-1150

Telephone No.: (787) 766-1717

Fax No.: (787) 759-7663

Website: <http://UAGM-CC.suagm.edu>

**Universidad Ana G. Méndez- Cupey Campus
Administration**

Carlos Padín

Chancellor

Juan Otero Serrano

Vice Chancellor

Gregorio Villegas Cobian

Vice Chancellor for Administrative Affairs

Gladys Cora

Vice Chancellor for External Resources

Milagros Manzano

Vice Chancellor of Student Affairs

Mildred Y. Rivera

Dean of School of Professional Studies

Teresita Ibarra Pérez

Dean of the School of Business Administration

José R. Cintrón

Dean of the School of Education

Mariveliz Cabán

Dean of the School of Social Sciences, Humanities
and Communications

Lourdes Maldonado

Dean of the School of Health Sciences

Karen González

Dean of the School of Science, Technology and
Environment

Laura Aponte

Dean of the School of Technical Studies

Lorna Martínez

Executive Director of the School of Continuing
Education

Zaida Vega

Executive Director for International and Corporate

Legislative Boards

The Administrative Council is the legislative body of Institutional policy of the University in accordance with the by-laws of the Sistema Universitario Ana G. Méndez, Inc., Inc. as established by its Board of Directors.

The Chancellor, the Vice-Chancellor, the Vice-Chancellor of Student Affairs, the Vice-Chancellor of Outreach, the Vice-Chancellor for Information and Telecommunications, the Deans of the Schools, four faculty representatives, and two student representatives, constitute the Administrative Council of the Institution.

The Academic Board regulates all the academic aspects of the Institution. It recommends relevant regulations regarding faculty, curricula, educational projects and other educational innovations.

The Academic Board consists of the Vice-Chancellor, the Associate Deans of the Schools, and the Director of the Library, ten undergraduate faculty representatives, and two student representatives.

Academic and Student Affairs Commission

The Academic and Student Affairs Commission (A.S.A.C.) consists of fifteen (15) members as follows: eight (8) faculty facilitators and seven (7) administrators. The faculty facilitators include representation from the following areas: one (1) from liberal arts and criminal justice, one (1) from business administration, economics, and hospitality, one (1) from natural and health sciences, one (1) from Education, one (1) from languages, one (1) from Bilingual Education and ESOL, one (1) Campus at Large (South Florida), and one (1) Campus at Large (Tampa Bay Campus). The composition for the administrators is as follows: three (3) Academic Directors, three (3) Directors of Learning Resource Center, and the A.S.A.C. Chair. Special Guests, other officers, and facilitators shall be invited to participate in the meetings of the A.S.A.C. when the agenda includes items that touch on those programs. A.S.A.C. reviews and recommends course and program additions, revisions, and deletions and recommends policy related to academic offerings to the three affiliated universities in UAGM operations in Florida

Section II: Sistema Universitario Ana G. Méndez

Profile

The Ana G. Méndez University System (the System) is a not for profit private corporation established under the laws of the Commonwealth of Puerto Rico. It is comprised of four (4) academic institutions, one (1) noncommercial private TV Station for public broadcasting, and a Central Administration, under which all administrative affairs of the institution are managed by a President/CEO. Together, the SUAGM and its four-member institutions are the largest private university system in Puerto Rico.

Continuing with its commitment to provide for quality access alternatives to a university education for Hispanic adult students and its tradition of service and collaboration to meet community needs, SUAGM has established the Metro Orlando, South Florida, and the Tampa Bay Campuses as additional locations in Florida, the Capital Area Campus in Maryland, the Capital Area Off Campus in Washington, DC, and the Dallas Area Campus in Texas.

Moreover, in establishing SUAGM in the mainland SUAGM furthers its Vision 2020 as a “high-quality, people-centered learning community, of advanced technology, and internationally oriented focus”. The campuses in the mainland will serve its community and serve as a bridge to fulfilling initiatives in serving the needs of Hispanic adults in other communities in the United States and in Latin America.

Central Administration and Board of Directors

A thirteen (13) -member board of trustees governs the System. Of these, five (5) are permanent members. The other eight (8) members are elected by the board for two term periods of two (2) years each, and two periods of four-(4) years, that add up to a maximum of 12 years of service in the board. The board members are distinguished professionals who represent different career paths and fields of work, and/or civic and community leaders.

The chief executive officer (CEO) of Ana G. Méndez University System is the President, and there is also an Executive Vice President. Each of the administrative and academic components has its own CEO. Thus, the Central Administration units are led by Vice Presidents for: Planning and Academic Affairs, Marketing and Student Affairs, Finance Affairs, Administrative Affairs, Human Resources, National Affairs, and International Affairs. There is also a Vice President and General Manager of Sistema TV., the only nonacademic institution the other institutional officers are the Chancellors of the four academic institutions, which are: Universidad Ana G. Méndez-Gurabo Campus, Universidad Ana G. Méndez- Cupey Campus, Universidad Ana G. Méndez-Carolina Campus, and Universidad Ana G. Méndez – Online Campus. All Chancellors and Vice Presidents respond directly to the President/CEO, who appoints them.

The System’s bylaws define the objectives, powers, officers, committees, meetings and the general handling of the financial affairs of the institutions. The Governing Manual describes the way in which the Board of Directors governs all institutional affairs. The Institutional Bylaws specify the way in which each one of the autonomous institutions will be operated and administered.

The Board is the policy-making, legislative and fiscal oversight body of the System. In addition to appointing the President, the Board is responsible of all corporate affairs and control of the corporation. It approves the institutional mission and vision, the strategic and long-range institutional plans, and its annual and special budgets. The President/CEO, who is also a Board member, is directly responsible to the Board for the administration of all corporate business; including the appointment of VPs and institutional officers; personnel administration and compensation; and recommendation to the Board of academic programs and long-range institutional plans. The Board has four working committees:

- Government
- Academic and Student Affairs
- Finance
- Audit

Board of Directors

Ramiro Millán Catasús

President of the Board

Félix Rodríguez Schmidt

Vice-President of the Board and Permanent Member

José F. Méndez

President of SUAGM, CEO and Permanent Member

José F. Méndez González

President Emeritus and Permanent Member

Héctor A. Jiménez Ramírez

Rafael A. Nadal Arcelay, Esq.

Permanent Member

Manuel Agosto García

Herminio Martínez

Permanent Member

Wilfredo Cosme Ortiz

René A. Soto Torres

Rita Di Martino

Delia Castillo de Colorado

Migdalia Torres Rivera

Gloria Castillo

Secretary of the Board

José E. De La Cruz Skerrett.

Legal Advisor

The Ana G. Méndez University System and its institutions do not discriminate on the basis of race, handicap, national or ethnic origin, creed, color, gender, social condition or political, religious, social or trade union beliefs.

Statement of Legal Control

The Sistema Universitario Ana G. Méndez Inc., is a private not for profit corporation registered under the laws of the Commonwealth of Puerto Rico and registered as a foreign corporation in the State of Florida. The corporation is governed by its Board of Directors under its systemic bylaws. The Sistema Universitario Ana G. Méndez, Inc. is registered with the Florida Department of State, Division of Corporations, to do business in Florida as UAGM-CC.

Non-Discrimination Statement

Section III: Metro Orlando / South Florida / Tampa Bay Campuses

Introduction

The Metro Orlando, South Florida, and Tampa Bay campuses represent the continuation of our commitment to provide quality access alternatives to a university education for Hispanic adult students. All campuses will serve its community as a bridge to fulfilling initiatives in serving Hispanic adults in the United States and in Latin America.

All degrees are offered using the accelerated approach developed by the UAGM's School for Professional Studies that was originally adapted from the accelerated model successfully developed and implemented by Regis University in Denver, Colorado, a leader in adult accelerated education.

Metro Orlando Campus Administration and Staff

Carlos M. López

Campus Director

Claudia Camacho

Associate Director

Wilfredo Barreto

Academic Director

Julio Vega

Financial Aid Director

Silquia Vélez

Branch Campus Registrar/ Credential Evaluation Services

Pedro Arroyo

Operations Manager

Gilbert Malavé

Recruitment Development Director (Interim)

Juan López

Learning Resources Center Director

Gloria Martínez

Director of Student Success Center

Rosa Valera

Associate Director of Student Success Center

Raymond Garófalo

Project Director Title V

South Florida Campus Administration and Staff

Ramón García

Campus Director

Daniel Betancourt

Associate Director

Vacant

Academic Director

Jorge Báez

Operations Manager

Julio Vega

Financial Aid Director

Silquia Vélez

Branch Campus Registrar/ Credential Evaluation Services

Nydia Bonilla

Director of Student Success Center

Vicente Rodríguez

Recruitment Development Director (Interim)

Eric Santiago

Associate Director of Student Success Center

Carlos Gandía

Project Director Title V

Vacant

Activity Director/Community Health Development Specialist

Dianelys Breijo

Learning Resources Center Director

Tampa Bay Campus Administration and Staff

Yvonne Cádiz

Campus Director

Suheily Martínez

Associate Director

George Suárez

Academic Director

Miriam Avilés

Operations Manager

José Díaz

Recruitment Development Director

Viviana Barrabia

Director of Student Success Center

Nydia Hernández

Learning Resources Center Director

Silquia Vélez

Branch Campus Registrar/ Credential Evaluation Services

Julio Vega

Financial Aid Director

Physical Facilities

The Metro Orlando Campus is located at 5601 South Semoran Boulevard #55, Orlando, Florida. The campus has 20 classrooms, 1 pharmacy lab, 2 nursing labs, 1 computer lab, 1 language lab, 1 FNP lab, 1 science lab, 1 library, administrative offices, and students and staff lounge. Parking space available for students and administration.

The South Florida Campus is located at 15201 NW 79th Ct., Miami Lakes, Florida 33016. The Campus has 21 classrooms, 1 science lab, 2 nursing labs, 1FNP lab, 1 pharmacy lab, 2 computer labs, 1 language lab, 1 library, administrative offices, a conference room, and students and staff lounge. Parking space available for students and the administration.

The Tampa Bay Campus is located at 3655 West Waters Ave. Tampa, Florida. The Campus has 14

classrooms, 1 language lab, 1 computer lab, 1 pharmacy lab, 1 nursing lab, 1 library, administrative offices, a conference room, and a student and staff lounge. Parking space available for students and the administration.

Campuses Address and Telephone Numbers

Metro Orlando Campus

Physical and Mailing Address

5601 South Semoran Blvd.

Suite # 55,
Orlando, FL 32822

Phone: 1-877-647-8246 / 407-207-3363

Fax: (407) 207-3373

Website: www.suagm.edu/florida

South Florida Campus

Physical and Mailing Address

15201 NW 79th Ct.

Miami Lakes, FL 33016

Phone: 1-800-774-3030 / 954-885-5595

Fax: (954) 885-5861

Website: www.suagm.edu/florida

Tampa Bay Campus

Physical and Mailing Address

3655 West Waters Ave.

Tampa, Florida 33614

Phone: 1-800-919-1099 / 813-932-7500

Fax: (813) 932-7527

Website: www.suagm.edu/florida

Academic Calendars

First Semester 2018-19 (201911)

ACTIVITIES	E12 AUGUST 26 TO SEPTEMBER 29, 2018	E13 SEPTEMBER 30 TO NOVEMBER 3, 2018	E14** NOVEMBER 4 TO DECEMBER 15, 2018	E08/E16 AUGUST 26 TO OCTOBER 20, 2018	E09/E17 OCTOBER 21 TO DECEMBER 15, 2018	E07 (Education internships) AUGUST 26 TO NOVEMBER 17, 2018
<i>Classes Begin</i>	August 26, 2018	September 30, 2018	November 4, 2018	August 26, 2018	October 21, 2018	August 26, 2018
<i>Add/drop Process Deadline</i>	September 1, 2018	October 6, 2018	November 10, 2018	September 1, 2018	October 27, 2018	September 1, 2018
<i>Official Census Rosters to Facilitators (NP)</i>	September 3, 2018	October 8, 2018	November 12, 2018	September 3, 2018	October 29, 2018	September 3, 2018
<i>Census Rosters Due at Registrar's Office</i>	September 11, 2018	October 16, 2018	November 20, 2018	September 11, 2018	November 6, 2018	September 11, 2018
<i>Last day for Students to Remove Incompletes and/or Grade Change Request from 201812 and 201813</i>	September 24, 2018	September 24, 2018	September 24, 2018	September 24, 2018	September 24, 2018	September 24, 2018
<i>Last Day for Facilitators to Remove Incompletes and/or Grades Changes from 201812 and 201813</i>	September 26, 2018	September 26, 2018	September 26, 2018	September 26, 2018	September 26, 2018	September 26, 2018
<i>Last day for students to request change of major/academic program</i>	September 29, 2018	September 29, 2018	September 29, 2018	September 29, 2018	September 29, 2018	September 29, 2018
<i>Last day for: Partial Withdrawal (WC) Total Withdrawal (WT)</i>	September 29, 2018	November 3, 2018	December 15, 2018	October 20, 2018	December 15, 2018	November 17, 2018
<i>Grades due in Web for Faculty and Grade Rosters at Registrar's Office</i>	October 2, 2018	November 6, 2018	December 17, 2018	October 23, 2018	December 17, 2018	November 20, 2018
<i>Last day to request graduation for students who complete requirements on December 2018</i>	October 31, 2018	October 31, 2018	October 31, 2018	October 31, 2018	October 31, 2018	October 31, 2018

**PT E14 and E15 will not meet the week of November 18 to 24, 2018

SIV Registrar Office

June 04, 2018

Subject to change

Second Semester 2018-19 (201912)

ACTIVITIES	E12 JANUARY 13 TO FEBRUARY 16, 2019	E13 FEBRUARY 17 TO MARCH 23, 2019	E14** MARCH 24 TO MAY 4, 2019	E08/E16 JANUARY 13 TO MARCH 09, 2019	E09/E17 MARCH 10 TO MAY 04, 2019	E07 (Education internships) JANUARY 13 TO APRIL 6, 2019
Classes Begin	January 13, 2019	February 17, 2019	March 24, 2019	January 13, 2019	March 10, 2019	January 13, 2019
Add/drop Process Deadline	January 19, 2019	February 23, 2019	March 30, 2019	January 19, 2019	March 16, 2019	January 19, 2019
Official Census Rosters to Facilitators (NP)	January 21, 2019	February 25, 2019	April 1, 2019	January 21, 2019	March 18, 2019	January 21, 2019
Census Rosters Due at Registrar's Office	January 29, 2019	March 5, 2019	April 9, 2019	January 29, 2019	March 26, 2019	January 29, 2019
Last day for Students to Remove Incompletes and/or Grade Change Request from 201911	February 11, 2019	February 11, 2019	February 11, 2019	February 11, 2019	February 11, 2019	February 11, 2019
Last Day for Facilitators to Remove Incompletes and/or Grades Changes from 201911	February 13, 2019	February 13, 2019	February 13, 2019	February 13, 2019	February 13, 2019	February 13, 2019
Last day for students to request change of major/academic program	February 16, 2019	February 16, 2019	February 16, 2019	February 16, 2019	February 16, 2019	February 16, 2019
Last day to request graduation for students who complete requirements on May 2019	February 28, 2019	February 28, 2019	February 28, 2019	February 28, 2019	February 28, 2019	February 28, 2019
Last day for: Partial Withdrawal (WC) Total Withdrawal (WT)	February 16, 2019	March 23, 2019	May 4, 2019	March 9, 2019	May 4, 2019	April 6, 2019
Grades due in Web for Faculty and Grade Rosters at Registrar's Office	February 19, 2019	March 26, 2019	May 6, 2019	March 12, 2019	May 6, 2019	April 9, 2019

**** PT E14 and E15 will not meet the week of April 14 to 20, 2019**

SIV Registrar Office June 04, 2018
Subject to change

Summer Semester 2018-19 (201913)

ACTIVITIES	E12/E08/E16 MAY 12 TO JUNE 15, 2019	E13/E09/E17 JUNE 16 TO JULY 20, 2019	E14 JULY 21 TO AUGUST 24, 2019	E07 MAY 12 TO AUGUST 3, 2019
Classes Begin	May 12, 2019	June 16, 2019	July 21, 2019	May 12, 2019
Add/Drop Process Deadline	May 18, 2019	June 22, 2019	July 27, 2019	May 18, 2019
Official Census Rosters to Facilitators (NP)	May 20, 2019	June 24, 2019	July 29, 2019	May 20, 2019
Census Rosters Due at Registrar's Office	May 28, 2019	July 2, 2019	August 6, 2019	May 28, 2019
Last day for: Partial Withdrawal (WC) Total Withdrawal (WT)	June 15, 2019	July 20, 2019	August 24, 2019	August 3, 2019
Grades due in Web for Faculty and Grade Rosters at Registrar's Office	June 18, 2019	July 23, 2019	August 27, 2019	August 6, 2019
Last day to request graduation for students who complete requirements on Summer 201913	July 6, 2019	July 6, 2019	July 6, 2019	July 6, 2019

Subject to change

SIV Registrar Office
June 4, 2018

Students' Academic Requirements, Regulations and Services

Admissions

Undergraduate General Admission

General Requirements for Admission:

1. The applicant must have a minimum of 12 attempted credits or its equivalent from an accredited institution of postsecondary education.
2. The applicant must be 21 years of age.
3. The applicant must have 2 years of work experience.

Applicants that do not meet one or more of the above-mentioned requirements can apply for admission as a regular student. They will be interviewed by the Campus Director (or his designated representative). The Director or his authorized representative will determine if the applicant can be admitted in the regular accelerated format, conditioned upon enrolling in the Puente support services program. This program is designed specifically to help the applicant acquire the needed skills to be successful in the regular accelerated program. *Additional requirements may apply to specific academic programs including but not limited to High School GPA.*

All students enrolled in this program will take up to 25 credits before transitioning to the regular accelerated (5 or 8 weeks) format. Students must take 16 credits of language courses and 9 credits in general education courses that may include 3 credits in Humanities, 3 credits of Computer Sciences, and 3 credits of Introduction to University Life.

Undergraduate General Admission (Daytime)

Admission Requirements:

Students applying to undergraduate programs with a daytime option and schedule that are not 21 years must meet the following requirements:

1. High School Graduation Diploma or its equivalent (GED).
2. If the applicant is younger than 18 years, a written authorization from parent or guardian must be provided.

Admissions Process – All applicants are required to:

1. Attend an orientation session where the structure, policies, and procedures of the programs offered are discussed.
2. Submit an admission application.
3. Submit academic evidence from previous studies or degree earned.

Every applicant to the UAGM institutions in the State of Florida can demonstrate compliance with the admissions requirements related to prior academic experience and/or achievement by presenting the original of any of the following documents:

- Evidence of previous credits, courses or studies documenting graduation from secondary school
- A General Education Diploma (GED) or other diploma or graduation document
- Certification prepared by a secondary institution or appropriate government agency, board confirming completion of secondary school or equivalent
- Grade report prepared by a secondary institution or appropriate government agency, board confirming completion of secondary school or equivalent

Applicants should present one or more of the original documents to the authorized institutional officer. The officer shall examine the document (s) to corroborate, in his best judgment, that it is original and has no visible alterations. If the applicant cannot leave the original document for his admission record, the officer will make a copy and certify with his initials that it is a copy of the original.

In validated cases, the Campus Director or his designated representative may consider the admission of applicants who cannot present the evidence as described above but meet the following requirements:

1. The applicant demonstrates that he/she has no reasonable access to appropriate documentation.
2. The applicant presents a notarized declaration in which the applicant certifies that he meets the requirement of prior studies.
3. The applicant participates in an admission interview (Puente Support Services Program).
4. The applicant must also complete an interview with the Campus Director or authorized institutional officer to evaluate compliance with the previous requirements.
5. The applicant takes the placement tests in English and Spanish. (Students have previous studies at any of the UAGM campuses in the continental US will be exempt from this requirement).

Students should contact the Office of Integrated Services for more specific information.

Graduate General Admission

General Requirements for Admission:

1. The applicant must be 21 years of age or older.
2. The applicant must provide evidence for 2 years of work experience.
3. The applicant must have a bachelor's degree with a minimum GPA of 2.75 or 2.75 in the last 60 credits or an 80% score or more in an admission interview.
4. The applicant must submit 3 recommendation letters (students who have bachelor's degree from any of the UAGM campuses in the continental US will be exempt from this requirement).

5. The applicant must participate in the admission interview.
6. In validated cases, the Campus Director or his designated representative may consider the admission applicant's for graduate studies who cannot present the evidence as describe above but meet the following requirements:
 - a. The applicant demonstrates that he/she has no reasonable access to appropriate documentation.
 - b. The applicant presents a notarized declaration in which applicant certifies that he/she has a bachelor's degree with the minimum GPA.

All Applicants are required to:

1. Attend an orientation session where the structure, policies, and procedures of the programs offered are discussed.
2. Submit an admissions application.
3. Submit academic evidence from a degree earned at the university where the bachelor's degree was awarded.
4. Submit 3 recommendation letters from employers or supervisors. A form letter is provided.
5. Participate in the admission interview.
6. Take the English and Spanish Language Placement and Assessment Tests.

Specific Program Admission Requirements

Students must contact the Integrated Services Director or an Integrated Services Officer for specific requirements that the chosen program may have. Students must attend the orientation session.

Appeals of Admission Decisions

Undergraduate and graduate applicants may appeal admission decisions to the Campus Director. The Director will request from the student any information needed to evaluate the appeal. The Campus Director's decision may be appealed in

meritorious cases to the Chancellor or Vice-president of National Affairs.

Readmission

Once admitted to a program, it is expected that a student will register each term consecutively (except summer) and maintain satisfactory academic progress. Students with a satisfactory academic progress that wish to resume their studies after an interruption of one semester or more must apply for readmission and:

1. Have a cumulative GPA that meets the retention index.
2. Complete the required percentage of credits of the total attempted credits.
3. Have completed the period of suspension due to academic reasons, accumulated credits or for disciplinary reasons, if applicable.
4. Fulfill the current existing requirements of the program of study applied to, and all other general admissions requirements that apply

Each student applying for readmission to the Institution will be subject to the current curriculum in effect for the program of study to which he or she is admitted. Each candidate for readmission may be subject to an interview with the Integrated Services Director or Associate Registrar.

Admission Validity

1. Students can only enroll in programs offered at the time of their admission or readmission.
2. Admission or readmission to UAGM-Cupey Campuses will be valid for one semester of the academic year, beginning on the date it is granted.
3. Students must fulfill the admission requirements by the dates established in the academic calendar. Applications that are not accompanied by the required documents or that do not meet the

established requirements will be considered provisional applications. If the documentation is not received within the semester for which the application is submitted, the Institution may invalidate the student's provisional admission and cancel his or her provisional application.

Transfer Students from Other Programs or Universities

Requirements:

1. Students from other fully accredited universities may be admitted if they fulfill the following requirements:
 - a. Have a minimum of 24 attempted credits or its equivalent from an accredited institution of postsecondary education. Twelve (12) of those credits must be with a "C" or above to be admitted as a transfer student.
 - b. Must be 21 years of age or older.
 - c. Provide evidence of at least 2 years of work experience.
 - d. Attend an information session and fulfill the admissions requirements of the program to which they are applying.
 - e. Transfer credits will be considered attempted credits (T grade) and will not be considered for the calculation of the retention or graduation index.

Residency Requirements

1. Each student who transfers to the Accelerated Studies Programs must observe the following rules to establish residency and be eligible for graduation:
 - a. Complete a minimum of thirty (30) credits, six (6) of which must be in the major or concentration courses of the bachelor degree programs offered at the University.

- b. Complete a minimum of (24) master degree credits offered at the University.

Validation of Transfer Credit for Courses

1. Validating transfer credits assumes that the student was admitted to the university as a transfer student.
2. The validation will take into consideration each of the classes approved and their equivalency with a corresponding subject offered at the University.
3. Undergraduate courses approved with a grade or equivalent of "C" or higher at the other institution will be considered for transfer credit. Graduate courses approved with a grade of "B" or higher at other institution will be considered for transfer credit.
4. The Associate Registrar as applicable will establish equivalencies for the courses, consulting with the Faculty Director and if necessary with the faculty specialized in the area and use the transferring institution's catalog and official course description as a base.
5. The Associate Registrar's Office, as applicable to the Campus, will inform the student of the courses officially accepted for transfer.
6. Courses taken at the three institutions of UAGM are generally accepted for transfer to other system institutions. However, the transferability of credits is solely at the discretion of the accepting institution. It is the student's responsibility to confirm whether Universidad del Este or any other system institution will accept credits.

International Students

1. All requirements for admission, readmission, and transfer will apply to international students.

2. Admission for international students will be subject to the immigration laws and regulations in effect.
3. UAGM-CC at all Branch Campuses is authorized to receive international students. Interested applicants must contact the Director of Integrated Services at each campus for the specifically related processes.

Dual Language Model

Dual Language Nature of Degree Programs

Degree programs at the UAGM-CC Branch Campuses are bilingual (English/Spanish) following the dual language 50/50 approach in which courses are taught 50% in English and 50% in Spanish. English and Spanish courses do not follow the 50/50 approach. All students will be tested for placement in the appropriate level of English and Spanish courses required for the degrees. Applicants, who do not demonstrate basic knowledge in English or Spanish, as determined by test results, must complete additional language courses.

A graduate of UAGM-CC Campuses is expected to be a Dual Language Professional who demonstrates professional competencies confidently in their field of study in English and in Spanish.

A Dual Language Professional demonstrates competency in the following areas:

Conceptual Skills:

1. Generate Innovative/Creative Ideas
2. Coordinates Projects
3. Analyze/Interpret Data
4. Use Critical Thinking for Problem Solving
5. Synthesis

Language Skills:

1. Bilingual and Bi-literate in the Four Language Skills: Listening, Speaking, Reading and Writing
2. Spelling & Grammar

3. Professional Translations
 - a. Oral
 - b. Written
4. Summarizes Information Accurately
5. Use of Sophisticated Professional Vocabulary
6. Use of Technical Professional Jargon
7. Reads, Understands and Applies Knowledge for Positive Decision Making

Communication Skills:

1. Making Coherent Presentations (reports, proposals)
2. Support Opinions
3. Express Ideas (hypothetical & situational)

Interpersonal skills:

1. Teamwork
 - a. Collaboration
 - b. Trust
 - c. Professional Ethics
 - d. Excellence
 - e. Humbleness
2. Interpersonal Interaction
 - a. Respect

Language Placement Tests and Developmental Courses

All admitted students are required to take our English and Spanish language placement examinations. These tests help to place students in the most appropriate language level and courses. According to their results, students may be required to register for developmental language courses. Developmental courses considered non-credit hours do not count towards graduation on any specific career program.

Students may have taken these examinations prior to being admitted as part of their orientation or application process. The test scores and placement results are considered valid for enrollment if they are not older than one year. Placement test scores and placement results are valid for one calendar year.

Students are advised to come prepared. Placement exams may take between 2 to 4 hours, depending on their proficiency in both languages.

Undergraduate Developmental Courses

The undergraduate English language developmental courses are ENGL 050-O and ENGL 102-O. Students are required to take both as a sequenced order or only ENGL 102-O, depending on their placement exam score. These courses must be taken during the student's first semester of enrollment as they are designed to prepare students for rigorous academic work.

The undergraduate Spanish language developmental courses are SPAN 100-O and SPAN 102-O. Students are required to take both or only SPAN 102-O, depending on their placement exam score. These courses must be taken during the student's first semester of enrollment as they are designed to prepare students for college-level academic work.

Testing Out of Developmental Courses (Undergraduate)

Undergraduate students who are proficient in either English or Spanish, as demonstrated by attaining a predetermined score on the placement exam may not need to enroll in developmental courses. These students will be asked to complete and pass a written essay examination and an oral interview. If successful, students may start taking language credit courses and begin working towards their degree from the start. Otherwise, students must enroll in the corresponding language developmental course.

Graduate Developmental Courses

The graduate English language developmental courses are ENGL 500-O, ENGL 501-O, and ENGL 502-O. Students are required to take one, two or the three developmental courses as a sequence, depending on their placement exam score. These courses must be taken consecutively during the student's first semester of enrollment as they are

designed to prepare students for rigorous academic work.

The graduate Spanish language developmental courses are SPAN 500-O, SPAN 501 and SPAN 502-O. Students are required to take one, two or the three developmental courses, depending on their placement exam score. These courses must be taken during the student's first semester of enrollment as they are designed to prepare students for college-level academic work.

Testing Out of Developmental Courses (Graduate)

Graduate Students who are proficient in either English or Spanish, as demonstrated by a high score on the placement exam, may not need to enroll in developmental courses. These students will be asked to complete and pass a written essay examination and an oral interview. If successful, students will not need to take language courses at the graduate level and begin working towards their degree from the start.

Graduates from Bilingual Bachelor's Degrees

Graduate students from a bilingual bachelor degree received in any of the United States Campuses are not required to take developmental language courses

Method of Instruction

The Accelerated Studies Program Course Format

The Accelerated Studies Program is offered in semester courses that are scheduled in five (5), eight (8), ten (10) and fifteen (15) week sessions. Classes meet once a week for four (4) hours Monday through Friday from 6:00pm - 10:00pm. On Saturday, classes are from 8:00am - 12:00pm and 1:00pm – 5:00pm. Each Campus reserves the right to schedule classes in another time slot.

The students will be required a minimum of 10 hours of individual or teamwork outside the classroom per week per class. Faculty and students will have access

and interact through Blackboard for coursework outside the classroom.

The Puente Support Services Program Course Format

The Puente Support Services Program offers courses scheduled in eight (8) week sessions. At the Branch Campuses, classes meet once a week for four hours Monday through Friday from 6:00pm - 10:00pm; Saturday from 8:00am - 12:00pm and 1:00pm – 5:00pm. The students will be required a minimum of 10 hours of individual or teamwork outside the classroom per week. All students enrolled in this program will take 25 credits before transitioning to the regular accelerated (5 or 8 weeks) format. Students must take 8 credits of English, 8 credits of Spanish, 3 credits of Humanities, 3 credits of Computer Sciences, and 3 credits of Introduction to University Life.

The Academic Counselor may recommend to the Campus Director transfer of a Puente student to the regular accelerated format, if the student has demonstrated academic success after one semester (12 credits) of coursework, including a GPA of 2.5 or above.

The Daytime Program Format

The Daytime Program offers courses scheduled in eight (8) week sessions. At the Branch Campuses, classes meet once a week for four and a half (4.5) hours Monday through Friday, morning sessions from 8:30 am – 1:00 pm and afternoon sessions from 1:00 pm - 5:30 pm. Six (6) eight-week sessions are offered throughout the academic year. The students will be required a minimum of 10 hours of individual or teamwork outside the classroom per week. Each Campus reserves the right to schedule classes in another time slot.

Course Modules and Language of Delivery

UAGM-CC Branch Campuses follow the Discipline-Based Dual Language Immersion Model® developed

by Sistema Universitario Ana G. Méndez for its courses. This model provides for the development of English and Spanish language skills while equally exposing all students to the general education and professional content in both languages. The model seeks to develop students who can function professionally in both English and Spanish.

The rigorously selected and certified faculty community at all mainland campuses utilizes a wide variety of educational materials and resources as well as course modules as part of the teaching-learning processes. The instructional modules contain the information on course objectives, topics, assignments, and most importantly serve as study guides for teachers and students by including rigorous learning activities to be carried out in class. Each instructional module also serves as a content planning guide that complements (not substitutes) course materials and textbooks. The modules divide the course into weekly workshops with their own specific objectives and recommended activities to meet the objectives.

Modules are prepared by program facilitators who received specialized training on module development. In order to prepare modules, faculty must be trained and certified as Module Developer Specialist and Dual Language Professional. All modules are available to students and faculty electronically through the Learning Management System: Blackboard® and can be accessed remotely through the Internet.

Modules for the Campuses also specify the percentages of instruction in English and Spanish used each week, ensuring equal exposure to both languages in the content area. Content courses are taught in the proposed dual-language format. Each lesson within a module contains specific information about the instructional language to be used. This can be controlled, for example, by specifically listing reading for a specific week in English, while assignments and/or student presentations are required in Spanish. Modules include texts, references and hyperlinks in both languages and

students will be engaged in classroom activities in both languages. The modules developed, allow the students to be exposed and to facilitate their use of both languages in order to promote the development of bilingual professionals. All modules are presented with the dual language format, except English and Spanish courses that are entirely in the corresponding language.

Language Support and E-Lab

A Language Lab and an E-Lab that provides students with the resource to improve their proficiency in English and Spanish are available to support students in order for them to reach the desired level of bilingualism. One of the functions of the Language Lab is to offer preparatory courses for students who do not meet the language requirements to enroll in a degree-granting program. Various rigorous and challenging software programs at different proficiency levels are used. Net Tutor® online tutoring services are available in both English and Spanish. Other online resources such as the UAGM-CC's Virtual Library, E-Books, E-Libros, Tell Me More (Rosetta Stone), and Wimba Voice. Students may request the E-Lab informative brochure from the Integrated Services Office at any time.

The goal is to provide students with a high-quality education in both languages (English and Spanish) and offer them tools to ensure success in their university and professional lives.

Registration

Registration Validity

1. The Branch Campus Registrar will determine the registration dates and will include them on the Academic Calendar.
2. The receipt of the official notice of admission will be required to begin the registration process.
3. Students will be required to register according to the calendar and times announced. Any student may register on the day and time assigned, and during

- the specified late registration period set and notified on the academic calendar.
4. Each course the student registers in during regular or late registration will become part of his or her permanent academic record.

Maintaining the Academic Offerings, Programming of Courses, Closing and Eliminating Sections

The Institution will follow the UAGM Manual of Norms and Procedures for Programming, Closing, and Elimination of Courses for maintaining academic offerings: programming of courses, closing and elimination of sections. This manual is available at each Branch Campus.

Credit for Prior Learning, Challenge Examination or Portfolio

Students may obtain credit for prior learning through passing challenge examinations or the evaluation of portfolios by Faculty. A challenge examination is an assessment of the student's mastery of course content prepared by a certified faculty member of the institutions. A portfolio is an assessment with supporting documentation that demonstrates a student's mastery of course content.

The following policies and procedures will apply:

1. The student must be registered (full or part-time) and must have demonstrated consistent satisfactory academic progress during his or her studies. The student must receive academic advisement as to the process that is required with student services staff.
2. For **Challenge Examination** Option:
 - a. The student must obtain related documents from the Integrated Services Office. The student will receive a general orientation and will complete related documents. Documents will be referred to the Academic Director for initial screening before referring them to an

- academic subject specialist for final analysis.
 - b. Upon approval, the student will be notified of the corresponding payment to be made. The Academic Director and/or its representative will issue a permit for the exam and provide an exam study guide to the student.
 - c. The student will take the examination on the advertised date.
 - d. A certified faculty member with expertise in the area of the exam will grade the examination and award the correspondent grade based on the test results. Appropriate documentation will be submitted to the Registrar.
3. For the Portfolio Option:
 - a. The student must obtain the related documentation from the Integrated Services Office. The student will receive a general orientation and will complete related documents. Documents will be referred to the Academic Director for initial screening before referring them to an academic subject specialist for final analysis.
 - b. After a recommendation from the advisor, the students register for EXPL101, a one-credit course that prepares students for the preparation of portfolios according to standards.
 - c. Once the course is completed, the student will register for portfolio evaluation and make the corresponding payment.
 - d. The portfolio will be presented to the Academic Director, who will submit it for evaluation and award of credit to a certified faculty member in the area of expertise. If applicable, the faculty member will award a grade of "P" for the course.
 - e. Appropriate documentation will be submitted to the Registrar.

4. No more than 25% of total program credits may be awarded for prior learning. Credit awarded through challenge examinations or portfolio cannot be counted towards meeting residency requirements.

Transferability of Institutional credits to Other Institutions

Courses taken at the three institutions are generally accepted for transfer to other institutions. However, the transferability of credits is solely at the discretion of the accepting institution. It is the student's responsibility to confirm whether Universidad del Este or any other institution will accept credits.

Program Changes, Withdrawals, and Special Permits

Re-classification of Program or Major

Active students may apply for reclassification to a program or major by submitting an application for reclassification to his Academic & Student Service Counselor before the dateline established in the Academic Calendar. The Academic Counselor will contact the student during the next three (3) working days to schedule an appointment and discuss the academic requirements for the program. The student will be required to present his/her Financial Aid Report (NSLDS) at the meeting. The petition will be evaluated by the Academic Counselor and presented to the pertinent program director for approval according to program requirements and space availability.

Withdrawals

1. To apply for a partial or total withdrawal, students will provide official notification of intent to withdraw, in writing or orally, to the Integrated Services Office or Associate Registrar at the UAGM Universidad del Este branch campuses. The campuses will record and document the reasons and date of the student petition.
2. Withdrawals with Reimbursements: Courses in which the student applies for partial or

total withdrawal during the first week of the class will be reimbursed. Partial withdrawal may affect the classification of the student for financial aid purposes.

3. Withdrawals without Reimbursements: When students request a partial or total withdrawal from a course, after the due date established by the Institution for withdrawals with reimbursement, will affect the student's academic progress.
4. The Institution may drop a student on the recommendation of the Discipline Committee or the Campus Director, following the provisions established in the Student's Regulations Handbook.

Special Permits

1. Students will have the opportunity to take courses at other accredited institutions of higher education if the courses are not offered at the and are required to continue coursework in subsequent semesters.
2. To apply for a special permit, the student will submit the corresponding application form to the Associate Registrar at the UAGM-CC applicable branch Campus. The Associate Registrar will present the petition to the Academic Director and will notify the student of the approval or disapproval of his petition.
3. The special permit will be given for a specific semester or summer session.
4. Courses approved with a grade of "C" or higher for bachelors or "B" or higher for a Master at the institution will be accepted. The credits will be recorded as attempted credits and will not be considered for the retention index.

Academic Load, Class Attendance, and Academic Advising

Academic Load per Term

Courses are scheduled in semester terms. Each semester is divided into five to fifteen weeks parts of terms.

1. The regular academic load for a full-time bachelor's student is twelve (12) credits and for a Master's is six (6) credits per semester.
2. For an academic load of more than eighteen (18) credits per semester or enrollment in more than two (2) classes per partial term, the student will need authorization from the Academic Director or Campus Director.

Class Attendance

Regular attendance and participation in class discussion and activities are expected. It will enhance and enrich the experience for the entire class. If the student expects to miss class for any reason, it is the student's responsibility to notify the professor by email or telephone prior to class. Professors may take student attendance into consideration when grading and should explain the possible impact of absences on the student's grades. Professors are not required to allow students to make up work. Students are responsible for all material covered during the course, regardless of whether they are present in class. Thus, attendance is strongly recommended to better facilitate student achievement of academic goals.

A census is made during the first two (2) weeks of each part of term to determine whether the student attended at least once during the period of enrollment.

Evaluation of Student's Academic Achievement

Evaluation System

Credit Value:

One semester credit hour is equivalent to a minimum of fifteen (15) hours of planned learning experiences composed of hours of instruction and individual or group activities as indicated in the course module under the guidance of a qualified instructor.

Partial and Final Evaluations:

1. Each part of term (PT), professors will evaluate students based on the competencies required of the course where there will be at least three (3) partial evaluations and a final evaluation.
2. The weight of each evaluation will depend on the judgment and evaluation method of each professor. These evaluations may consist of exams, projects, cases or other appropriate activities in the judgment of the professors and depend on the nature of the course.
3. It will be the responsibility of the students to clarify with the professor any situation related to their evaluations.
4. If the student has been absent for justified reasons, the professors may give the student an opportunity for make-up exams or other means of evaluation.
5. Students must complete the work required for the evaluations by the last day of class as established in the academic calendar. Otherwise, they will receive zero (0) for each work not completed.

Responsibility of the Professors:

1. It will be the responsibility of the professors to inform the students of at least one partial evaluation before the last date established for partial withdrawals.
2. It will be the responsibility of the professors to comply with the academic calendar and to inform the students, at the beginning of the course, of the course objectives and content, exams and other work that will be required for their evaluation.

Grade System

Letter grade system and grade points per credit:

1. For the purpose of computing the students average, the number value of the grades in the courses will be:

Points	Grade	Honor Point
(100-90)	A	4
(89-80)	B	3
(79-70)	C	2
(69-60)	D	1
(59-0)	F	0

- The following system of letters will be applied in special cases; they will not be considered for student's average, except for the WF.

W	Official Withdrawal
WF	Stopped attending the course without applying for withdrawal at the Registrar's Office
I	Incomplete (IA, IB, IC, ID, IF)
IP	Incomplete in Progress
WN	Administrative Withdrawal. Student registered but did not attend classes on the first day, (no grade points)
WA	Administrative Withdrawal. The Campus Director or designated representative approves a student withdrawal due to validated reasons.
T	Transfer Course
P	Pass
F	Fail

A minimum 2.00 average is required for all undergraduate degrees and 3.00 average for all graduate degrees, except for degrees requiring a different minimum average.

A course with a "W" indicates a withdrawal from a course.

A "WN" Indicates no assistance to a course within the first few days after classes begin (no grade points). This is reported in the official census.

A course with an "I" indicates that a student, who is absent from the final examination or does not satisfy

all financial obligations to the University, will receive an incomplete as a provisional grade.

A course with "WA" indicates an administrative withdrawal approved by the Campus Director given for one of the following reasons:

- The possibility of danger to the health of the student or that of other students if enrollment were to be continued.
- Refusal to obey regulations or serious misconduct on the part of the student.
- Deficient academic work (below required academic standards).
- New admissions that do not complete the admissions application with the required documentation by the date scheduled in the Institution's calendar.

Once assigned by the professor, the grades are final and certified by the Registrar's Office in the students' official evidence. Nevertheless, a student has the right to appeal his/her grade to the Appeals Committee.

A course with a "P" indicates that the student met the minimum expectations of the course. A "P" grade is not calculated into the CGPA but is considered in the determination of Satisfactory Academic Progress.

A course with an "F" indicates that the student did not meet the minimum expectations of the course. An "F" grade is not calculated into the CGPA but is considered in the determination of Satisfactory Academic Progress.

Changes, Grade Objections, and Additions

These are the specifications regarding changes, grade objections, and additions.

- In the event of a student grade objection, the student is obligated to present the objection at the Integrated Services Office or Associate Registrar at Metro Orlando, Associate Registrar at South Florida and Associate Registrar at Tampa Bay Campuses,

as applicable to the campus, within thirty (30) calendar days of the first day of class of the term following the objected grade.

2. The professor must submit to the Academic Director any request for a grade change or addition, within a period of time not to exceed one term since the grade was given. The proper form will be provided. The Academic Director of the Campus will submit the form to the Associate Registrar as applicable to the campus, who will be responsible for making the change or addition in the Official Grade Register.
3. Changes made outside the established calendar must be justified in writing and approved by the Academic Director.
4. Special cases on grade objections or changes will be resolved by an Appeals Committee composed by the Chancellor or his/her representative, who shall preside, the Academic Director, a professor, the Associate Registrar or his/her representative, and a student appointed by the Director, at the beginning of each academic year. The decisions of the Committee will be final as decided by the majority of its members. The Academic Director and/or Campus Director will authorize grade changes. The Committee will make its decisions within 30 calendar days of the date the student's objection was submitted.

Incompletes

Conditions:

1. The student will receive a provisional grade of Incomplete only for a justified absence to an exam or final work and if he or she has a minimum of partial grades.
2. The final exam will be offered, or the final work will be accepted only for students who have the opportunity of obtaining a minimum final grade of "D."

3. It will be the student's responsibility to make the necessary arrangements with the Professor and the Academic Director of each campus to determine how to take the exam or turn in the final work and remove the Incomplete.
4. The Incomplete (I) may be removed if the student completes the work required in the academic session within (1) one academic semester of the first day of class of the following session and according to the dates established in the academic calendar.
5. If a student who has received an Incomplete in one or more courses does not achieve academic progress once the Incomplete is removed, according to institutional policies, financial aid will be reinstated, only if it is within the dates established by the Federal Government for assigning aid.

Responsibility of Professors

1. It will be the responsibility of the professors, at the end of each academic term, to submit to their Associate Registrar the Incomplete Form, Grade Register, indicating each case the partial grades obtained and with a blank space for the pending grade. The professors will also submit exams with corresponding answer keys or will indicate the work or assignments each student has pending.
2. Upon completion of the term specified to complete the students' academic work, professors will have thirty (30) additional days to hand in the documents for removal of Incompletes to the Associate Registrar's or Registrar's Office where the Official Grade Register will be completed, and final grades will be awarded.
3. When completing the Grade Register, the professors will specify the partial grades received by the students. In those cases where the student did not complete the academic work during the established period, the Associate Registrar's, as applicable to the Campus, will compute the

final grade, inserting a grade of zero (0) for the pending work.

Repeating Courses

1. A student who wishes to repeat a course will have the liberty to do so. When a student obtains a D, F, or W in core professional, major and / or concentration courses that are required for graduation at the undergraduate level and that must be passed with a minimum of C, it will be compulsory to repeat the course (as it applies to specific programs, make reference to program outline).
 - a. It is recommended that all graduate courses be passed with a minimum of B; and that students maintain a grade point average of 3.0.
 - b. If a student obtains a final grade of C and it lowers the GPA to less than 3.0 it will be compulsory to repeat the course(s).
 - c. Students who obtain a final grade of D, F or W at the graduate level must repeat such course(s).
2. The Institution will allow a student who has obtained a C, D, F, W, or WN in a course to repeat it using financial aid if he or she has not exceeded 150% of attempted credits.
3. Students who repeat a course will receive the highest grade obtained for purposes of their academic average.
4. If the grades obtained are the same as the previous ones, they will be counted for the GPA and only once for the graduation average.
5. In the case of Practice/Practicum/ Internships courses, the student may repeat the course a maximum of twice. He or she will only be able to repeat the course the second and last time with the approval and recommendation of the Academic Director and the practice supervisor.
6. No student will repeat a specified course until he or she has received a grade for it.

7. Repeated courses will be considered to determine the student's academic progress.

Independent Study

Courses in this category must comply with the four hours of weekly instruction. Independent study courses will be offered as an alternative for those students who require a course that is not programmed in their graduation year be it the first or second semester. These courses will be offered through independent study if they meet the following specific criteria:

1. The course content cannot be substituted for another.
2. The course is not being offered in the division the student is enrolled in, and the student cannot attend the section offered in another division.
3. The course is required for the student's major.

The Academic Director of each campus will consider special cases individually on their own merits.

Academic Progress

Students pursuing an academic degree must achieve or exceed the minimum standards of satisfactory academic progress (SAP). These standards shall apply to all students, regardless of the methods by which they fund their studies. Failure to meet SAP requirements may result in the suspension of Title IV eligibility and/or the student may not continue in the program.

SAP is measured at the end of each academic semester through minimum qualitative and quantitative benchmarks. Further, all students must successfully complete their program of study within 150 percent of the normal timeframe. All students must meet the minimum standards of academic achievement and successful course completion percentage while enrolled at the Universidad Ana G. Méndez- Cupey Campus, US Branch campuses. Specific programs may mandate higher academic standards to meet SAP. It is the responsibility of the

students to adhere to the academic standards for their program of study. Students who fail to maintain specific academic requirements will not be permitted to continue in their program of study.

Reviewing Satisfactory Progress

Minimum CGPA and Rate of Course of Completion

The progress of all students will be reviewed at the end of each semester and at the end of each academic year. Students' satisfactory academic progress is reviewed using two measures, which must both be achieved to meet SAP: cumulative grade point average (CGPA) and rate of course completion percentage. Students who fail to earn the minimum required cumulative grade point average and/or earn the minimum required rate of course completion percentage will be placed on Financial Aid Warning status for one semester. While on Financial Aid Warning, the student will remain eligible for federal financial assistance.

At the end of the Financial Aid Warning period, the student's cumulative grade point average and rate of course completion percentage are again reviewed. If the student's cumulative grade point average and rate of course completion percentage equal or exceed the minimum, the student is removed from Financial Aid Warning because the student is meeting SAP. If the student's cumulative grade point average and/or rate of course completion percentages are below the required minimum for SAP, the student will be deemed not making satisfactory academic progress, and the student will lose eligibility for federal financial assistance.

SAP Appeal Process

If the student loses federal financial aid assistance because of not meeting the minimum SAP requirements following a semester on Financial Aid Warning, he/she may submit an Application for Appeal to the Director of the Student Success Center or Director of Nursing (for students majoring in Nursing) explaining and documenting the basis for an appeal including his/her injury or illness, the death of

a relative, or other special circumstances. The appeal must also explain why he/she failed to make SAP and what has changed in his/her situation that will allow him/her to make SAP at the next evaluation. The appeal is submitted to the Appeals Committee or Director of Nursing. If the Committee or Director of Nursing determines that the student will make SAP at the end of the next evaluation, the student will be placed on Financial Aid Probation for one semester and remain eligible to receive federal financial assistance. If the Committee or Director of Nursing determines that, based on the appeal, the student will require more than one semester to meet SAP, the student may be placed on Financial Aid Probation, and an academic plan must be developed for the student. If the student meets the minimum SAP requirements at the end of the semester of Financial Aid Probation or after the semester when the student was on an Academic Plan, the student will be considered meeting the SAP standards. If not, the student will no longer be eligible for federal financial assistance and may no longer continue in their program of study. The student shall be referred to the Center of Student Success to explore alternate academic options.

Academic Plan

Once a student is placed on probation, an Academic Plan will be put into place. The Academic Plan will serve as a road map to guide a student toward meeting his or her SAP goal within a specified time and method. The plan is designed by the Center for Student Success and communicated to the student in writing. The plan that is implemented will be regularly evaluated and refined as internal and external developments warrant. An Academic Plan may span multiple evaluation periods, so long as the Academic Plan allows for graduation from the program within the maximum time frame (MTF), and the student stays in compliance with the terms of the Academic Plan.

Extended Enrollment Status

Students not achieving the minimum standards of satisfactory academic progress or who fail to meet the minimum standards at the end of the probationary period may be terminated from the University. Students may continue their studies in an extended enrollment status to attempt to earn eligibility for reentry. Students on an extended enrollment status will be charged the appropriate tuition and fees and will not be eligible for any Title IV financial aid. While on this extended enrollment status, students must attempt to correct their academic deficiencies. The extended enrollment status must be completed within the required maximum time frame. The conditions for extended enrollment status will be agreed upon in writing by the student and the Center for Student Success. The Appeals Committee reviews and approves requests for extended enrollment.

Appeals Committee

The Appeals Committee is composed of a representative of the following offices: Academic Advisor, Registrar, Financial Aid, and the Academic Director. It is presided by the Campus Director or his/her representative.

Impact of Certain Grades on the CGPA and Rate of Course Completion Percentage

- **Incompletes:** A student with a grade of "I" must complete the coursework within the allotted time as published in the Catalog. The faculty member will assign a final grade if the student does not complete the course within the allotted time. The final grade will be included in the cumulative grade point average and the credits will count as credits attempted.
- **Withdrawals:** All course withdrawals will count as credits attempted but will not be included in the cumulative grade point average.
- **Repetitions:** Students are permitted to repeat courses. All credits count as credits attempted. The grade for the repeated

course will count in the cumulative grade point average.

- **Transfer Credits:** All transfer credits count as credits attempted and credits earned in the rate of course completion percentage. Transfer credits do not count in the cumulative grade point average.

Graduation Requirements

Eligibility to Obtain an Academic Degree

1. Students must have approved the courses required for the degree as specified by the Institution in the Catalog and comply with all academic requirements for their degrees including but not limited to tests, practicums, and internships.
2. Students must have approved the total number of credits required for the degree with a minimum GPA of 2.00 for undergraduate programs and 3.00 for the graduate programs.
3. For master's degrees, students must complete the degree's final Requirements.
4. Transfer students must meet residency requirements.
5. When calculating the GPA for graduation, only the courses approved and required for obtaining the degree will be considered.
6. All students admitted to the Institution will be subject to the graduation requirements in effect the year of their admission. Nevertheless, when the curricula of the programs have been modified, the student may opt to take the program in effect at the time of graduation, but never a combination of both.
7. Have submitted an Application for Graduation to the Integrated Services Office Associate Registrar at the Branch Campuses by the date established in the academic calendar.
8. No document will be given certifying that the student has completed the graduation requirements until evidence of having no

financial debts with the institution have been presented.

9. All students applying for readmission to the institution will be subject to the graduation requirements in effect the year they are readmitted.
10. Commencement will be held only once a year, at the end of the second academic semester. Students who fulfill their graduation requirements at the end of any semester or at the end of the summer session may apply and obtain a certification of completion of graduation requirements from the Registrar's Office at the corresponding Branch Campus, before Commencement.
11. Two degrees may be conferred if they are from different programs or different majors when it is the same program.

Financial Information

Fees and Tuition Costs

The information contained in this document regarding fees, tuition costs, deposits, reimbursements, etc., applies to all undergraduate and graduate students. The Board of Directors approves tuition costs at all levels.

The information included in this document does not represent a contract between the University and the student. Due to changing situations, it may be necessary to alter the fees and tuition costs before the publication of the next catalog.

Once a year, the Financial Office publishes a brochure with information about the tuition costs for all the academic programs, as well as other fees that apply.

Cost

The cost per credit is:

Undergraduate	\$411.00
Graduate	\$480.00

The cost of credit awarded for prior learning is equal to 50% of the cost per credit.

Laboratory Fees

All Courses with Labs	\$125.00
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*Laboratory Fees include other elements including but not limited to Laboratory Supplies, Electronic Simulation Tools, among others

Technology Fee

In addition, the institution has a technology fee for each academic term. The fee amount is described as follows:

- Fall Term: \$98.00
- Spring Term: \$98.00
- Summer Term: \$48.00

The Technology Fee provides students with adequate technology experiences through these objectives:

- Broaden/enhance the quality of the academic experience through the use of technology in support of the curriculum;
- Provide additional student access to technological resources and equipment that are needed in support of instruction and to maintain and enhance the technological competency of students as it relates to their academic endeavors;
- Increase the integration of technology into the curriculum.
- The technology fee for each academic term is not refundable.

Additional Expenses

Please note that in attending any institution, you will need to allow for other expenses, such as books and supplies, transportation, meals, and other personal needs. A variety of financial aid packages are available.

Graduation Fee:

The student will submit an Application for Graduation to the Integrated Services Office Associate Registrar at the Branch Campuses by the date established in the academic calendar, along with a \$90.00 graduation fee, non-refundable.

Payment Methods

Tuition, fees and service charges must be paid in full during registration or at the time student requests services. Payments can be made online or by cash, personal check, certified or manager's check, money order, or credit cards such as American Express, Visa or Master Card. Receipts for all transactions must be requested and retained, and presented with any claim or adjustment requested. The Bursar's Office will not accept claims without receipts. **All tuition, general fees and service charges are subject to change during the life-term of this catalog.**

Partial Withdrawal: Course Drop/Add Period

Students may cancel a course before the first day or during the first week of the part of term (PT) without costs or charges.

Non-Attendance

Students who do not attend the courses they are registered in will be reported as NP by the professor. The administration will record an administrative withdraw (WP), and the student withdrew administratively and charge 25% of the course tuition cost.

Identifications

The Institution issues an identification card to each student. The cost of replacing a lost, misplaced or stolen identification card is \$5.00. The identification card is necessary at several offices within the institution and will be the property of the institution.

Copies of Credit Evidence

Evidence may be obtained at the Registrar's Office. Payment must be made at the Bursar's Office. The cost of each evidence will be \$3.00 per copy.

Cancellation and Refund Policy

Should a student's enrollment be terminated or canceled for any reason, all refunds will be made according to the following refund schedule and norms:

1. Cancellation can be made in person, by Certified Mail or by termination.
2. No charge will be made for submitting an application for admission. If the student is admitted and enrolled and the student cancels within three (3) business days after signing the student enrollment agreement and making initial payment all funds will be refunded.
3. Cancellation after the third (3rd) Business Day, but before the first class, results in a refund of all funds paid.

4. If cancellation occurs prior to completion of the first week (drop/add period) of the part of term of the semester, the school will refund 100% of the tuition for the semester.
5. Once the drop-add period has passed, for students that do not attend or show up for their courses, there will be a charge no greater than 25% of tuition costs of the courses.
6. Termination Date: In calculating the refund due to a student, the last date of participation in class by the student is used in the calculation unless earlier written notice is received.
7. Refunds will be made within 30 days of termination of student's enrollment or receipt of Cancellation Notice from student.

Refund Formula

Any student who requests a total withdrawal of courses, after the drop-add period, on or prior to 60% of the part of term registered, will be reimbursed according to the following formula:

$$\frac{\text{TOTAL DAYS ELAPSED}}{\text{TOTAL PART OF TERM DAYS}} = \% \text{ of TOTAL COST}$$

After 60% of the total part of term days has elapsed, the student will be responsible for 100% of total costs.

Financial Aid

Universidad del Metropolitana makes every effort to help its students obtain government financial aid for those who qualify and are unable to begin or continue their university education without such aid.

Financial aid is made up of three components. First, scholarships that are given and thus do not have to be repaid. Second, student money loans made available at a low interest with reasonable conditions of repayment. Third, the work and study program permits students to acquire experience that is

related to their program of studies and at the same time receives compensation for the work being done, thus helping with his costs of education.

The student can be eligible to receive financial aid of all three components if they qualify according to applicable federal regulations.

Grant-Scholarship Programs

Federal Pell Grant

This grant helps undergraduate students to pay for their first post-secondary education. Students must be enrolled at least on three credits to receive the benefit. The maximum award varies every year. Information may be obtained from the Integrated Services Office and the Financial Aid Officer.

Federal Supplemental Educational Opportunity Grant (SEOG)

This grant helps undergraduate students with exceptional financial need. The amount of the awards is contingent to availability of funds.

State of Florida Grants

The Universidad del Metropolitana is eligible to participate in the following scholarships:

- Florida Bright Futures Scholarship Program - Students must apply in their last year of high school.
- Robert C. Byrd Honors Scholarship Program - Students must apply in their last year of high school.
- Scholarships for Children/Spouses of Deceased or Disabled Veterans - Students must apply in their last year of high school, or the next year if they have never applied and are between the ages of 16 to 22.
- Jose Marti Scholarship Challenge Grant - Students must apply in their last year of high school.
- Access to Better Learning and Education (ABLE) - Student must be a Florida resident

and a U.S. citizen or eligible non-citizen. Meet the standards of Satisfactory Academic Progress. Must enroll for a minimum of 12 credits hours per term. Not owe a repayment or be in default. Not have a previously a baccalaureate degree. Have a minimum institutional cumulative grade point average (GPA) of 2.0. Do not consider the EFC of FAFSA.

- Florida Student Assistance Grant Program (FSAG) - Student must be a Florida resident and a U.S. citizen or eligible non-citizen. Meet the standards of Satisfactory Academic Progress. Must enroll for a minimum of 12 credits hours per term. Not owe a repayment or be in default. Not have a previously a baccalaureate degree. Have a minimum institutional cumulative grade point average (GPA) of 2.0. Must not exceed the maximum EFC of FAFSA.

To apply for these scholarships students must go to the Florida Department of Education web page - <http://www.floridastudentfinancialaid.org/SSFAD/home/uamain.htm>, to print an application and submit it. Students qualifying for the scholarships will be notified by mail.

Loan, Work-Study, and Veterans Programs

Federal Direct Loan

Federal Direct Loans are offered at a variable interest rate, with a cap of 8.25% for undergraduate and 9.50% for graduate programs. For “Subsidized-Direct” the government pays the interest while students are in school; for “Unsubsidized Direct” students are responsible for paying the interest while they are in school. If they choose not to pay the interest, it will accrue and be capitalized (added on the principle). This loan must be repaid; the repayment should begin six (6) months after the student graduates or ceases to study.

Federal Direct Parent Loan for Undergraduate Students (FDPLUS)

“PLUS” loans are borrowed by parents for dependent students. The interest rate is variable, with a cap of 10.5%. Repayment begins 60 days after the first disbursement.

Federal Work-Study Program (FWSP)

A program that requires the student work a maximum of 20 hours per week. The student is paid a competitive wage and is able to gain experience in his/her area of study.

Veterans

UAGM-Cupey Campus, Branch Campuses in the United States are approved for Veterans Training and higher education degrees.

How to apply for Federal Financial Aid

To be considered for federal student aid, a student must complete a Free Application for Federal Student Financial Aid (FAFSA). The FAFSA collects financial and other information used to calculate the expected family contribution (EFC) and to determine a student’s eligibility through computer matches with other agencies. The FAFSA is the only form students must fill out to apply for federal financial aid.

The student must submit the Free Application for Federal Student Financial Aid (FAFSA) or Renewal FAFSA to the U.S. Department of Education at www.fafsa.gov.

The amount of financial aid award may vary each year according to the student’s need, the type of aid they are eligible, their academic performance and available funding.

Eligibility Requirements

In order to meet the eligibility requirements, students must:

- Have financial need
- Must be enrolled as a regular student in an eligible program
- Be working toward a degree or certificate

- Be a U.S. citizen or eligible non-citizen
- Have a valid Social Security Number
- Not owe a refund on a Federal Grant or be in default on a Federal Educational loan
- Be making Satisfactory Academic Progress
- Be registered with Selective Service (if required)
- Be enrolled at least half-time except for the Federal Pell Grant, which allows less-than-half-time enrollment
- Not have received a Bachelor's Degree for Pell and FSEOG
- Provide documentation of any information requested by the Office of Admission and Financial Aid

Important Note: The Institution complies fully with the Privacy Rights of Parents and Students Act of 1974 (Title IV of the U.S. Public law 90-247), as amended, which specifically governs access to records maintained by institutions to which funds are made available under any Federal program for which the U.S. Commission of Education has administrative responsibility. The release of such records provided that such institutions must furnish parents of students access to official records directly related to the students and an opportunity for a hearing to challenge such records on the ground that they are inaccurate, misleading or otherwise inappropriate. Institutions must obtain the written consent of parents before releasing personally identified data from student records to other than a specified list of exceptions; that parents and students must be notified of these rights; that these rights transfer to students at certain points; and that an office adjudicate complaints and violations of this law.

Student Affairs and Services

Students Services

Universidad Ana G. Méndez Cupey Campus Branch Campuses reflects the commitment of the System, its member institutions and the School for Professional Studies to student service. The service offered is characterized for being personalized and

individualized, where the student and the program representative together go through the steps from admission to registration, according to the particular needs of each student. Due to the integration of the different student services into a one-stop student service model, students can process their admission; validate transfer credit for their courses; receive orientation and apply for financial aid; receive personalized academic advising; complete registration, and program planning and academic progress audits through an appointment with the Student Integrated Services Staff.

The School for Professional Studies personnel also offers orientation about other services available and acts as a liaison to other offices of the System and its member institutions. The Director of Integrated Services, Financial Aid Staff, Registrar, and Integrated Services Officers will be cross-trained to perform these services in an integrated manner. All Branch Campuses have Academic Advisors to meet the counseling and job placement needs of its students.

I understand that the School has not made and will not make any guarantees of employment or salary upon my graduation. The School will provide me with placement assistance, which will consist of identifying employment opportunities and advising me on appropriate means of attempting to realize these opportunities.

Integrated Student Services are provided in an extended schedule to accommodate the demands of working adults:

Monday through Thursday:	9:00 a.m. - 8:00 p.m.
Friday:	9:00 a.m. - 6:00 p.m.
Saturday:	8:00 a.m. - 5:00 p.m.

Academic Advising

All students will have a staff member assigned as an academic advisor. They must complete all the procedures and schedules for academic advising. In addition, they must meet periodically with their

academic advisor to work a schedule for academic success.

Students Feedback and Complaints

Students in each course section will select a student representative that will meet with the Campus Director or its representative during the second or third week of class. Student representatives will provide feedback to staff on course, faculty, program, services, and facilities. Student representatives will also have responsibility for administering end of course evaluations.

Students may also submit a Request for Service or Complaint by filling out the appropriate form in Campus. They may also e-mail the campus staff with service requests or complaints. These requests will be reviewed at least every week by the Director of Integrated Services or the Student and Registrar Services Coordinator for referral or resolution. In the event of any unresolved conflict, students can contact the Florida Commission for Independent Education at (850) 245-3200 or 325 W. Gaines St, Suite 1414, Tallahassee, FL 32399.

Student Conduct and Disciplinary Actions

Disciplinary Regulations:

All students will observe and comply with all the institutional policies, rules and procedures and will follow a code of exemplary conduct. Each student should be familiar with the institutional policies regarding plagiarism. Also, coursework cannot be used to complete the requirement of more than one course. Any violation of discipline will be referred to the Dean of the School of Professional Studies or the Campus Director.

Disciplinary rules and regulations are ratified by the Ana G. Méndez University System Board of Directors. The students at UAGM, are expected to honor, obey and respect these rules and regulations in all their ramifications. These principles, rules, and regulations are clearly stated in the college by-laws,

the Student Handbook, and in the other regular or periodic publications of the Administration.

Important Notification-Grounds for Termination

The student agrees to comply with the rules and policies and understand that the School shall have the right to terminate my enrollment at any time for violation of rules and policies as outlined in the catalog. I understand that the School reserves the right to modify the rules and regulation and that I will be advised of any and all modifications.

Due to the importance of the Disciplinary Regulations, each student is required to obtain a copy of the Student's Regulations Handbook from the institution internet page, the Integrated Services Office or Associate Registrar at the Florida Branch Campuses; and signs a receipt for it, and commit himself to read and become familiar with the Handbook's contents and the Student's Regulations. These requirements cannot be waved or omitted under any circumstances, and a digital copy is available at each Branch Campus website.

General Provisions

Course Numbering System

The following course numbering system is used by the UAGM-Cupey Campus:

- 050, 100 and 200 coded courses are lower level bachelor's degree courses
- 300 and 400 coded courses are upper division bachelor's degree courses
- 500, 600 and 700 coded courses are master's degree level courses

The Course Prefix

The course prefix is a four-letter designator for a major division of an academic discipline, subject-matter, or sub-category of knowledge. The prefix is not intended to identify the department in which a course is offered. Rather, the content of a course

determines the assigned prefix to identify the course.

ACCO – Accounting
ARTS – Arts
BIOL – Biology
CH - Community Health
COIS, COMP – Computer Information System
COMM- Communications
CRIM – Criminal Justice
ECED – Education
ECON – Economy
ENTR – Entrepreneurship
EDUG – EDAG – Graduate Education Courses
ENGL – English
FINA - Finance
FORS- Forensic Sciences
HESM – Health Services Management
HIST – History
HS – Health Science
HUMA – Humanities
ITHM – International Tourism and Hospitality Management
LIAR – Liberal Arts
MANA – Management
MARK – Marketing
MATH – Mathematics
OFAS – Office Systems
POSC – Political Science
PSYC – Psychology
PUHE – Public Health
SCIE – Integrated Sciences
SOCI – Sociology
SONO -Sonography
SOSC – Social Sciences
SOWO – Social Work
SPAN – Spanish
SPED – Special Education
STMG – Strategic Management

Separateness

The provisions of this document are separable; declaring one or more void will not affect the other provisions that may be applied independently of those voided.

Amendments

Unviersidad Ana G. Méndez-Cupey Campus has the authority to amend this catalog at any time that it deems necessary.

False information

Any candidate who submits false information to attain admission to the Institution will be immediately disqualified for admission.

If, after admission, it is discovered that a student furnished false information, he or she will be subject to the appropriate disciplinary measures, including canceling his or her enrollment and losing the credits completed satisfactorily.

Student's Responsibility

It will be the responsibility of the students to know and comply with all the academic and institutional norms. The Institution will not accept a declaration of ignorance of a norm to avoid complying with it.

Institution's Responsibility

This Institution does not exclude participation, does not deny benefits, nor does it discriminate against any person by race, sex, color, birth, social origin or condition, physical handicap, or for political, religious, social or syndicate ideology.

Reserved Rights

The Institution, to safeguard its goals and objectives, reserves the right to admit, readmit or enroll any student in any semester, session or class. For the same reason, it reserves the right to temporarily, partially; totally or permanently suspend any student before a hearing, in accordance with the Rules of Discipline.

FERPA

The Institution faithfully complies with the dispositions of the Family Educational Rights and Privacy Act of 1974, known as FERPA. This act is designed to protect the privacy of the academic records and to establish to right of the students to inspect and review them.

Anti-Hazing Policy

Sistema Universitario Ana G. Méndez-Universidad Ana G. Méndez- Cupey Campus (UAGM- CC) Branch Campuses do not recognize sororities, fraternities or similar student's organizations. UT does not allow hazing for any reason whatsoever. Students engaging in any potentially harmful activities will be disciplined and may be subject to suspension or termination.

Change of Name and/or Address

It will be the responsibility of the student to notify the Registrar and/or Director of Integrated Services of any change of name or address while he or she is an active student at the Institution.

Section III: Faculty

The Faculty of the UAGM-Cupey Campus Metro Orlando, South Florida and Tampa Bay Campuses have a minimum of a master's degree in their area of expertise and a minimum of three years of professional experience. In addition, faculty members must demonstrate and be certified to have the aptitude and ability to facilitate courses in an accelerated program for adults. An updated list of certified faculty is available in the administrative office at each campus. The Faculty, although assigned to a specific campus, may be shared between the three campuses.

Faculty Listings

Academic Year 2018-18

<i>Faculty Listing Metro Orlando Campus</i>		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Abraham, Leticia	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, 2014
Acosta, Glenda	Criminal Justice	Master of Arts in Criminal Justice Boston University, 2010
Alberti, Jaime	Criminal Justice	Master of Public Administration in Public Management Park University, MO 2013
Alemán, Arturo	Computer Science	Master of Arts in Educational Computing Universidad Interamericana, PR 2006
Alomar, Maricelly	Counseling/ Student Development	Master of Arts in Education Guidance & Counseling Universidad Interamericana, PR 1992
Andrade, Pablo F.	Economics	Master of Arts in Applied Economics University of Central Florida 2000
Aponte, Carmen M.	Computer Science	Master of Science in Computer Information Systems University of Phoenix 2006
Arocho, Abigaíl	Spanish	Master of Arts in Spanish University of Central Florida, FL 2012
Ascensión, Aurora	TESOL	Master of Education in Teaching English as a Second Language (ESOL) Universidad del Turabo, FL, 2007
Avilés, José		Master of Business Administration in Quantitative Methods Universidad de PR, 2014 Master of Public Health in Biostatistics Universidad de PR, 2007

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Bonet, Yarisá	Counseling Educational Technology	Doctor of Education in Instructional Technology and Distance Education, minor in Curriculum Development Nova Southeastern University, 2014 Master of Science in Rehabilitation & Counseling University of North Florida, 2004
Bóssolo, Ivette	Criminal Justice	Juris Doctor Florida State University, FL 2005
Buleje, Miguel	Computer Science	Doctor of Philosophy in Information Systems Nova Southeastern University, FL 2014 Master of Business Administration NTU School of Applied Science Walden University, CO 2005
Burgos, Sandra	Psychology	Master of Arts in School Psychology Ball State University, IN 1987
Canaan, Marielys	Counseling/ Student Development	Master of Education in Guidance and Counseling Universidad del Turabo, FL 2009
Cardona, Miguel	Finance	Master of Business Administration in Finance Universidad Interamericana, PR, 2000
Castro, Ricardo	Marketing	Master of Business Administration in Marketing University of Phoenix, PR 2001
Cedeño, Jonathan	ESOL	Master of Education in Teaching English as a Second Language Universidad del Turabo, PR 2014
Chittenden, Harold	Management	Master of Arts in Organizational Management, University of Phoenix, 2006 (Over 18 credits at the doctorate level in Human Resources Management)
Cintrón, Brenda	Special Education	Master of Education in Special Education Universidad de PR 2003
Colón, Chalie	International Business	Master of Business Administration in International Business Everest University, 2006
Colón, Nora	Education ESOL	Educational Specialist in Bilingual and Bicultural Education Seton Hall University, NJ 1997

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		M.Ed Teaching, Curriculum and Learning Environment Harvard University, MA 1991
Colón, Víctor	Management International Business	Doctor of Philosophy in Entrepreneurial Management and International Business Universidad Interamericana, PR 2012 Master of Business Administration in Finance Universidad Interamericana, PR 1998
Correa, Rafael	Human Resources	Master of Arts in Human Resources Management Webster University, 2006
Cortés, Gretel	Science	Doctor of Medicine Ibero-American University Dominican Republic 2008
Cravener, Marilyn	Accounting	Master of Accounting and Financial Management DeVry University, FL, 2008
Crawford, Ariadna	Educational Computing	Master of Arts in Educational Computing Universidad Interamericana, PR 2000 Over 18 credits at the doctorate level in Education in Training and Performance Improvement Capella University
Cruz, Dalma Linette	Human Resources	Master of Business Administration in Human Resources Universidad Ana G. Méndez- Cupey Campus, FL 2011
De Jesús, Edwin	Counseling	Master of Education in Guidance and Counseling Universidad del Turabo, FL 2010
De Orduña, Alejandro	Science	Doctor of Medicine School of Medicine Avalon University, 2015
Dávila, Somáliz	Counseling/ Student Development	Master of Education in Guidance and Counseling Pontificia Universidad Católica, PR 2002
Díaz, Sharon	English	Master of Arts in English Education Universidad de Puerto Rico, PR 2011
Echevarría, Frances	Psychology	Educational Specialist Nova Southeastern University, 2004 Master of Arts in Educational Psychology Psychological Measurement and Evaluation New York University, 1996

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		(Over 50 credits of doctorate level in Educational Leadership)
Eguía, Marco	Computer	Master of Science in Computing in Open Information Interamerican University, PR 2007
Elías, Minette	Computer Science	Master of Science in Computing in Open Information Universidad Interamericana, PR 2001
Espinel, Sandra	Education Management	42 credits at a Doctoral Level in Early Childhood Education Northcentral University Education Specialist in Early Childhood Education Northcentral University, 2015 Master of Arts in Management and Leadership Webster University 2006
Fagundo, Carlos	Accounting Finance	Master of Science in Logistics Management Georgia College and State University, GA, 1995 Master of Business Administration in General Business Administration Georgia College and State University, GA, 1993 (18 Credits in Accounting at the Master Level)
García, Leonel	Management Computer Science Marketing Accounting	Master of Science in Accountancy University of Phoenix, 2014 Master of Business Administration in Marketing University of Phoenix, 2006 Master in Information Technology American Intercontinental University Atlanta, GA 2003
García, Rafael	Human Resources Management	Master of Business Administration in Human Resources Florida Metropolitan University, 2005 (Over 18 Credits in Management at the Master's Level)

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Gil, Bernardo	Management	Master of Business Administration in Global Management University of Phoenix, PR 2002
González, Marta	Education	Educational Specialist Curriculum and Instruction Liberty University, 2013 Master of Arts in Education in Administration and Supervision University of Phoenix, FL 1991
Guevara, Sandra	Spanish	Master of Arts in Spanish University of Central Florida, FL 2008 Master of Arts in Teaching Foreign Language Monterey Institute of International Studies, CA 1996
Guzmán, Lorine	Counseling	Master of Science in School Administration and Supervision Mercy College, NY 2004 Master of Science in Guidance and Counseling New Rochelle, 1996
Henricy, Josefina	Mathematics Education	Educational Specialist in Mathematics Education Nova Southeastern University, FL 2009 Master of Arts in Education Administration and Supervision of Schools Universidad Interamericana, PR 2000
Hernández, Ernesto	Humanities	Master of Arts in Philosophy University of South Florida, FL 2010
Herrera, Miguel	Social Sciences	Master of Arts in Social Administration in Social Work Temple University, PA 2004
Irizarry, César	Science	Doctor of Chiropractic Life University College Marietta, GA 2001 Master of Business Administration in Healthcare Management Jones International University, CO 2011
Irizarry, José H.	Criminal Justice	Master of Science in Legal Studies, Law, and Public Policy California University of Pennsylvania, 2009

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Jácome, Olga	Spanish	Doctor of Education in Science in Spanish and Literature Universidad de Guayaquil, Ecuador 2004
Larsen, William	Marketing	Master of Science in Integrated Marketing Administration North Western University (1996)
López, Antonio S.	Spanish	Doctor of Philosophy in Romance Languages-Spanish University of Florida 2015 Master of Arts in Hispanic Studies Pontifical Catholic University of PR 2010
López, Carlos M.	Science	Doctor of Medicine Ibero-American University Dominican Republic, 2008
Lugo-Auffant, Daliah	Criminal Justice	Juris Doctor University of Puerto Rico, PR 1992
Luna, Lilibets	Esol	Master of Education in Teaching English as a Second Language (ESOL) Universidad del Turabo, PR 2004
Malonda, Diana	Finance Management Mathematics Statistics	Master of Science in Civil Engineering University of Central Florida 2015 Master of Science in Management and Finance Gran Mariscal de Ayacucho Venezuela, 1998
Mangual, Félix	Criminal Justice	Master of Science in Criminal Justice University of Central Florida, FL 2004
Martínez, Amílcar	Management	Master of Business Administration Webster University, 2000
Martínez, José	Accounting Finance	Master of Business Administration in Finance Wake Forest University, NC 1994 (Over 18 credits in Accounting at the Master Level)
Medina, Joel	Finance	Master of Business Administration in Finance Universidad Interamericana, PR 2005
Medina, Luis	Management	Master of Business Administration in Industrial Management Second major in Human Resources Universidad Interamericana, PR 2000

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Medina, Rosana	Counseling Student Development	Master of Education in Guidance and Counseling Universidad de Puerto Rico, 1992
Méndez, Cecilia	ESOL	Master of Education in Teaching English as a Second Language (ESOL) Universidad del Turabo, FL 2005
Millán, Rebecca	Psychology	Doctor of Philosophy in Cristian Clinical Psychology Doxa University 2006
	Counseling	Master of Counseling Educational Counseling University of Phoenix, 2000
Neuman, María Isabel	Counseling	Doctorate in Human Sciences Universidad de Zulia
		Master of Science in Management and Technology Universidad de Zulia
Nieves, Luz Eneida	Health Management	Master of Public Health in Epidemiology University of Puerto Rico, 1992
O'Ferral, Margarita M.	Education	Master of Science in Urban Education Chicago State University, IL 1978
Ortiz, Abdel	Management Human Resources	Master of Business Administration in Human Resources Universidad Interamericana, PR 2004
Ortiz, Ely Ann	Management	Master of Business Administration in Management University of Phoenix, 2008
Ortiz, Jeriel	Education	Doctor of Education in Instructional Leadership Nova Southeastern University, 2013
		Master of Education in Technology Grand Canyon University, AZ 2008
Ortiz, Luisa	Spanish	Master of Arts in Spanish University of Central Florida, FL 2012
Ortiz-Torres, Irma	Education	Master of Education in Reading Grand Canyon University, 2006
	ESOL	(Over 50 credits at doctorate level in Education)
Pacheco, Magaly	Counseling	Doctor of Education in Counseling and Guidance Universidad Interamericana, PR 1994
	Student Development	Master of Public Administration Universidad de Puerto Rico, 1982

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Pastrana, Luis R.	Criminal Justice	Juris Doctor, School of Law Universidad de Puerto Rico, 1986
Patiño, Adriana	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2015
Peralta, Euclides	Economics	Doctor of Science in Business Economics Universidad Latino Americana de Ciencia y Tecnología, Costa Rica 2010
	Public Administration	Master of Public Administration in Non-Profit Management DeVry University, FL 2005
Pérez, Esther	TESOL	Master of Science in Teaching English to Speakers of Other Languages (TESOL) Nova Southeastern University, 2002
Pijuán, Yojamny	Science	Doctor of Medicine Universidad Central del Este República Dominicana, 2004
Puerta, María I.	Social Sciences	Doctor of Philosophy in Social Sciences Universidad Carobobo, Venezuela, 2012
		Master of Political Sciences Universidad Central de Venezuela, 2002
Ramírez, Heidi Hazen	ESOL	Master of Education in Teaching English as a Second Language Universidad del Turabo, FL 2010
Rentas, Enid	Education	Doctor of Philosophy in Leadership and Education Barry University, FL 2003
		Master of Arts in Reading Roosevelt University, IL 1989
Ríos, Abigail	Instructional Design	Master of Public Administration University of Puerto Rico, 1996
		Ph.D. (in Progress, 24 credits) Instructional Design Keiser University
Ríos, Dally	Psychology	Doctor of Philosophy in Clinical Psychology Universidad Carlos Albizu, PR 2006
		Master of Science in Clinical Psychology Universidad Carlos Albizu, PR 2003

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Ríos, Orlando	Chemistry	Master of Science in Chemistry Universidad de Puerto Rico, 1989
Rivera, Carmen	Spanish	Master of Arts in Spanish University of Central Florida, FL 1999
Rivera, Edwin	Accounting	Master of Business Administration in Accounting Universidad Ana G. Méndez- Cupey Campus, FL 2008
Rivera, Mayra	Accounting	Master of Business Administration in Accounting Universidad Ana G. Méndez- Cupey Campus, FL 2009
Rivera, Sheila	Spanish	Master of Arts in Spanish University of Central Florida, FL 2003
Rocafort, Héctor	Management Marketing	Master of Business Administration in Marketing Universidad de Puerto Rico, 2004
Rodríguez, Nelson	ESOL	Master of Education in Teaching English as a Second Language (ESL) Universidad del Turabo, FL 2009
Rodríguez, Tere	Education	Master of Arts in Education Governors State University, IL 1986
Roldán, Violeta	Mathematics	Master of Arts in Middle School Math University of Central Florida, FL 2007
Román, Stella	Psychology	Doctor of Philosophy in Clinical Psychology Carlos Albizu University, 2012 Master of Science in Clinical Psychology, Carlos Albizu University, 2007
Rossy, Maritza	Criminal Justice	Juris Doctor Universidad Interamericana, PR 1980
Ruiz, Annmarie	Science	Doctor of Medicine University of Science, Arts, and Technology, Monserat 2015
Saldoriga, Jorge	Health Management	Master of Health Administration University of Phoenix, AZ 2007 (Over 50 credits at doctoral level in Health Administration)

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Santiago, Deborah	Management	Master of Business Administration in Strategic Management and Leadership Universidad del Este, PR 2012
Santiago, Jennifer	Education Mathematics	Master of Education in Curriculum & Instruction in Mathematics University of Texas, Arlington 2013
Santiago, Ubaldo	Counseling Student Development	Master of Education in Guidance and Counseling Universidad del Turabo, FL 2009
Serrano, Ricardo	Criminal Justice	Juris Doctor Universidad de Puerto Rico, 2006 Master of Engineering Management Universidad Politécnica, PR 1996
Sharifi, Nancy	Public Administration	Master of Public Administration University of Central Florida, 1992
Solórzano, Jaime	Science	Doctor of Medicine Universidad de Guadalajara, MX 2004
Soto, Sherly	ESOL	Master of Education in ESOL Universidad del Turabo, PR 2004
Squillaro, Graciela	Spanish	Master of Arts in Spanish University of Central Florida, FL 2000
Stratico, Eliana	Special Education	Master of Education in Special Education Northeastern University, 2012
Súllivan, Luz Mariella	Education Special Education	Master of Science in Varying Exceptionalities Nova Southeastern University, FL 2000
Torres, Angel E.	Social Science	Master of Science in Social Work University of Connecticut, 2002
Torres, Nelson	Education Psychology Management	Doctor of Education in Educational Leadership University of Central Florida, 2006 Master of Education in Elementary Education Marymount University, Virginia 1994 Master of Business Administration in Logistics Management Florida Institute of Technology, 1980 Master of Arts in Educational Psychology Ball State University, IN 1977

Faculty Listing Metro Orlando Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Vázquez, María	Management	Master of Business Administration in Material Management and Control Universidad del Turabo, PR 2000
Vázquez, Susana	Education	Doctor of Clinical Psychology Ponce Health Sciences University 2015
Vélez, Myra	English	Master of Arts in English University of Central Florida, 1993
Vidal, Grisselle	Spanish	Master of Arts in Spanish Universidad de Puerto Rico, 1981
Villalobos, Mario	Finance	Master of Business Administration in Financial Management Rutgers University, NJ 1983 18 doctoral credits Doctor of Philosophy in BA/Spec. Financial Management, Northcentral University
Wiscovitch, Abigail	TESOL	Master of Education in Teaching English as a Second Language (ESL) Universidad del Turabo, PR 2009

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Abreu, Johanes	Economic Accounting Finances	Ph.D. in Economics University of Havana, Cuba, 2013 Master in Business Administration Accounting-Finance University of Havana, Cuba, 2008
Agueverre, Gonzalo	Mathematics	Master of Science in Math Education Nova Southeastern University, FL 2009
Aldana, Luis Enrique	Mathematics	Master of Science in Math Education Nova Southeastern University, FL 2010
Alicea, Leyda	Business Administration	Master of Business Management Florida Institute of Technology, FL 1985
Alonso, Jacqueline	Science	Master of Science in Nursing Florida International University, FL 2006

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		Doctor of Medicine Higher Institute of Medical Science of Havana, Cuba 1991
Alfonso, María Antonieta	Science	Doctor of Education University of Camaguey, Cuba 2010 Master of Science in Higher Education University of Cuba, 2007
Álvarez, Andres	Management Public Health Science	Doctor of Medicine and Surgery Universidad del Bosque Bogota, Colombia 2011 Master of Science in Bioethics and Clinical Research in Medical Science Universidad del Bosque, Colombia 2011
Andino, Marcelino	Computer Sciences	Doctor of Philosophy in Information Technology Universidad de la Havana Cuba, 1981 Master of Automatic Control Universidad de la Havana, Cuba 1974
Arcelay Vargas, Nancy	Public Health Instructional Technology Education	Doctor of Health Science Keiser University, FL 2014 Master of Education in Instructional Technology American Intercontinental University Florida 2004 Master of Public Health in Maternal and Child Health Universidad de Puerto Rico, 1994 (18 credits in Education at Master Level)
Banner-Abstein, Silvana	Public Health	Master of Public Health Hebrew University Jerusalem, Israel 1990
Bedú, Lisette	Business Administration Marketing	Doctorate of Business Administration Argosy University, FL 2010 Master of Business Administration in Marketing Argosy University, FL 1993
Bido, José	Human Resources	Master of Science

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		in Human Resource Management Florida International University, FL 2009
Bisram, Knellee	Social Sciences	Master of Arts in Latin American and Caribbean Studies Florida International University, FL 2007 (Over 18 Credits in Social Sciences)
Blanco, Raúl	Science	Doctor of Medicine Havana, Cuba 1994
Borges, Octavio	Spanish	Doctor of Philosophy Hispanic Cultural Studies Michigan University, 2016
Brito, Jorge	Science	Master of Science in Nursing Family Nurse Practitioner Universidad del Turabo, FL 2014 Master of Science in Nursing University of Phoenix, AZ 2012 Doctor of Medicine Higher Institute of Medical Sciences of Santiago de Cuba, Cuba 1990
Bruno-González, Sonia	Bilingual Education	Master of Education in Bilingual Education Universidad Del Este, FL 2011
Buitrago, Vivian	TESOL	Master of Education in English as a Second Language University of Turabo, 2011
Caiaffa, Andrés	Science	Doctor of Nursing Practice University of Miami, FL 2012 Master of Science in Nursing Florida International University, FL 2007
Calcador, Carlos	Management Accounting	Master in Business Administration in Accounting Universidad Ana G. Méndez- Cupey Campus PR 2011
Campos, Carlos	Mathematics	Master of Science in Electrical Engineering University of Kansas, KA 1985 (18 credits in Math at the Master's Level)
Capote-Cobián, José	Mathematics	Master of Science in Math Education Nova Southeastern University, FL 2006

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Carlson, Karen	Counseling	Master of Counseling in Marriage and Family University of Phoenix, PR 2001
Carrero, Jacqueline	Special Education	Master in Education in Special Education Long Island University, NY 1994
Céspedes, Yamile	Mathematics	Master of Science in Math Education Nova Southeastern University, FL 2008
Chang, Gerardo	Nursing	Master of Science in Nursing University of Phoenix, AZ 2012
Cintrón, José	Accounting	Master of Business Administration in Accounting Universidad Ana G. Méndez- Cupey Campus, FL 2010
Cobiella, Lorenzo	Criminal Justice	Juris Doctorate Barry University, FL 2007
Collado, Juan C.	Education	Doctor of Education in Organizational Leadership Nova Southeastern University, FL 2010
	Organizational Leadership	Master of Science in TESOL Nova Southeastern University, FL 2006
Colón, Deborah	Criminal Justice	Juris Doctor School of Law Pontificia Universidad Católica, PR 2011
Conway, Angela María	Public Health	Master of Business Administration in Health Services Administration Nova Southeastern University, FL 2006
Cornejo, Edward	Counseling History	Doctor of Philosophy-History The City University of NY, 2010
		Master of Philosophy-History The City University of NY, 2006
		Master of Arts in Counseling Manhattan College, NY 1991
Cruz Carmona, Carlos	Public Administration	Master of Public Administration Universidad de Puerto Rico 1978
Cuxart-Falcón, Lorna	Science	Master of Science in Nursing-FNP Chamberlain College of Nursing, IL 2015
		Doctor of Medicine University of Havana, Cuba, 1997
Del Negro, María	Science	Master in Science in Medical Science Central University of Venezuela 1991
		Medical Doctor Universidad Central de Venezuela 1985

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Dávila, María Renee	Management	Master of Business Administration in Management American Intercontinental University, FL 2007
Davin, Rafael	Science	Ph.D. of Biological Science World University, PR 1984 Master of Science in Biological Science World University, PR 1983
Díaz, Amarilys	Science	Doctorate of Philosophy in Nursing Education Capella University, MN, 2015 Master Of Science in Nursing-FNP Florida International University, FL 2007
Díaz, Emily	Science	Master of Science in Family Nurse Practitioner Universidad del Turabo FL 2015 Master of Science in Nursing Medical-Surgical Nursing Pontifical Catholic University, PR 1999
Doria, Verónica	Business Administration	Master of International Business Administration Nova Southeastern University, FL 2006
Easdale, Alexander	Social Sciences	Master of Arts in Latin American and Caribbean Studies Florida International University, FL 1999
Eslait, María	Psychology	Master of Science in Mental Health Counseling Universidad Carlos Albizu, FL 2005 (Over 18 Credits in Psychology at Graduate Level)
Estrada, Wilfredo	Education TESOL	Master of Education in Teaching English as a Second Language Universidad del Turabo, FL 2012
Fajardo, Yovanit	Science	Master of Science in Nursing Florida International University, FL 2010 Doctor of Medicine Higher Institute Medical Science Cuba 1997
Farrel, Gryselle	Education TESOL	Doctor of Education Curriculum and Teaching University of Puerto Rico, PR 2016 Master of Arts-TESL University of Puerto Rico, PR 2006

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Fernández, Beatrice	Guidance & Counseling	Master of Education Guidance & Counseling Universidad del Turabo, FL 2010
	Pharmacy	Pharmacy Technician Certification Board
Figuerola, Ivette	Special Education	Master of Education in Science in Special Education Herber Lehman College NY 1995
Forteza, Bárbaro	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2006
Francis, María	Spanish	Master of Linguistics & Master of ESOL and Spanish (Online) University of Basque County, Spain 1993
		Master of Psychology Universidad de Barcelona, Spain 1990
Furnari, Francesco	Management	Master of Business Administration in Management University of Hartford, CT 1994
Gadea, María Elena	Science	Master of Science in Nursing in FNP Universidad del Turabo, FL 2014
		Master of Science in Nursing University of Phoenix, AZ 2012
Gandía, Carlos	Science	Doctor of Veterinary Medicine Universidad Nacional Pedro Henríquez Ureña Dominican Republic, 1978
García, Gretell	Health Sciences	Master of Science in Entomology University of Florida (in progress;18 credits completed)
		Master of Science in Education St. Thomas University, FL 2006
García, Mariano	Marketing	Master in Marketing and Communication University of Havana, Cuba 2002
Giraldo, Juan Pablo	Business Administration	Master of Business Administration in Business Administration Nova Southeastern University, FL 2008
Godínez, Félix	Criminal Justice	Juris Doctor School of Law Case Western Reserve University Cleveland, OH 2000
	Social Sciences	

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		Master of Philosophy in Economics and Political in Latin American Studies University of Oxford, UK 1998
González, Amarilys	Science	Master of Science in Nursing-FNP Universidad del Turabo, FL 2014 Master of Science in Nursing University of Phoenix, AZ 2012 Doctor of Medicine Ernesto Che Guevara, Pinar del Río, Cuba 1993
González, María	Educational Leadership Counseling Humanities Psychology	Doctorate of Leadership and Education in Counseling Barry University, FL 2006 Doctorate of Humanities and Social Science Nova Southeastern University, FL 1991 Master of Science in Marriage and Family Therapy Saint Thomas University, FL 1986 (18 Credits in Psychology at the Doctorate Level)
Gracia, Agustín	Social Sciences	Master of Science in International Relations Troy State University, AL 1991
Jaen, Bladimir	Business Administration Human Resources	Master of Business Administration in Human Resources Universidad Ana G. Méndez- Cupey Campus, FL 2003
Kravetz, Isaac	Management Science	Master of Business Administration in Management University of Phoenix, 2004 Doctor of Medicine Autonomous University of Mexico 1983
Kouri, Juan H.	Health Administration	Master of Health Services Administration George Washington University Washington DC 1988
Landis, David Henri	Spanish	Master of Arts in Spanish Middlebury College, VT 1989 Master of Science in Linguistics Georgetown University, WA DC 1983

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Laracuenta, Fernando	Education Education Mental Health	Master of Science in Nursing-FNP Universidad del Turabo, FL 2017 Doctor of Education, Child and Youth Studies Nova University, Ft Lauderdale, FL 2006 Master of Science in Education Guidance & Counseling Long-Island University, Brooklyn, NY 1999
Laureano-Vega, Manuel	Biology Science Public Health	Doctor of Medicine Universidad Central del Este República Dominicana, 1986 Master of Science in Biology Universidad de Puerto Rico, 1982
León, Luis	Finance Human Resources	Master of Business Administration in Finance and Human Resources Universidad Ana G. Méndez- Cupey Campus, PR 2009
López, Fernando	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2006
López, Mario Alberto	Management	Master of Business Administration Management and Strategic Leadership Universidad del Este, FL 2011
López, Reinaldo	Chemistry	Ph.D. in Chemistry Comisión Nacional de Grados Científicos Habana Cuba 1981
López, Steven	Management	Master of Business Administration in Management Southern New Hampshire University Manchester, NH 1996
Lorenzo, Elías	Social Sciences	Ph.D. of Philosophy in Portuguese Indian University, IN 2005 Master of Arts in Latin American & Caribbean Studies Indian University, IN 1995
Lozano, Bellaida	Science Education	Master of Science-Education NOVA University, FL 2016 Medical Doctor-Surgeon

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
	Health Management	University of Carabobo, Venezuela, 1980 33 Credits in Health Management
McCarthy, Michael	Management	Master of Business Administration in Management Central Institute of Business Administration (INCAE) Managua, Nicaragua 1977
Machado, Humberto	Psychology	Master of Arts in Psychology Clinical Loyola University, MD 1988
Maldonado, Ruth	Entertainment Business	Master of Science in Entertainment Business Full Sail University, Winter Park FL 2011
Mardini, Roger	Public Affairs Criminal Justice	Masters of Science in Public Affairs in Criminal Justice Universidad Del Turabo, FL 2012
Martínez, Broderick	Accounting	Doctorate of Business Administration in Accounting Argosy University, FL 2009 Master of Business Administration in Accounting Nova Southeastern University, FL 1999
Martínez, Gustavo	Engineering Technology	Master of Certificate in Project Management George Washington University Washington DC 1999
	Project Management	Master of Engineering & Technology Cornell University, NY 1996
Martínez, Helga M.	Education	Master of Education in Guidance and Counseling Universidad del Turabo, FL 2009
	Guidance & Counseling	
Medina, Fernando	Accounting Taxation	Master of Accounting Taxation Nova Southeastern University, FL 2006
Méndez, Gustavo Adolfo	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2014
Méndez, Luis Alberto	English	Master of Foreign Language & Literature-English Habana University, Cuba 1990
Méneses, Gorka	Criminal Justice	Master of Arts in Criminal Justice Universidad Interamericana PR 1996
Mercader, José Luis	Business Administration	Master of Business Administration in Business Administration University of South Carolina, Columbia 1985

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Mercado, Reylbeck	TESOL Spanish Management Science	Master of Science in Teaching English as a Second Language (TESL) Florida International University, FL 2008 Master in Teaching/Learning of the Spanish Language and its Culture University of Granada, Spain 2006 Master of Business Administration in Medical Management Nova Southeastern University, FL 1999 Ph.D.-Doctor & Surgeon MD Xavier Pontifical University Colombia 1976
Morabito, Gerardo	Management and Leadership	Master of Business Administration in Management and Strategic Leadership Universidad Ana G. Méndez- Cupey Campus FL 2013
Morales, Elmer Luis	Educational Curriculum And Instruction	Master of Foreign Language and Literature English Universidad de la Habana Cuba 1991
Mundo, Alma	Management Mathematics	21 credits Graduate Level Mathematics University of Phoenix, AZ 1994 Master of Arts in Management and Supervision University of Puerto Rico, 1978
Muñoz, Asunción	Science	Master of Science in Nursing in Advanced Practice-Psychiatric Mental Health New Mexico State University, NM 2010 Master of Science in Epidemiology Pedro Kouri Institute of Tropical Medicine Cuba 1998
Navarro, Claudia	Science	Master of Science in Nursing Florida International University, FL 2011 Doctor of Medicine University of North Barranquita, Colombia 1992
Núñez, María Eleana	Accounting	Master of Science in Taxation University of Miami, FL 2010
Núñez, Pedro E.	Finance	Master of Business Administration in Finance University of Denver, CO 1982

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Ortega, José R.	Mathematics	Master of Science in Math Education Nova Southeastern University, FL 2006
	Economics	Doctor of Philosophy in Economics Institute of Economics Lithuania URSS 1987
Otero, Janet	Spanish	Doctor of Philosophy in Spanish Florida International University, FL 2011
Páez, Pablo	Business Administration	Master of Business Administration University of Pennsylvania, PA 1975
Panagiotopoulos, Lilian	Curriculum and Instruction	Master of Education in Curriculum and Instruction University of Florida, FL 1982
Pasquali, Clara	International Relations	Master in International Relations John Hopkins University, WA DC 1997
	Management	
Pentzke, Luis A.	Computer Science	Ph.D. Computer and Technology Nova Southeastern, FL 2012
		Master of Science in Education Computer and Technology Barry University, FL 1996
Pérez, Jesús	Science	Doctor of Medicine Higher Institute of Medical Sciences of Havana, Cuba 1996
Pérez, María de Lourdes	Public Administration	Master, Nonprofit Management University of Central Florida, FL 2015
	Journalism & Media	Master of Arts in Media Studies Drake University, PA 1998
Petrash, Vilma	Social Science	Master of Public & International Affairs University of Pittsburg, PA 1988
Pinzón, Luis Felipe	Public Administration	Master of Public Administration Nova Southeastern University, FL 2014
Ponce, Liliana	Spanish	Master of Science Fischer School of Education and Human Resources Spanish Language Education Nova University FL 2009
		Master of Arts in Social Anthropology in the Faculty of Social Sciences University of Kent at Canterbury 1983

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Porta, Saidi	Management	Master of Business Administration in Management Nova Southeastern University, FL 2004
Portal, Alejandro	Biomedical Engineering	Master of Science in Biomedical Engineering José Antonio Echevarría Higher Polytechnic Cuba 2011
Quintero, Vielka I.	Management	Master of Business Administration in Management Kaplan University, FL 2008
Ramírez, Juan Carlos	Health Management	Master of Science in Nursing in Family Health Nursing Florida International University, FL 2014
		Doctor of Health Science Nova Southeastern University, FL 2008
		Master of Business Administration in Health Administration and Policy University of Miami, FL 2004
Ramos, Javier	Mathematics	Master of Science in Mathematics Nova Southeastern University, FL 2006
		Master of Education in Special Education San Buenaventura University Colombia 192
Recio, Edward	Criminal Justice	Juris Doctor Georgetown University, WA DC 1992
Rivera-Noble, Angie	TESOL	Master of Science in Teaching English to Speakers of Other Languages (TESOL) Nova Southeastern University, FL 2000
Rodríguez, Martha	Social Science	Master of Social Work Barry University, FL 2001
Romero, Natalia	Mathematics	Master of Science in Physical Science Florida Atlantic University, FL 2010
Salme, David J.	Mathematics	Master of Science in Mathematics Education Nova Southeastern University, FL 2006
Sánchez, Isabel	Elementary Education	Master of Science in Elementary Education Nova Southeastern University, FL 1987
Santiago, Eric	Education	Ph.D. in Management Keiser University, FL 2014
	Management	Master of Science in Education Keiser University, 2011
Santiago, Zoraida	Education	Doctor of Education in Special Education

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
		Interamerican University of PR 2009 Master of Arts in Special Education Interamerican University of PR 2001
Segui, Patricia	Spanish	Master of Foreign Language in Spanish Portland University, Oregon 2003
Slutz, David	Elementary Education Reading	Master of Education in Curriculum and Instruction Reading Grand Canyon University, CO 2008
Tomecek, Karl	Management	Master of Business Administration in Management Nova Southeastern University, FL 2004
Torres, Alejandro	Psychology Counseling Management Spanish	Doctor of Ministry Barry University, FL 2015 Master of Business Administration in Management & Strategic Leadership Universidad del Este, FL 2010 Master of Science in Psychology in Marriage and Family Therapy Carlos Albizu University, FL 2001 Master of Arts in Spanish St. John's University, NY 1998
Troche, Sonia	Psychology Counseling	Doctor of Philosophy in Industrial-Organizational Psychology Pontificia Universidad Católica de PR 2009 Master of Education in Guidance and Counseling Pontificia Universidad Católica de PR 1996
Túa, Olga Vanessa	Human Resources	Master of Business Administration in Human Resources Universidad Ana G. Méndez- Cupey Campus, PR 2003
Tudela, María Elena	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2008
Tudela, María Piedad	Psychology	Master of Arts in Psychology and Counseling The University of Tulsa, OK 1982
Urdaneta, Ulises	Finance	Master of Business Administration in Finance Andres Bello Catholic University, Venezuela, 2011 (27 Credits International Finance)

Faculty Listing South Florida Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Valverde, Lourdes	Mathematics	Doctor of Philosophy in Education Mathematics National Board of Scientific Degrees, Cuba 1998
Vázquez, Elizabeth	English	Master of Arts in Education in ESOL University of Phoenix, PR 2006
Vega, Arturo	Spanish	Master of Spanish Literature and Cultures Universidad de Salamanca, Spain 2001
Vélez, Gustavo	Management Computers	Master of Business Administration in Technology Management University of Phoenix, AZ 2001
Vélez, Michelle	Finance	Master of Business Administration in Finance Universidad de Puerto Rico, 2003
Vélez, Gustavo	Management Computers	Master of Business Administration in Technology Management University of Phoenix, AZ 2001
Vethencourt, Viviana	Psychology	Master of Science in Psychology Nova Southeastern University, FL 2013
Wise, Leonel F.	Management	Master in Business Administration in Management Kaplan University, FL 2008

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Álvarez, Pedro	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2014
Arroyo, Juan E.	Human Resources	Master of Arts in Labor Relations Universidad Interamericana de PR 2006
Bangerter, Travis	Management	Master of Business Administration University of Phoenix, FL 2016
Barceló, Jonatán	Accounting	Master of Business Administration in Accounting University Of Phoenix, FL 2010
Barnes, Denise	English	Master of Arts in English Curriculum Caribbean University PR 2007
Bolívar, Marga	Statistics Mathematics	Master of Science in Engineering Management University Of South FL, 2004
Caballero, Wanda Y.	Guidance & Counseling	Master of Education in Guidance and Counseling Universidad Del Turabo, FL 2012

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Cádiz, Yvonne R.	TESOL	Master of Arts in TESOL New York University, NY 1978
Carbajal, Florence	TESOL	Master of Education in English as A Second Language Universidad del Turabo, FL 2010
Carmona-Torres, Lorraine	English	Master of Arts in Curriculum and Instruction of English Universidad Del Este, PR 2014
Carrillo, Francisco	Management	Master of Business Administration Global Management and International Business Strayer University 2016
Cole, Leonela C.	Business Administration	Master of Business Administration in International Business St. Thomas University, FL 2008
Colina-Rojas, Alí	Economics	Master of Arts in Economics St. Louis University, MO 1999
Collins, Glenda	Social Work	Master of Social Work Florida State University, FL 2012
Colón, Eliana	Management	Master in Business Administration Tampa College, FL 1987
Crespo, Sonia V.	Sciences	Doctor of Biology Central University of Quito Ecuador, 2006
Cruz-Monge, Verónica	English	Master of Education in English Curriculum Caribbean University, PR 2010
Davies, Celia	English	Master of Arts in English Linguistics University of South Florida, FL 2008
Engel Peñalosa, Luz Marina	Spanish Education	Master of Arts in Education Language Arts Carthage College, WI 2003
Estévez, Oribel	Life Sciences	Master of Science Nova Southeastern University, FL 2010
Fret, Juan	Accounting	Master in Business Administration in Accounting Interamerican University, PR 1980
Fuentes Jaiman, Rafael E.	Psychology	Master in Science in Human Services Springfield College, FL 2006
Galíndez, Luis J.	Public Health	Doctor of Public Health University of South Florida, FL 2009
Gebrú, Daniel W.	Pharmacy	Master of Clinical Pharmacy Universidad de la Habana, Cuba 1996
González, Develyn	Spanish	Master of Arts Spanish Language University of South Florida, FL 2015

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
González-Mercado, Velda	Science	Ph D. in Nursing University Of Kansas City, MO 2015
González-Repollet, Brenda	Mathematics	Master of Arts in Mathematics Curriculum Caribbean University, PR 2013
Guevara, Christian	Business Administration	Master of Business Administration The University of Tampa, FL 2015
Harper, María Del C.	Computer Information Systems	Master of Media Design Management Sanford Brown College, FL 2010
Hernández, Adriana	Statistics Mathematics	Master of Science in Industrial Engineering & Management University of South Florida, FL 1994
Hernández, Alina	Education	Master of Education University of South Florida, FL 2006
Hernández, Marian	Mathematics	Doctor of Philosophy Science and Engineering Tulane University, LA 2008
Irizarry, Hilda E.	TESOL	Master of Education in TESOL Grand Canyon University Phoenix, AZ 2011
Jaramillo-Akers, Carmenza	Management	Master In Business Administration in Management University Of Phoenix, AZ 2009
Jiménez Gómez, Amílcar	Marketing	Master in Business Administration in Marketing Interamerican University of PR 1999
Kurian, Genevieve B.	English	Master of Education in Teaching English as a Second Language National Louis University, Chicago, IL 2002
Landrón, Martha Lucía	Spanish	Master of Arts in Spanish Language Universidad de León, León, España 2009
Larrea, José I.	Accounting	Master of Science in Accounting University of Illinois, Chicago IL 1968
Lizardi, Almauri	Accounting	Master of Business Administration in Accounting Universidad del Turabo, PR 2003
López, Dalma I.	Guidance and Counseling	Master of Arts in Guidance and Counseling Universidad Interamericana, PR 2006
López, Ricardo	Mathematics	Master of Arts College of Education and College of Natural Sciences University of South Florida, FL 1993
Lugo Rosa, Orlando	Project Management Management	Master of Project Management DeVry University, FL 2003
Martínez, Pablo L.	International Relations	Master of Arts in International Business Troy University, FL 2012

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Meléndez, Elsa Enid	Sociology	Doctor of Ministry Life Change University, FL 2012
	Criminology	Juris Doctor Pontificia Universidad Católica Ponce, PR 2005
Mena, Nelson	Computer Information Systems	Master of Business Administration University Of South Florida, FL 2008
Mena, Rosmer	Social Sciences	Master of Social Work University of South Florida, FL 2011
Millán, Lillianie	Spanish	Master of Arts Curriculum Instruction and English Universidad Del Este, PR 2011
	English	
Moradiellos, Darwin P.	Mathematics	Ph.D. in Biometry University of Minnesota, MN 1975
Morales, Edna	Pharmacy	Bachelor in Pharmacy Massachusetts College of Pharmacy MA 1992
Mowett, Mery	Marketing	Master of Business Administration in International Trade and Marketing University of Panama- Panama City, Panama 1993
Murray, Angie	Management	Master of Science in Human Services Springfield College, FL 2013
Navas, Marisol	Health Administration	Dual Degree Master of Sciences in Nursing and Master of Sciences in Health Administration University of Phoenix, FL 2009
Oberhausen, Adriana	Psychology	Master of Arts in Mental Health Argosy University, FL 2005
Ocasio-Pérez, Lissette	Accounting	Master of Business Administration in Accounting Universidad Ana G. Méndez- Cupey Campus, FL 2012
Otero, Zaylee	Psychology	Doctor of Psychology Pedro Albizu University, PR 2014
Padilla, Elizabeth	Education	Master of Science in Educational Leadership Universidad del Este, FL 2008
Paneque, Yudiely	Spanish	Master of Arts in Spanish Literature and Linguistics University of South Florida, FL 2009
Parés-Ramírez, María	Spanish	Master of Arts in Spanish Literature University of Florida, Gainesville FL 2005
Penna, Víctor	Biology	Doctor in Medicine Universidad Central del Este San Pedro de Marcorís, Dominican Republic 1985

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Perera, Carmen	Spanish	Master of Arts in Spanish Language University of South Florida, FL 2010
	Pharmacy	Doctor of Pharmacy Universidad de Santa María Venezuela, 1993
Quiñones-Reboyas, Mayra	Management	Master of Science in Human Services Springfield College, Tampa, FL
Reyes, René	Humanities	Master of Arts in History Education University of Puerto Rico, PR 1992
Rivera Claudio, Alberto	Criminal Justice	Juris Doctor Law School Universidad de Puerto Rico, PR 1999
	Sociology	
Rivera Ramos, Waldemar	Guidance And Counseling	Master of Science in Guidance and Counseling Nova Southeastern University, FL 2010
Rivera Rosado, Janet	Criminal Justice	Juris Doctor Universidad Interamericana de PR, PR 1997
	Sociology	
Robayna, Manuel	Management	Master of Business Administration in Management and Strategic Leadership Universidad Ana G. Méndez- Cupey Campus, FL 2012
Rodríguez, Carmen S.	Management	Master of Business Administration in Human Resources Universidad Ana G. Méndez- Cupey Campus, PR 2014
	Human Resources	
Rodríguez, Elizabeth	Spanish	Master of Science in Spanish Language Education Nova Southeastern University, FL 2012
Rodríguez, Linda	Social Work	Master of Social Work University of South Florida, FL 1999
Rodríguez, María C.	Management	Master of Business Administration in Management Certificate in Human Resources University of Phoenix, FL 2008
	Human Resources	
Rodriguez-Bello, Nancy	Management	Master of Manufacturing Competitiveness Universidad Politécnica, PR 2014
Rodríguez-Diggs, Nydia	Public Health	Master of Public Health University of South Florida, FL 1994
Rojas, Rosa	Spanish	Master of Arts in Spanish University Of South Florida, FL 2010
Román, Cesar	Psychology	Master of Arts in Psychology Interamerican University, PR 2006
Román-Delgado, Elizabeth	Sociology	Juris Doctor Interamerican University, PR 1997
	Criminal Justice	

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
Rosa, Jemith	Public Administration	Master of Public Administration Universidad del Este, FL 2012
Rosales Arceo, Aida	English	Master of Education International Language Framingham College, Boston MA 2003
Rosario, Marisol	Spanish	Master of Arts in Spanish Literature and Linguistics University of South Florida, FL 2015
Ruíz, Lydia Isabel	Spanish	Master of Arts In Spanish University Of Northern Iowa Cedar Falls, IA 1971
Ruíz, Mercedes Doris	Education Management	Master of Education in Adult Education Capella University, MN 2013
		Master of Arts in Organizational Management University of Phoenix, Tampa, FL 2004
		Master of Business Administration in Global Management University of Phoenix, Tampa, FL 2002
Saldaña, Jackeline	Management	Doctor of Management in Organizational Management University of Phoenix, AZ 2014
Sánchez Aliakbarian, Diane	English	Master of Education in Curriculum And Instruction Specialization in TESOL University of Florida, FL 2005
Seda, Juan	Management	Master of Business Administration in Management University of Phoenix, FL 1996
Sierra, Ana L.	Education	Master of Science Educational Leadership Nova Southeastern University, FL 2004
Soruco, Maria D.	Education	Master of Education in Initial Licensure University of Tampa, FL 2014
Súarez, George, Dr.	Management	Doctor of Education in Educational Leadership Nova Southeastern, FL 2006
		Master of Arts in Personnel Management Webster University, St Louis, MO 1988
Torres Chaparro, Edgar	Computer Information Systems	MBA in Information System Nova Southeastern University, FL 2007
Valedón, Joan Veronika	Criminal Justice Sociology	Juris Doctor University of Florida, FL 2002
Valenzuela, Dante	English	Masters of Education Leadership Administration University Of Illinois, IL 1997
Varela, Debora R.	Spanish	Master of Arts in Spanish Language And Literature University of South Florida, FL 2015

Faculty Listing Tampa Bay Campus		
Faculty Member:	Subject Area:	Degrees/Diplomas Held & Awarding Institution:
	English	Master of Education in Curriculum & Instruction in TESOL University of South Florida, FL 2015
Vargas, Irma	Counseling Student Development	Master of Education in Counseling Universidad del Turabo, FL 2014
Vázquez Matos, Alberto Dr.	Education	Doctor of Education in School Leadership and Teaching Walden University, MN 2011
Velarde, Einar J.	Economics	Master of Arts in International Relations Graduate Certificate in Economics St. Mary's University, TX 1987
Zayas Santiago, Carla	Spanish	Graduate Certificate in Latin American Studies University of South Florida, FL 2010 Master of Arts in Spanish University of South Florida, FL 2008

Section IV: Programs of Study

Bachelor's Degree

Bachelor of Arts (BA) – Major in Criminal Justice

120 Credits

Offered at the Metro Orlando, South Florida and Tampa Bay Branch Campuses

Program Description

This program ushers student to academic and professional environments related to the Criminal Justice field. The Bachelor of Arts with major in Criminal Justice provides students a detailed view of the field with specific emphasis on the legal, forensic, and academic aspects of the discipline.

Students who graduate from this program can pursue professional positions in the public or private sector, or pursue a graduate degree in law or in the social sciences. The program is structured to address current topics in the field such as multiculturalism, alternate sentencing methods, rehabilitation processes, and cybercrimes, among others. Students must comply with state and local requirements or limitations to practice profession.

Program Objectives/Outcomes

Provide students with theoretical and practical knowledge that will facilitate problem solving and analysis in the criminal justice field.

- Develop critical thinking skills that help students comprehend the causes of crime and the different alternatives to tackle these causes.
- Enhance students' knowledge and experiences to facilitate the attainment of new or higher professional positions in the field.
- Provide a comprehensive examination of the Criminal Justice field with specific emphasis on crime prevention and law enforcement, legal foundations, and academic research.
- Develop awareness of diversity and justice in students' analysis of criminal conducts and alternatives for punishment.
- Offer an innovative and current curriculum that fulfills the students' professional and academic goals, and responds to the country's social, economic, cultural, and professional needs.
- Empower students with a holistic and balanced view of the discipline to facilitate the application and practice of their acquired skills.
- Develop proficiency to communicate adequately in English and Spanish both orally and in writing.

Bachelor of Arts (BA) – Major in Criminal Justice	
Curricular Sequence	Credits
General Education Courses	45
Core/Professional Courses	30
Major Courses	45
Total	120

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Criminal Justice Credential Issued: Bachelor of Arts (BA) Degree Requirements: 120 Credits							
General Education Courses (45 Credits)							
Course	CR	UM-T	Pre-Req	Course	CR	UM-T	Pre-Req
SCIE 111-O Integrated Science I	3			COMP 110-O Computer and Software	3		
ENGL 115-O College Reading and Writing I	4		ENGL 102-O*	ENGL 116-O College Reading and Writing II	4		ENGL 105-O
ENGL 331-O Public Speaking	4		ENGL 116-O	SPAN 115-O Reading, Writing, and the Oral Communication in Spanish I	4		SPAN 102-O*
SPAN 116-O Reading, Writing, and the Oral Communication in Spanish II	4		SPAN 115-O	SPAN 255-O Spanish for Writing and Research	4		SPAN 116-O
HUMA 101-O World Cultures I	3			HUMA 102-O World Cultures II	3		HUMA 101-O
SOSC 111-O Individual, Community, Government, and Social Responsibility I	3			SOSC 112-O Individual, Community, Government, and Social Responsibility II	3		SOSC 111-O
MATH 120-O Algebra	3						
Core Professional Courses (30 Credits)							
Course	CR	UM-T	Pre-Req	Course	CR	UM-T	Pre-Req
CRIM 107-O Introduction to Criminal Justice	3		SOSC 112-O	SOCI 203-O Principles of Sociology/Survey Course	3		SOSC 112-O
SOSC 258-O Research Techniques in Social Sciences	3		SOSC 303-O	PSYC 123-O General Psychology	3		SOSC 112-O
PSYC 350-O Psychopathology Principles	3		PSYC 123-O	SOSC 303-O Applied Statistics Methods for Social Sciences	3		MATH 120-O
SOCI 325-O Sociology of Deviancy	3		SOCI 203-O	CRIM 400-O Human Rights in the Contemporary World	3		SOSC 112-O
POSC 373-O Political Systems of United States of America	3			QYLE 110-O Attitude Development and University Adaptation	3		Must be taken in the first semester of Enrollment
Major Courses (45 Credits)							
Major in Criminal Justice: Theory and Practice							
Course	CR	UM-T	Pre-Req	Course	CR	UM-T	Pre-Req
CRIM 306-O Comparative Criminal Justice System	3		CRIM 107-O	CRIM 335-O Ethical Aspects of Justice	3		CRIM 107-O
CRIM 350-O The Correction System	3		CRIM 107-O	CRIM 405-O Multiculturalism and Crime	3		CRIM 107-O
CRIM 427-O Therapeutic Jurisprudence and Restorative Justice	3		CRIM 107-O				
Major in Criminal Justice: Law Enforcement							
Course	CR	UM-T	Pre-Req	Course	CR	UM-T	Pre-Req
CRIM 300-O General Principles of Penal Law	3		CRIM 107-O	CRIM 301-O Special Laws in Criminal Legislation	3		CRIM 300-O
CRIM 360-O Criminal Investigation Techniques	3		CRIM 300-O	CRIM 380-O Criminalistics	3		CRIM 360-O
CRIM 432-O Criminal Technology, Fraud and Cybercrimes	3		CRIM 107-O				
Major in Criminal Justice: Law							
Course	CR	UM-T	Pre-Req	Course	CR	UM-T	Pre-Req
CRIM 200-O Constitutional Protections and Civil Rights	3		SOSC 112-O	CRIM 302-O Criminal Procedure	3		CRIM 300-O
CRIM 370-O Law of Evidence	3		CRIM 302-O	CRIM 415-O Evidence, Case Preparation and Testimony	3		CRIM 370-O
CRIM 434-O Forensic Psychology in the Criminal Justice System	3		CRIM 370-O PSYC 123-O SOCI 325-O				
*Language skills in both English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores on the language placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must abide with all required hours set by the state for practicum experiences and placement requirements for the professional area set by the State Law. The student must refer to the Internship Handbook available in the Academic Department for specific requirements and procedures students must meet before being accepted for a Practicum in Criminal Justice. QYLE 110-O must be taken within the first term of enrollment. REVISED 2017.							

Master's Degree

Master in Business Administration (MBA) – Major in Management

38 Credits

Offered at Metro Orlando, South Florida and Tampa Bay Campuses

Program Description

The Graduate Program in Business Administration of the School of Business Administration at Universidad Ana G. Méndez- Cupey Campus offers a Master of Business Administration Degree with majors in Human Resources and Management, Accounting and Marketing. The program offers an outstanding curriculum which prepares students to effectively and efficiently assume management responsibilities required by today's organizations.

The academic experience in the program allows students to develop the necessary competencies in the area of Business Administration which will enable them to assume managerial and leadership positions in the public and private sectors. The program also contributes to the student's formation as persons who are educated and skilled, capable of meeting personal and professional goals, and able and willing to assume social responsibility.

Program Objectives/Outcomes

Upon completion of this program students will have:

- advanced concepts in the different management areas, such as: accounting, marketing, production, statistics, finance, organizational behavior, management information systems, and others which will help him/her in the performance of administrative positions
- skills in decision-making, planning, organization, supervision and managerial controls
- conceptual, psychomotor and affective skills, related with the new managerial technology
- written and verbal skills
- attitudes, work habits and skills for interpersonal relations which guarantee personal and professional success
- ethic and social conscience, such as to be a competent professional and exemplary citizen
- skills in the research process and in the solution of administrative problems
- communicate adequately in English and Spanish both orally and in writing

Master in Business Administration – Major in Management	
Curricular Sequence	Credits
Core/Professional Courses	24
Major Courses	14
Total	38

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Management Credential Issued: Master in Business Administration (MBA) Degree Requirements: 38 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (24 Credits)			
Courses	CRS	UM-T	Pre-Requisite
HURE 501-O Human Capital Management	3		
MANA 505-O Management Information Systems	3		
MANA 600-O Business Policy and Ethics	3		
MANA 720-O Operations and Production Management	3		
ACCO 503-O Managerial and Financial Accounting	3		
ECON 519-O Managerial Economics	3		
MARK 511-O Marketing Management	3		
STAT 556-O Applied Managerial Statistics	3		
Major Courses (14 Credits)			
Courses	CRS	UM-T	Pre-Requisite
INBU 600-O International Business	3		
MANA 605-O Business at the Private- Public Intersection	3		
MANA 700-O Entrepreneurship	3		
MANA 709-O Managing Organizational Diversity	3		
MANA 755-O Global Management Practicum	2		
*Language skills in English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores in placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must comply with state and local agencies certification requirements for the degree, as applicable. REV 1/15/17.			

Master in Business Administration (MBA) – Major in Human Resources Management

42 Credits

Offered in Metro Orlando, South Florida, and Tampa Bay Campuses

(This Program is currently not admitting new students)

Program Description

The Graduate Program in Business Administration of the School of Business Administration at Universidad Ana G. Méndez- Cupey Campus offers a Master of Business Administration Degree with specializations in Human Resources Management, Management, and Accounting. The program offers an outstanding curriculum which prepares students to effectively and efficiently assume management responsibilities required by today's organizations.

The academic experience in the program permits students to develop the necessary competencies in the area of Business Administration which will enable them to assume managerial and leadership positions in the public and private sectors. The program also contributes to the student's formation as persons who are educated and skilled, capable of meeting personal and professional goals, and able and willing to assume social responsibility.

Program Objectives/Outcomes

Upon completion of this program, students will have:

- advanced concepts in the different management areas, such as: accounting, marketing, production, statistics, finance, organizational behavior, management information systems, and others which will help him/her in the performance of administrative positions
- skills in decision-making, planning, organization, supervision and managerial controls
- conceptual, psychomotor and affective skills, related with the new managerial technology
- written and verbal skills
- attitudes, work habits and skills for interpersonal relations which guarantee personal and professional success
- ethic and social conscience, such as to be a competent professional and exemplary citizen
- skills in the research process and in the solution of administrative problems
- communicate adequately in English and Spanish both orally and in writing

Master in Business Administration (MBA) – Major in Human Resources Management	
Curricular Sequence	Credits
Core/Professional Courses	24
Major Courses	15
Elective Courses	3
Total	42

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Human Resources Management Credential Issued: Master in Business Administration (MBA) Degree Requirements: 42 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (24 Credits)			
Courses	CRS	UM-T	Pre-Requisite
MANA 501-O Organizational Behavior	3		
STAT 555-O Statistics for Managerial Decision Making	3		
ECON 519-O Managerial Economics	3		
MANA 720-O Operations and Production Management	3		
ACCO 503-O Managerial and Financial Accounting	3		ACCO 500-O or Equivalent
MARK 511-O Marketing Management	3		
FINA 503-O Corporate Finance I	3		ACCO 503-O; STAT 555-O
MANA 600-O Business Policy and Ethics	3		18 Core Credits
Major Courses (14 Credits)			
Courses	CRS	UM-T	Pre-Requisite
MANA 715-O Supervision and Leadership	3		
HURE 730-O Compensation and Benefits Administration	3		HURE 725-O
HURE 725-O Labor Legislation**	3		
HURE 750-O Human Resources Seminar** (Mandatory Course)	3		
HURE 700-O Organizational Development and Design	3		MANA 501-O
HURE 710-O Human Resources Administration **	3		
HURE 640-O Collective Bargaining	3		
HURE 720-O Training Design and Methodology	3		HURE 710-O MANA 501-O
Elective Courses (Select 1 course – 3 Credits)			
Courses	CRS	UM-T	Pre-Requisite
FINA 670-O Risk and Insurance	3		FINA 503-O
COIS 505-O Information Systems for Managers	3		
BUSI 605-O Business Research Methods	3		STAT 555-O
FINA 620-O International Finance	3		FINA 503-O
FINA 630-O Investments	3		ACCO 503-O; FINA 503-O ECON 519-O
Professional Development Workshops (6)			
1.			4.
2.			5.
3.			6.
**Major requirement. Language skills in English and in Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's proficiency in each language. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must comply with state and local certification requirements for the degree, as applicable. Students must complete six professional development workshops as a graduation requirement. In addition to the regular curriculum, students are required to attend six (6) professional development workshops during their course of study. The workshops are designed to broaden and enhance student's knowledge in area other than their area of specialization. The workshops will be at least three hour each. 07/2016			

Master in Business Administration (MBA) – Major in Accounting

38 Credits

Offered in Metro Orlando, South Florida, and Tampa Bay Campuses

Program Description:

This Master's Degree program in Business Administration is designed to provide the skills knowledge and abilities necessary in the area of Accounting. This major is geared towards the fundamental characteristics of an accounting manager providing emphasis in the accounting skills and knowledge required in today's constant changing economy. Also, it will provide knowledge on the use of technology to communicate and handle information and it will develop and enhance the communication skills and the management capabilities of each person.

The standard Master's Degree in Business Administration (MBA) provides the general technical knowledge in specific areas such as Accounting, Finance, Human Resources, and Marketing. However, it lacks on the specific technical knowledge necessary in the accounting area for the application and execution of techniques, tools and procedures at all technical levels. It will allow the development of professional leaders and managers the accounting knowledge that will efficiently operate in the managerial and accounting area. The MBA in Accounting will provide the accounting knowledge with special interest in the areas and application of technology, innovation, management, global economy and international affairs, among others.

The MBA in Accounting will offer courses in Finance, Management, Accounting, Marketing, and other general management functions with a more detail and specific focus or vision. The students in this program will be able to work in current and new business focusing into the local economy as well as into the international and global economy. In addition, this program will allow the students to utilize the current technology at different management levels and will learn to apply the accounting techniques with the technology to be successful in the current dynamic and multi-cultural economy; the students will learn new technical tools that affect the local and global economy and influence the behavior of the human resources and industries.

Program Objectives/Outcomes

- To provide a course of study consistent with the needs of the industry
- To provide the knowledge of the accounting theories
- To provide the understanding of the processes of accounting and the use of computers.
- To stimulate a positive attitude toward education, strengthening the concept of education as an on-going process
- To promote participation in community affairs
- To develop among students good interpersonal and communication skills
- To provide workshops in management techniques, marketing, accounting, and computers

Master in Business Administration (MBA) – Major in Accounting	
Curricular Sequence	Credits
Core/Professional Courses	24
Major Courses	11
Electives	3
Total	38

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Accounting Credential Issued: Master in Business Administration (MBA) Degree Requirements: 38 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (24 Credits)			
Courses	CRS	UM-T	Pre-Requisite
HURE 501-O Human Capital Management	3		
MANA 505-O Management Information Systems	3		
MANA 600-O Business Policy and Ethics	3		
MANA 720-O Operations and Production Management	3		
ACCO 503-O Managerial and Financial Accounting	3		
ECON 519-O Managerial Economics	3		
MARK 511-O Marketing Management	3		
STAT 556-O Applied Managerial Statistics	3		
Major Courses (14 Credits)			
Courses	CRS	UM-T	Pre-Requisite
ACCO 615-O Corporate Financial Reporting: Operations	3		ACCO 503-O
ACCO 616-O Corporate Financial Reporting: Financial Transactions	3		ACCO 503-O ACCO 615-O
ACCO 711-O Contemporary Assurances and Audit Services	3		ACCO 503-O
ACCO 720-O Accounting Capstone	2		ACCO 503-O
FINA 670-O Risk and Insurance	3		ACCO 503-O
*Language skills in English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores in placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must comply with state and local agencies certification requirements for the degree, as applicable. REV 6/29/17.			

Master in Business Administration (MBA) – Major in Finance

39 Credits

Offered at the Metro Orlando, South Florida, and Tampa Bay Campuses

Program Description:

This Master's Degree program in Business Administration is designed to provide the skills, knowledge and abilities necessary in the area of Finance. This specialty is geared towards the fundamental characteristics of a financial manager providing emphasis in the skills and knowledge required in the finance area that will go along with the constant changes in the economy. Also, it will provide knowledge on the use of technology to communicate and handle information and it will develop and enhance the communication skills and the management capabilities of each person.

The standard Master's Degree in Business Administration (MBA) provides the general technical knowledge in specific areas such as Accounting, Finance, Human Resources, and Marketing. However, it lacks on the specific technical knowledge necessary in the finance area for the application and execution of the tools at all technical levels and will allow the development of professional leaders and managers that will efficiently operate in the finance area. The MBA in Finance will provide the knowledge in this area and will provide special interest in the areas and application of technology, innovation, management, global economy and international affairs, among others.

The MBA in Finance will offer courses in Finance, Management, Accounting, Marketing and other general management functions with a more detail and specific focus or vision. The students in this program will be able to work and operate in current and new business focusing more into the international and global economy. In addition, this program will allow the students to utilize the current technology at different management levels and will learn how the use of technology can provide them the tools and competitive edge to be successful in the current dynamic and multi-cultural economy; the students will learn new technical tools that affect the local and global economy and influence the behavior of the human resources and industries.

Program Objectives

- Develop and form new highly skill professionals in the area of Finance with high quality standards in the areas of management and business administration that can take the challenges in the finance field to follow the path and vision of present and future companies.
- Graduates from the MBA in Finance program will be able to acquire the knowledge and experiences necessities to become leaders in the finance field with high values and ethics
- Graduates will be able to function in an environment full of uncertainties and growing competition and will have the ability to identify and develop the opportunities in the finance area to adapt and change
- Graduates will be capable to excel in a constantly changing business world full of new technologies with an increasing demand for globalization as part of a national and international community operating in a dynamic and multi-cultural society
- Graduates will be able to effectively communicate, analyze, and make decisions to solve problems and implement solutions
- The program will create professionals with the vision to implement financial techniques to take advantage of new opportunities for the development and growth of a company in the local and global economy
- Graduates will have the knowledge to incorporate technology and the latest communication tools and techniques to operate and be competitive in the global economy

- Graduates will know the importance of integrity and ethics in the performance of their functions with special attention to the company's human resources and the social responsibilities for the entire community
- The program will provide the knowledge and skills necessary in the finance area to develop and start a new business and achieve the maximum level of success in either the private, public, or non-profit sectors with the highest levels of technology and ethic integrity.

Master in Business Administration (MBA) – Major in Finance	
Curricular Sequence	Credits
Core/Professional Courses	24
Major Courses	15
Total	39

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Finance Credential Issued: Master in Business Administration (MBA) Degree Requirements: 39 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (24 Credits)			
Courses	CRS	UM-T	Pre-Requisite
HURE 501-O Human Capital Management	3		
MANA 505-O Management Information Systems	3		
MANA 600-O Business Policy and Ethics	3		
MANA 720-O Operations and Production Management	3		
ACCO 503-O Managerial and Financial Accounting	3		
ECON 519-O Managerial Economics	3		
MARK 511-O Marketing Management	3		
STAT 556-O Applied Managerial Statistics	3		
Major Courses (15 Credits)			
Courses	CRS	UM-T	Pre-Requisite
FINA 635-O Investment Analysis and Portfolio Management	3		ACCO 503-O
FINA 650-O Financial Market, Currency and Banking	3		ACCO 503-O
FINA 670-O Risk and Insurance	3		ACCO 503-O
FINA 691-O Financial Modeling	3		ACCO 503-O
FINA 735-O Mergers and Acquisitions	3		ACCO 503-O
*Language skills in English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores in placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must comply with state and local agencies certification requirements for the degree, as applicable. REV 1-15-17.			

Master in Business Administration (MBA) – Major in Management and Strategic Leadership

42 Credits

Offered at the Metro Orlando, South Florida, and Tampa Bay Campuses

(This program is no longer admitting new students)

Program Description

The program offers an outstanding curriculum which prepares students to effectively and efficiently assume management and leadership responsibilities required by today's organizations. The expectations for major areas within the program is to facilitate and support higher education that integrates theory with practice of management and strategic leadership practices as they relate to the global business world.

The major in Management and Strategic Leadership will assist students in making adequate informed cutting edge decisions that lead into globalization practices and its challenging economy. Students will have the opportunity to utilize the current technology at different management and leadership positions to impact the decision making process. Students will also have the opportunity to learn about new technical tools that affect the local and global economy and influence the behavior of human resources and industries.

The academic experience in the program allows students to develop the necessary competencies in the area of Business Administration which will enable them to assume managerial and leadership positions in the public and private sectors in the area of human resources. The program also contributes to the student's formation as persons who are educated and skilled, capable of meeting personal and professional goals, and able and willing to assume social responsibility.

Program Objective

The program will provide students with:

- advanced concepts in the different management areas, such as: management, leadership, accounting, marketing, production, statistics, finance, organizational behavior, technology, management information systems, and web business administration which help the graduate with performance in administrative positions
- skills in decision-making, planning, organization, supervision and managerial controls
- conceptual, psychomotor and affective skills, related with the new managerial technology
- written and verbal skills in the area of major
- opportunities to develop attitudes, work habits and skills for interpersonal relations which guarantee personal and professional success
- skills in the research process and in the solution of the administrative challenges of a global economy
- opportunities to communicate adequately in English and Spanish both orally and in writing
- team building skills as they relate to the success of the business institution,
- practices for the business professional in developing and implementing a strategic vision aligned to the social responsibility of the institution
- opportunities to develop as a visionary executive who understands organizations as individual entities and as part of the greater community that considers national and international prospective

Master in Business Administration (MBA) – Major in Management and Strategic Leadership	
Curricular Sequence	Credits
Core/Professional Courses	24
Major Courses	15
Elective Course	3
Total	42

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Management and Strategic Leadership Credential Issued: Master in Business Administration (MBA) Degree Requirements: 42 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (24 Credits)			
Courses	CRS	UM-T	Pre-Requisite
MANA 501-O Organizational Behavior	3		
MANA 720-O Operation and Production Management	3		
MANA 600-O Business Policy and Ethics	3		18 core credits
ACCO 503-O Managerial and Financial Accounting	3		
STAT 556-O Statistics for Managerial Decision Making	3		
ECON 519-O Managerial Economics	3		
MARK 511-O Marketing Management	3		
FINA 503-O Corporate Finance I	3		ACCO 503-O STAT 556-O
Major Courses (15 Credits)			
Courses	CRS	UM-T	Pre-Requisite
STGM 600-O Leadership and Entrepreneurial Vision	3		
STGM 601-O Strategic Management	3		
STGM 602-O Technological Applications and Information Systems	3		
STGM 603-O Entrepreneurial Communication	3		
BUSG 655-O Integration Seminar	3		12 Approved Credits of Major
Elective Courses (Select 1 course – 3 Credits)			
Courses	CRS	UM-T	Pre-Requisite
STGM 604-O Organizations and Global Economy	3		
PRMG 530-O Project Management I: Introduction to Project Management	3		
PRMG 640-O Project Management II: Project Planning	3		
STGM 608-O Strategies for Change, Professional, and Entrepreneurial Development	3		
Professional Development Workshops (6)			
1.			4.
2.			5.
3.			6.
<p>*Language skills in English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores in placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must abide with the minimum required hours and policies set by the state and local agencies for practicum experiences. Students must comply with state and local agencies certification requirements for the degree, as applicable. In addition to the regular curriculum, students are required to attend six (6) professional development workshops during their course of study. The workshops are designed to broaden and enhance student's knowledge in area other than their area of major. The workshops will be at least three hour each.</p>			

Master in Business Administration (MBA) – Major in Leadership and Project Management

42 Credits

Offered at the Metro Orlando, South Florida, and Tampa Bay Campuses

(This program is no longer admitting new students)

Program Description

The MBA program in Leadership in Project Management will develop professionals with the necessary skills to be effective project managers, capable of generating creative ideas in the development of projects. Particular emphasis will be given to the management and strategic leadership component of project management practice. The program will focus in the leadership component of developing human capital in organizations while promoting innovation, differentiated assets management to achieve and maintain competitiveness.

Program Objectives/Outcomes

- Improve student's leadership skills so they can coordinate and harmonize the abilities and talent of their human resources team.
- Learn to use resources in an effective and efficient way, within the time, cost and human resources available while achieving high quality standards.
- Promote the formation of leaders capable of understanding their organizations as part of national and international environment in which they operate, while understanding the necessity of change; innovation created by accelerated technological change.
- Develop professional leaders with the right management skills to deal with new challenges in the development of projects in public and private organizations.
- Teach the skills necessary to identify, develop and manage strategic alliances with private, public and nonprofit organizations.
- Emphasizes in future leaders the importance of integrity in their dealings with the human resources of their business and the benefits to the general community in which they function.
- Develop in students the abilities to communicate, analyze and synthesize information in Spanish and English, which facilitate an efficient and understandable decision-making process.
- Promote the use of technological resources in developing analytical skills that will maximize opportunities and minimize risks in global markets.
- Foster the exchange of experiences, opinions and knowledge transfer in the development of organizational projects.
- Communicate adequately in English and Spanish both orally and in writing.
- Develop in students an ethical and social conscience, that will help him deal with the challenges of been a competent professional and exemplary citizen.

Master in Business Administration (MBA) – Major in Leadership and Project Management	
Curricular Sequence	Credits
Core/Professional Courses	21
Major Courses	18
Internship	3
Total	42

Sistema Universitario Ana G. Méndez Universidad Ana G. Méndez- Cupey Campus School for Professional Studies Program Title: Leadership and Project Management Credential Issued: Master in Business Administration (MBA) Degree Requirements: 42 Credits			
Courses	CRS	UM-T	Pre-Requisite
ACCO 500-O Accounting Survey (This course is recommended for those students who do not possess a background in business administration although this course is worth 3 credit hours, they are not counted towards the total amount of credits for the degree)	3		
Core/Professional Courses (21 Credits)			
Courses	CRS	UM-T	Pre-Requisite
ACCO 503-O Managerial and Financial Accounting	3		
BUSI 605-O Business Research Methods	3		
ECON 519-O Managerial Economics	3		STAT 556-O
FINA 503-O Corporate Finance I	3		
MANA 501-O Organizational Behavior	3		ACCO 503-O STAT 556-O
MARK 511-O Marketing Management	3		
STAT 556-O Statistics for Managerial Decision Making	3		
Major Courses (Students will select 6 courses to complete the required 18 credits)			
Courses	CRS	UM-T	Pre-Requisite
PRMG 600-O Operation Management	3		Undergraduate statistics and business
PRMG 601-O Project Scope and Time Management	3		
PRMG 602-O Project Cost Management	3		
PRMG 603-O Project Quality Management	3		PRMG 601-O
PRMG 604-O Project Human Resources & Risk Management	3		
PRMG 606-O Project Procurement Management	3		PRMG 601-O
PRMG 607-O Project Communication Management	3		
PRMG 608-O Using It Application in Project Management	3		
Elective Courses (Select 1 course – 3 Credits)			
Courses	CRS	UM-T	Pre-Requisite
STGM 604-O Organizations and Global Economy	3		
PRMG 530-O Project Management I: Introduction to Project Management	3		
PRMG 640-O Project Management II: Project Planning	3		
STGM 608-O Strategies for Change, Professional, and Entrepreneurial Development	3		
Elective Courses (Select 1 course – 3 Credits)			
Courses	CRS	UM-T	Pre-Requisite
PRMG 605-O Project Integration Management (Internship)	3		All Core and Major Courses
Professional Development Workshops (6)			
1.			4.
2.			5.
3.			6.
<p>*Language skills in English and Spanish will be assessed with a placement test. Additional language courses may be needed according to the student's scores in placement tests. If students qualify for Preparatory Language Courses or Developmental Language Courses, they must enroll in the courses immediately to increase academic performance in the language. Students must abide with the minimum required hours and policies set by the state and local agencies for practicum experiences. Students must comply with state and local agencies certification requirements for the degree, as applicable. In addition to the regular curriculum, students are required to attend six (6) professional development workshops during their course of study. The workshops are designed to broaden and enhance student's knowledge in area other than their area of major. The workshops will be at least three hour each.</p>			

Course Descriptions

ACCO 500-O Accounting Survey

3 Credits

This course is an introduction to financial and managerial accounting for non-business graduate students. It gives the student an overview of transaction analysis and basic elements of the accounting cycle for service and merchandising business. It also covers the preparation of financial elements: income statement, balance sheet, cost of manufacturing and cash flows, and inventory costing methods. **Pre-Requisite: None**

ACCO 503-O Managerial and Financial Accounting

3 Credits

This course covers accounting concepts and techniques. The course focuses on the use of accounting in the preparation and analysis of financial statements, management decision-making with emphasis on planning, and performance evaluation. It includes the following topics: accounting as an information system, fundamentals of financial accounting and analysis of financial information, costing methods for products and services, budget control, and analysis, inventory control and valuation. It also covers study of cost behavior, cost-volume-profit relationships, job order, process and activity based costing, short-run and long-run decisions, budget, and variance analysis. This course includes the use of electronic spreadsheets. **Pre-Requisite: ACCO 500-O or equivalent**

ACCO 506-O Cost Accounting

3 Credits

This course focuses on the analysis and applications of cost accounting techniques in managerial functions of planning, control, and decision making. It also studies the cost determination and internal control systems in inventory management for raw material, labor, and manufacturing overhead costs. It involves the analysis of the cost-volume-profit model, operational budget, variable costing, standard costing, and variance analysis. The course also utilizes business applications software and case studies. **Pre-Requisite: ACCO 503-O**

ACCO 605-O International Accounting

3 Credits

This course focuses on accounting from a global perspective. It covers regulatory organizations on

international accounting issues, generally accepted international accounting principles, contrast of accounting policies in the United States and other American, Asian and European countries. It also covers value and determination of income across different countries and presentation of financial statements for multinational business enterprises. The course makes emphasis in the use of information for analysts, managers and other decision makers. **Pre-Requisites: ACCO 503-O, FINA 503-O**

ACCO 610-O Financial Accounting and Reporting I

3 Credits

This course studies generally accepted accounting principles for corporations and partnerships. It makes emphasis in consolidations and issues related to other business combinations. The course covers consolidated financial statements, consolidation methods, liquidation, and reorganization. Other topics covered are financial statements for partnerships; formation, operation, and liquidation of partnerships. **Pre-Requisite: ACCO 503-O**

ACCO 615-O Corporate Financial Reporting: Operations

3 Credits

This course focuses on financial accounting rules for corporations. It includes application and use of financial accounting in a decision-making framework and emphasizes corporate financial reporting strategies, preparation of financial statements, and interpretation of financial statements by external users. The course examines issues related to the environment and theoretical structure of accounting, the accounting cycle, financial statements and disclosures, income determination, valuation and accounting for current and non-current assets, and current liabilities and contingencies. Within these content areas, the course also explores the differences between financial statements prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP), and those prepared in accordance with International Financial Reporting Standards (IFRS). **Pre-Requisite: ACCO 503-O**

ACCO 616-O Corporate Financial Reporting: Financial Transactions

3 Credits

This course focuses on financial accounting rules for corporations. It includes application and use of financial

accounting in a decision-making framework and emphasizes corporate financial reporting strategies, preparation of financial statements, and interpretation of financial statements by external users. The course examines issues related to investments, non-current liabilities, equities, the statements of cash flows, and the accounting for changes and error corrections. Within these content areas, the course also explores the differences between financial statements prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP), and those prepared in accordance with International Financial Reporting Standards (IFRS). **Pre-Requisite: ACCO 615-O**

ACCO 620-O Financial Accounting and Reporting II

3 Credits

This course focuses on the analysis of current financial accounting issues and accounting for non-profit institutions. It studies interim and business segment reporting, financial statement consolidation of multinational companies, estates and trusts, accounting for government, universities, hospitals, and other nonprofit institutions. **Pre-Requisite: ACCO 610-O**

ACCO 706-O Advanced Auditing

3 Credits

This course is an introduction to auditing from the perspective of the professional manager. It studies the environment opinion formulation process and reporting activities of the public auditor. It covers acquisition and management of auditing services as an aspect of managerial control. The course involves the use of audit software to enhance the application of knowledge in the accounting field. **Pre-Requisite: ACCO 503-O**

ACCO 707-O Federal Income Tax

3 Credits

This course focuses on the federal internal revenue code and regulations, income exclusions, deductions and credits of individuals, partnerships and corporate taxable entities. Additionally, this course also includes filing of tax returns, as effects upon reorganization, liquidation and dissolutions. **Pre-Requisite: ACCO 503-O**

ACCO 710-O Advanced Auditing II

3 Credits

This course offers an overview of the Generally Accepted Auditing Standards (GAAS), their application to a variety of situations where practicing Accountants have to decide complex issues based on professional standards. The

course focuses on theory, procedures, evidence, and the auditor's opinion. It covers ethics, auditor's legal responsibilities, and internal controls in manual and computerized systems, auditing procedures, evidence gathering, the standard audit report, and other types of reports. It utilizes case studies, and audit software to enhance the application of knowledge in accounting. **Pre-Requisites: ACCO 503-O, ACCO 706-O**

ACCO 711-O Contemporary Assurances and Audit Services

3 Credits

This course defines and discusses the role of the audit and assurance services in financial markets. It focuses on the ethical and legal obligations of audit professionals, practice standards, risk assessment and the evaluation of internal controls, audit evidence, levels of assurance, attestation requirements, and the impact of information technology on audit practice. **Pre-Requisite: ACCO 503-O**

ACCO 720-O Accounting Capstone

3 Credits

This content area capstone course applies advanced Accounting concepts to improve organizational effectiveness within the framework of financial and accounting regulations. Students apply existing professional standards and theories to an applied topic. **Pre-Requisite: Final course within the program.**

ACCO 721-O Accounting Seminar

3 Credits

This course studies the application of accounting principles to the solution of problems related to operational, functional, and accounting requirements of an enterprise. It covers research, presentation, and discussion of application case studies case. A formal research project in an accounting area is required. **Pre-Requisites: 12 Major Credits**

BIOL 101-O Introduction to the Study of Biological Sciences

3 Credits

This is the first of a two (2)-part college level courses dealing with the fundamental concepts of biology for students whose educational objective is not focused on natural sciences. This course will facilitate the acquisition of necessary scientific background to have a general understanding of our biological world, its components, and its relationship with its human counterparts. Topics fundamental to the study of life sciences will be covered,

such as scientific methodology, characteristics of living organisms, the cell and its organelles, photosynthesis, cellular respiration, mitosis, and meiosis. Finally, we will discuss the anatomy and physiology of various systems of the human body. The integration of these scientific concepts with other areas of study will be emphasized.

Pre-Requisite: None

BIOL 106-O Compendium of Human Biology

3 Credits

This course enriches the Medical Billing and Coding student with the foundations of a broad medical terminology vocabulary. Provides the basis for understanding the normal anatomy and pathophysiology of diverse systems at the cellular level structure and multi-systemic. It also serves as a tool for the comprehension of concepts and medical diseases that most commonly affects the Human being. **Pre-Requisite: BIOL 101-O**

BUSG 655-O Integration Seminar

3 Credits

This course integrates an analysis of real life and simulated case studies for the appropriate application of the planning, decision making, and problem solving processes. A comparative analysis of patterns and managerial problems is also integrated. The seminar is geared towards the application of related principles, concepts, and theories. This course includes the development of an individual research project to reflect the main focus of the course. This is an 8 week course. **Pre-Requisites: 12 Approved Major Credits**

BUSI 600-O Federal Business Law

3 Credits

This course studies state and federal business laws. It also studies contracts, agencies, partnerships, corporations, bankruptcy, and property laws. The main focus is the application of the main topics to accounting and auditing situations. **Pre-Requisite: None**

BUSI 605-O Business Research Methods

3 Credits

This course is an introduction to concepts and procedures of business research. It covers the nature and purpose of investigation, types of design, instruments of investigation methods of data analysis, and interpretation. The course emphasizes on the search of truth by empirical means and on the contribution of research to the business administration field. **Pre-Requisite: STAT 555-O**

COIS 101-O Introduction to Computer Based Systems
3 Credits

This course helps students, with no previous experience in computers, develop the levels of productivity necessary for their personal and work environment. It requires computer laboratory application. **Pre-Requisite: None**

COIS 505-O Information Systems for Managers

3 Credits

This course covers fundamental concepts in computerized systems of information and the application to business administration. It gives students an insight and an adequate technical base in the analysis of programming and administration of information systems. **Pre-Requisite: None**

COIS 600-O Computers as Instructional Resources

3 Credits

In this course students will study the diverse applications of computers in education. Students will study the different computer models, their internal basic structure, and the needed hardware. Students will also analyze all the factors teachers need to take into consideration when incorporating computers as an instructional mean in the classroom. The fundamentals of learning through the use of computers and the design of instruction are also topics to be discussed through this course. Students will review computer programs for instruction purposes at different curriculum levels. The use of internet for instructional purposes will be a part of the learning experience, as part of the computer laboratory experience. **Pre-Requisite: None**

COMP 110-O Introduction to Computer and Software

3 Credits

This course focuses on the study, application and handling of basic computer concepts, and productivity tools. The course integrates the analysis and evaluation of different application software. The main focus of the course is the creation and editing of documents and effective presentation of programs such as: search engine, internet, electronic mail, word processor, and presentations. The course includes laboratory experiences and practice in the use of the Internet. **Pre-Requisite: None**

CRIM 107-O Introduction to Criminal Justice

3 Credits

This is an introductory course to the field of criminal justice with an emphasis on studying the origins and the

development of the schools of thought in the field of criminology throughout history. The course will provide ample discussion of the various theories that contributed to the development of the scientific field of criminology. The course also focuses on the structure, institutions and basic functions of the criminal justice system. The course provides an opportunity for the study and analysis of crime in our society identifying its causes and available options. **Pre-Requisite: None**

CRIM 110-O General Principles of Penal Law
3 Credits

This is an introductory course to criminal law. The course uses the Penal Code as the basis for the study of the nature of crime, its elements, available defenses for the accused, and the sentencing guidelines. **Pre-Requisites: SOSC 111-O, SOSC 112-O, CRIM 107-O**

CRIM 118-O Civil System
3 Credits

This course seeks to provide the student with knowledge of the historical process that promoted the development of our civil law system and its main components, such as Property Law, Family Law, Contracts, Estate Law, and Torts. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

CRIM 200-O Constitutional Protections and Civil Rights
3 Credits

This course examines the legal, constitutional, and judicial protections and guarantees of citizens, in accordance with Supreme Court decisions. Emphasis will be given to civil rights, the Bill of Rights, and the origins and development of the Constitution of the United States and the corresponding state. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

CRIM 207-O Criminal/Procedural Law and Evidence
3 Credits

This course provides an opportunity for the analysis of the various procedural laws that regulate the application of criminal justice. Also, the course covers the criminal law judicial process and its stages. Finally, the student has an opportunity to study the constitutional rights available to the accused through criminal investigation and the judicial process. **Pre-Requisites: CRIM 110-O, CRIM 118-O**

CRIM 210-O Criminal Investigation Techniques
3 Credits

This course emphasizes the study and guidelines of basic criminal investigation techniques. The study is done

considering the historical origins and trajectory of today's technological advances in investigative methods. **Pre-Requisites: CRIM 107-O, CRIM 207-O**

CRIM 212-O Law of Evidence
3 Credits

This course is aimed at the study of the rules of evidence both in civil law and criminal law judicial proceedings. The course is designed to develop an understanding of the basic concepts in the rules of evidence. Emphasis will be given to the structure of the evidence, evidence and the judicial process, the rule of relevance, rule of exclusion, hearsay rule and its exceptions, privileges, offer of proof, photographs, writings, recordings, and demonstrative and scientific evidence. **Pre-Requisite: CRIM 210-O**

CRIM 215-O Criminalistics
3 Credits

This course is an introductory course to forensic science which consists of the study of the most recent scientific techniques for the collection, identification, treatment, and preservation of evidence used in a criminal investigation. The course also covers the constitutional principles that guarantee due process to an individual in the handling of the various types of evidence during a criminal investigation. Strong emphasis will be given to the importance and use of evidence in a judicial proceeding and in the crime solving process. **Pre-Requisite: CRIM 210-O**

CRIM 300-O General Principles of Penal Law
3 Credits

Students study and analyze the origin, concepts, source, and characteristics of Criminal Law. The course examines Criminal Law as a complex socio-legal phenomenon. The course specifically studies the relevant general principles in the application of current criminal law. **Pre-Requisite: CRIM 107-O**

CRIM 301-O Special Laws in Criminal Legislation
3 Credits

This course examines and analyzes special criminal laws; for example, legislation on minors, domestic violence, and legislation on controlled substances and others. The latter, will focus on public health perspectives to the controlled substances abuse problems. Also, the course will review the general principals of criminal law. **Pre-Requisites: CRIM 300-O**

CRIM 302-O Criminal Procedure

3 Credits

The course provides an opportunity for the analysis of the various procedural laws that regulate the application of criminal law. Also, the course covers the criminal law judicial process and its stages. Finally, the student has an opportunity to study the constitutional rights available to the accused through criminal investigation and the judicial process. **Pre-Requisite: CRIM 300-O**

CRIM 306-O Comparative Criminal Justice Systems

3 Credits

This course focuses on the comparative analysis of different legal traditions such as civil law and common law. It looks at similarities and differences of legal, correctional, and penal systems throughout the world. Different philosophies of justice, equality, punishment, crime, and crime prevention will be discussed in comparison to those of the United States. **Pre-Requisite: CRIM 107-O**

CRIM 310-O Constitutional Protection and Civil Rights

3 Credits

This course focuses on the study of the legal, constitutional, and judicial protections and guarantees in accordance with Supreme Court decisions to individuals. Emphasis will be given to civil rights, the Bill of Rights, and the origins and development of the Constitution of the United States. **Pre-Requisites: CRIM 107-O, CRIM 118-O**

CRIM 315-O Administrative Law

3 Credits

The course examines the development of judicial review of administrative decisions under the common law, as well, as the development of non-judicial and statutory review mechanisms. Students will have an understanding of the principles and procedures for review of administrative action, and the ability to apply such understanding to the solution of problems. In addition, students will have an appreciation of the relationship between law and public sector administration. **Pre-Requisite: None**

CRIM 318-O Police Organization and Management

3 Credits

This course includes the study and analysis of the organizational structure and administrative procedures of the State, State Trooper, Sheriff and, Police Departments.

The course focuses on the functions, duties, powers and relations with the community. **Pre-Requisite: None**

CRIM 335-O Ethical Aspects of Justice

3 Credits

This course studies the principles and ethical theories that guide the individual decision making process within the Criminal Justice System. The laws that regulate individual and professional ethical behavior are discussed. This course is carried out by use of conferences and research in jurisprudence. **Pre-Requisite: CRIM 107-O**

CRIM 350-O The Correctional System of Florida

3 Credits

This course is aimed to study and analyze the Correctional System of Florida. The students will be exposed to the analysis of the philosophy of society protection and rehabilitation of law offenders. In addition, participants will review the legal foundations, the organization and management of the Correctional System. The study of the main components of the Correctional System will also include the analysis of the penal institutions of the state, and all programs related to the correctional system.

CRIM 360-O Criminal Investigation Techniques

3 Credits

This course consists of the study, description, and analysis of criminal investigation techniques, including the collection, identification and preservation of evidence at the crime scene, as well as crime solving methodology and procedures. Students will also explore a variety of prevention strategies through the application of the constitutional rights during the investigations. **Pre-Requisite: CRIM 300-O**

CRIM 370-O Law of Evidence

3 Credits

This course is aimed at the study of the rules of evidence both in civil law and criminal law judicial proceedings. The course is designed to develop an understanding of the basic concepts of the rules of evidence. Emphasis will be given to the structure of the evidence, evidence and the judicial process, the rule of relevance, rule of exclusion, hearsay rule and its exceptions, privileges, offer of proof, photographs, writings, recordings, and demonstrative and scientific evidence. **Pre-Requisite: CRIM 107-O**

CRIM 380-O Criminalistics

3 Credits

An introductory course to forensic science which consists of the study of the most recent scientific techniques for the collection, identification, treatment, and preservation of evidence used in a criminal investigation, as well as the constitutional principles that guarantee due process to an individual in the handling of the various types of evidence during a criminal investigation. Strong emphasis will be given to the importance and use of evidence in a judicial proceeding and in crime solving. **Pre-Requisites: CRIM 360-O**

CRIM 400-O Human Rights in the Contemporary World

3 Credits

This course emphasizes the study of the development of the Human Rights concept. It focuses on the knowledge of human rights and their relation to dignity of the human being. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

CRIM 401-O Practicum in Criminal Justice

3 Credits

In this course, the student will have an opportunity to practice the theoretical knowledge acquired by working for a public or private entity related to the criminal justice system. The professor will serve as a guide and will provide the resources, orientation, and coordination of the practicum process. The selection of the entity for the placement of the student will be made by the professor with the assistance of the student. Students must abide with the minimum required hours set by the state for practicum experiences. The student must refer to the Internship Handbook available from the Director of Instruction and Curriculum for specific requirements and procedures. **Pre-Requisite: All courses**

CRIM 405-O Multiculturalism and Crime

3 Credits

The primary focus of this course is the interrelation between diversity and crime. It focuses on the impact of culture on human behavior and the interpretation of right and wrong. In addition, the course analyzes how gender, race, nationality, ethnic origin, religion, and other factors impact the criminal justice system and the distribution of justice in the United States. **Pre-Requisite: CRIM 107-O**

CRIM 415-O Evidence, Case Preparation and Testimony

3 Credits

A study of the rules of evidence relating to the judicial process, with emphasis on hearsay and its exception. Students will learn how to prepare an effective presentation of a case before a court, and how to present evidence. Special emphasis will be given to report writing, analysis of legal documents, presentation of testimony, and submission of documents as evidence. **Pre-Requisites: CRIM 300-O; CRIM 370-O**

CRIM 427-O Therapeutic Jurisprudence and Restorative Justice

3 Credits

This course studies the impact that laws and legal processes have on the emotional, social, and psychological well-being of offenders and victims. It focuses on alternative methods that help solve legal problems creatively and effectively. Emphasis is given to alternative methods for dispute resolution, restorative justice, drug courts, specialized courts, collaborative divorce law, among other topics. Readings draw from sociology, psychology, criminal justice, and counseling, among other disciplines. **Pre-Requisite: CRIM 107-O**

CRIM 432-O Criminal Technology, Fraud and Cyber Crimes

3 Credits

This course familiarizes students with the term fraud and its definition in the Penal Code, and offenses in which the term applies to fraud in our criminal justice system. It also considers the application of these terms to the concept of Cyberspace. Students will learn to apply the form of search and tracking of evidence on computers and digital equipment. They will learn how to properly identify, preserve, package, and present such evidence in a legal setting in consideration of the chain of evidence. It includes the study of Federal, State, and International law, applied to digital computer fraud. **Pre-Requisite: CRIM 107-O**

CRIM 434-O Forensic Psychology in the Criminal Justice System

3 Credits

Studies the application of psychology to legal proceedings. Integrates different types of psychological analyses to the evaluation of witnesses, evidence, and presentation of evidence in court. Students will learn to use modern techniques of interrogation and psychological interview. They will also apply theoretical knowledge to the evaluation of both victims and offenders. **Pre-Requisites: PSYC 123-O; SOCI 325-O; CRIM 370-O**

ECON 123-O Economics Compendium
3 Credits

This course provides the student with the theoretic knowledge and application of Economics. The student will learn the essential principles and theories for micro and macro analysis. Time is devoted to develop the skills needed to identify and solve the problems encountered by the public and private sectors. **Pre-Requisite: None**

ECON 350-O International Economy
3 Credits

This course studies the concepts, theories and applications of international economics and finance; analysis of economic relationships between nations; review international trade common practices (imports and exports); review of macroeconomics data on imports and exports in the US economy as collected and published by the US government; study of government intervention in international trade. **Pre-Requisite: None**

ECON 519-O Managerial Economics
3 Credits

This course studies the use of economic tools in management decision-making to maximize the company's profit. It covers the analysis of demand, income, production, cost, markets, and the relationship between companies and the public sector. **Pre-Requisite: None**

EDUC 501-O Principles and Development of Curriculum
3 Credits

This course covers a critical analysis of curriculum development theories departing from the various educational philosophies and their relation to the practical aspects of curriculum development. Various models which exemplify the different curriculum theories are presented and analyzed. The course also examines the curriculum model presently being used in the Department of Education. Students will have the opportunity to examine and evaluate specific curriculum projects. **Pre-Requisite: None**

EDUC 502-O Administration of Classrooms and Schools as Learning Communities
3 Credits

This course provides students with a critical study and analysis of classroom management in the context of a learning community. This course includes the discussion of topics such as: Restructuring the Education System, the Classroom as a Laboratory, the Total Quality Philosophy,

School Autonomy, Open School Systems, and Instructional Leadership. **Pre-Requisite: None**

EDUC 503-O Evaluation of Curriculum and Instruction
3 Credits

This course studies and analyzes the principles that guide the different evaluation strategies of curriculum and instruction, taking into consideration both the formative and summative aspects. The course also covers methodology, selection and application of research-based strategies, and models for curricular evaluation. **Pre-Requisite: None**

EDUC 504-O Learning Theories and Cognitive Development
3 Credits

This course studies and analyzes theories of cognitive development and learning with emphasis in the investigation and discussion of teaching styles. The expectation is for students to understand that these teaching styles have been scientifically proven as successful instructional models. Through this course, students examine and discuss the instructional models and identify the theoretical foundations that support educators. This review is done utilizing the pedagogical of application concepts studied in classroom practice. **Pre-Requisite: None**

EDUC 505-O Research Methods
3 Credits

This course is an introduction to the concepts and procedures of educational investigation. This course studies the nature and purposes of investigation; types of design, investigation analysis methods, and interpretation of data. Emphasis is placed on the contributions made by investigation to the education field. This is an 8 week course. **Pre-Requisite: None**

EDUC 507-O Philosophy, Critical Thinking, and Education
3 Credits

This course provides students with a framework on critical analysis of the philosophical and ethical thought process. The course focuses on the practices related to the development of critical thinking and the impact in student achievement. **Pre-Requisite: None**

EDUC 512-O Educational Innovations and Strategies
3 Credits

This course covers the study and analysis of educational innovations in school administration, supervision, teaching, and the learning process. It focuses on innovations and new educational strategies being implemented in the United States and other countries. Emphasis is also given to current practices implemented in the public and private educational systems in the state.

Pre-Requisite: None

EDUC 513-O Evaluation, Measurement, and Assessment
3 Credits

This course studies the assessment, measurement, and evaluation techniques applied to the teaching-learning process. Emphasis is placed on the adequate planning of evaluation, the preparation, analysis of tests and other pedagogical evaluation instruments. **Pre-Requisite: None**

EDUC 526-O Curriculum Planning and Design
3 Credits

This course focuses on the study and analysis curricular design. Emphasis is placed on diverse curricular approaches, strategies, techniques, and aspects that pertain to the teaching-learning process in the state. The course also studies curricular planning as the basic tool to accomplish the different aspects of curricular design. Students will be familiarized with new theories and principles related to curricular design. **Pre-Requisite: None**

EDUC 543-O Culture and Education
3 Credits

This course explores the sociological concepts that frame the cultural development of students in the state and its implications to the educational system. This course also covers the functions of the educational system as the responsible agency for transmitting the cultural values and the educational elements that identify people as a community member. **Pre-Requisite: None**

EDUC 545-O Instructional Technology and Society
3 Credits

This course covers the practical tendencies and the effect of the socio-scientific and technological changes as they apply to the search of information. This course also studies the impact information has on economic and social organizations. It also studies the educational

implications that information sciences have on the school curriculum and learning styles. **Pre-Requisite: None**

EDUC 576-O Teaching Models and Systems
3 Credits

This course analyses instructional systems and teaching models. It also studies some of the major innovative teaching strategies and their adaptation according student's aptitudes as required in the state. Emphasis is placed on cognitive development, learning styles, teaching models, and the application of Deming's philosophy of Total Quality Management. Application to the classroom practice is integrated in the curriculum and activities in the course. **Pre-Requisite: None**

EDUC 709-O Scientific Research Thesis
3 Credits

This course is a requirement upon completion of courses for the Master's Degree in Education with Major in Curriculum and Instruction. This course involves a scientific investigation that the student has to perform under the supervision of a facilitator. The student will have to select an educational problem or need in the educational system in the state. Student's final work will represent a significant contribution to general education or the area of Major. Students may select the investigation approach that best relates to the topic selected for the theses from various approaches discussed in class. This is an 8 week course. **Pre-Requisites: All courses**

ENGL 050-O Preparatory English
4 Credits

This course is designed for low and high beginning level students (Level 1 – Starting). It is a conversational and grammar-based immersion course designed to prepare undergraduate students in the four domains for language proficiency: listening, speaking, reading, and writing. Students will develop and/or strengthen skills for effective paragraph construction and basic expository essay writing skills. The main focus of the course is to prepare students for English academic course work in their selected degree program. Students who score between 0 – 120 points in the English placement test must enroll in this course in the first term of enrollment. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

ENGL 102-O Basic English
4 Credits

This course is designed for low and basic level students (Level 2 – Emerging). The primary goal of this course is to teach communicative competence, which is the ability to communicate in English according to the situation, purpose, and student's roles in the communication process at the professional level. Emphasis is placed on the development of aural (listening)/oral (speaking) comprehension skills. Basic reading and writing (productive) skills are also emphasized. In both cases, assignments and activities are in the context of topics from the degree programs the students represent. It systematically reviews basic structures and vocabulary with a substantial amount of listening, speaking, reading, and writing practice, which leads students to a more confident ownership of the language. Reconstruction of relevant life and job activities will be used in a constructivist approach to learning. Students who score between 121- 240 points in the English placement test must enroll in this course in the first term of enrollment. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

ENGL 115-O College Reading and Writing I
4 Credits

This course is designed for English intermediate level students (Level 3 – Developing). It is the first year English course. The course focuses on paragraph construction conventions, content, organization, voice, vocabulary, fluency, grammar, and syntax of college technical writing at the intermediate proficiency level. The course is intended to prepare students for the demand of college writing focusing on reading critically and incorporating source material in student's own writing. Research projects will be developed through the responsible use of technology by individual, pair, and group work activities. All course assignments and activities are delivered in the context of topics from the degree programs the students represent. This course requires the use of E- Lab and/or the Language Lab guided by the course English faculty.

ENGL 116-O English Reading and Writing II
4 Credits

This course is designed for English high intermediate level students (Level 4 – Expanding). It is the continuation of the first year English course, ENGL 115-O. An integrated language arts (listening, speaking, reading, and writing) approach is used in the course. The course focuses on strengthening paragraph construction conventions, content, organization, voice, vocabulary, fluency, grammar, and syntax of college technical writing at the

high intermediate proficiency level. The course is intended to increase skills on professional college reading and writing skills aligned to the student's degree program. Research projects will be developed through the responsible use of technology by individual, pair, and group work. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

Pre-Requisite: ENGL 115-O

ENGL 331-O Public Speaking
4 Credits

This course is designed for English advanced level students (Level 5 – Bridging). An integrated language arts (listening, speaking, reading, and writing) approach is used in the course. This course is divided in two required parts: intensive practice in writing different types of essays, monographs, reports, and conducting research in their degree program. The course also focuses in strengthening public speaking skills. English language and professional etiquette for public speaking is studied and practiced in weekly classes. All course assignments and activities are delivered in the context of topics from the degree programs the students represent. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

ENGL 500-O Graduate Preparatory English
3 Credits

This course is a conversational/grammar preparatory course designed to prepare graduate level students for the accelerated curriculum offered at the School for Professional Studies Discipline-Based dual language program. This course is designed for graduate students who score between 0-81 points (Level 1 – Starting and Level 2 – Emerging) on the Graduate English Placement Test. This course requires the use of E-Lab or the Language Lab.

ENGL 501-O Academic Writing for Graduate Students I
3 Credits

This course is designed for graduate students who score between 82-103 points (Level 3 – Developing and Level 4 – Expanding) on the Graduate English Placement Test. This is an application English writing class that focuses on strengthening writing skills. It examines and provides strategies for strengthening skills in writing for specific audiences, writing conventions and development of topic sentences and supporting details. It also provides emphasis on strategies for developing supporting ideas. It stresses the development of basic reading and writing

skills for graduate students. It systematically reviews basic structures and vocabulary with a great deal of written practice, which lead the student to a more confident ownership of the language. Grammar and editing skills review is incorporated in the course. Therefore, the goal of this course is to provide student writers with information that will allow them to demonstrate a command of academic writing skills in English. This course requires the use of E-Lab or the Language Lab. **Pre-Requisite: English placement test scores.**

ENGL 502-O Academic Writing for Graduate Students II
3 Credits

This course is designed for graduate students who score between 104-130 points (Level 5 – Bridging) on the Graduate English Placement Test. ENGL 502-O is a writing course designed to improve the academic writing skills of graduate students. The course focuses on organization and development of ideas and on paraphrasing and summarizing of reading selections to develop fluency, accuracy, and maturity in academic writing. A discussion of basic research skills and plagiarism is included. Editing skills are stressed, and a basic grammar review is provided. In addition, a variety of common rhetorical modes are analyzed, including narratives, informational reports, summaries, reviews, and argumentative essays. Students are placed into this course based on their English language placement results. It is an advanced English course that uses an integrated language approach. Role-play, oral presentations and other verbal and writing techniques are used. All phases of the English writing process are discussed and practiced. Students concentrate on writing good topic sentences, supporting details and paragraph unity. This course requires the use of E-Lab or the Language Lab. **Pre-Requisite: English placement test scores.**

EXPL 101-O Experiential Learning: Introduction to Portfolio
1 Credit

This course involves the evaluation of theoretical and practical experiences for the preparation of an experiential learning portfolio. It is a presentation of evidence and support documentation related to occupational and personal skills acquired in the student's life to petition their evaluation for academic credit. **Pre-Requisite: None**

FINA 503-O Corporate Finance I
3 Credits

This course applies financial planning strategies to increase the value of investment of stockholders. The course utilizes analysis of management decisions concerning investments, financing, and dividend policies. The course involves assets approval, risk, debt policies, and alternate ways of financing. The course also involves short-term assets, liabilities administration, acquisitions, mergers, and international financial management. **Pre-Requisites: ACCO 503-O, STAT 555-O**

FINA 610-O Corporate Finance II
3 Credits

This course discusses the theory and practice of corporate finance, assets administration, and capital budgeting. Risks, performance, and capital opportunity cost, dividends policies and capital structures, acquisitions, mergers, and socio-economic aspects of the corporate finances are also discussed. **Pre-Requisite: FINA 503-O**

FINA 620-O International Finance
3 Credits

This course studies the financial management of foreign operations of the firm. The course also covers the financial constraints of the international environment and their effect on standard concepts of financial management. It also studies international currency flows, forward cover, and international banking practices. **Pre-Requisite: FINA 503-O**

FINA 630-O Investments
3 Credits

This course covers the valuation of corporate securities of multinational and domestic corporations, portfolio theory, and the measurement of portfolio performance. Emphasis is placed on the role of return and risk in valuing stocks, bonds, options, and in the construction of portfolios. **Pre-Requisite: FINA 503-O, ACCO 503-O, ECON 519-O**

FINA 635-O Investment Analysis and Portfolio Management
3 Credits

This course focuses on the analysis of investment options including stocks, bonds, mutual funds, stock options, and derivatives. Capital market theory and market efficiency are examined from a financial management perspective. Students learn to evaluate investments in an international market by incorporating economic conditions, ratios, and market information. Emphasis is placed on portfolio

management and diversification. **Pre-Requisite: ACCO 503-O**

FINA 640-O Public Finance and Fiscal Policies
3 Credits

This course is an analysis of government resources and use of government funds. It also emphasizes the impact of the fiscal policies to promote stability and development based on real situations. **Pre-Requisite: FINA 503-O**

FINA 650-O Financial Market, Currency, and Banking
3 Credits

This course places emphasis on the structure and operations of money markets and capital investment. It covers the budget theory, policies to achieve stability, and market growth. The course also covers the interdependencies of financial variables in the economy, emphasis in current situations, and effect on local and international markets. **Pre-Requisite: FINA 503-O.**

FINA 670-O Risk and Insurance
3 Credits

This course offers an analysis of the risk management problems in the business enterprise. It emphasizes the methodology for risk analysis, techniques for risk, loss control, models for risk management decision making, and procedures for administering risk management policy relative to no speculative (insurable) risk. The course incorporates product liability, property damage, and bodily injury in the business environment. **Pre-Requisite: FINA 503-O**

FINA 680-O Real Estate Mortgage Financing
3 Credits

This course is an analysis of the mortgage market, development, impact of real estate, and financing. The course also integrates the concepts of capital market in public, private business, agencies, and the role of financing in the real estate market. **Pre-Requisite: None**

FINA 691-O Financial Modeling
3 Credits

This course provides students with decision-making skills derived from the ability to understand, perform, and interpret complex financial calculations and models used in finance. It presents the theory and practice of finance, emphasizing computer-based financial modeling, forecasting and the use of financial software applications to analyze the impacts of financial decisions. The course covers a variety of techniques, such as sensitivity and

scenario analysis, optimization methods and Monte Carlo simulation. **Pre-Requisite: ACCO 503-O**

FINA 735-O Mergers and Acquisitions
3 Credits

This course explores the environments that have recently given rise to a large number of corporate mergers and the business factors underlying these corporate combinations. It examines the financial, managerial, accounting, and legal factors affecting mergers. Studies how to appraise a potential merger and structure a merger on advantageous terms. **Pre-Requisite: FINA 735-O**

FINA 750-O Finance Seminar
3 Credits

This course involves the integration of the main concepts in finance with the discussion of current real world situations. The course studies the investigation, presentation, and discussion of study cases. The course requires a formal investigation of a topic in the finance area. **Pre-Requisites: All Core Courses and 9 credits of Major Courses**

HIST 273-O History of the United States of America
3 Credits

This course is a survey of the political, economic, and socio-cultural development of the United States of America through its history. It covers the hominization process in the continent, its geographical surroundings, and the development of the Amerindian settlements. It also includes a chronological analysis of the major historical processes that contributed in the development of the U.S. from its origins to present. **Pre-Requisite: None**

HUMA 101-O World Cultures I
3 Credits

This course is a critical study of the evolution of humanity from its beginnings to the development of cities and urban life. The course focuses on the impact of old civilizations at the world-wide level. It promotes the understanding of the moral, social, and cultural values in general at diverse times. **Pre-Requisite: None**

HUMA 102-O World Cultures II
3 Credits

This course is a critical study of the evolution of humanity from its beginnings to the development of cities and urban life. The course focuses on the impact of old civilizations at the world-wide level. It promotes the understanding of

the moral, social, and cultural values in general at diverse times. **Pre-Requisite: HUMA 101-O**

HURE 501-O Human Capital Management
3 Credits

This course prepares students to address the concepts of personnel development as managers. Students learn criteria for developing effective job analysis, appraisal systems, and appropriate career development plans for employees. Other topics include personnel selection, employee compensation, benefits, training, workplace diversity, discipline, employee rights, unions, and management behaviors.

HURE 640-O Collective Bargaining
3 Credits

In this course, emphasis is given to new forms of white-collar unionization, public sector labor relations, bargaining, and quasi-bargaining. The course covers the development of American unions, union structure and government, organizing campaigns and representation elections, labor agreement negotiation and administration, and public policy. Emphasis is given to the national labor relations act and the grievance-arbitration process. **Pre-Requisite: None**

HURE 700-O Organizational Development and Design
3 Credits

This course is an introduction to concepts and procedures on organizational design and structures. Emphasis is given to the nature and changing processes of the organizational culture and structures. Discussion on different types of systems and management styles is integrated in the course. **Pre-Requisite: MANA 501-O**

HURE 710-O Human Resources Management
3 Credits

This course is a study of the philosophy, techniques, and policies related to the administration of personnel as a critical responsibility of every manager. Topics included in the course are employment planning, recruitment and selection, performance measurement, training and development, employee relations, equal employment/affirmative action, compensation, and labor relations. **Pre-Requisite: None**

HURE 720-O Training Design and Methodology
3 Credits

This course is designed to provide the student with the knowledge, management skills, and techniques related to

the design and methodology of organizational training. The course focuses on the study, analysis of the concepts, methods, processes that promote development, and organizational growth. The impact of design and implementation of training programs that facilitate learning and synergy among human resources is also studied. **Pre-Requisites: HURE 710-O, MANA 501-O**

HURE 725-O Labor Legislation**
3 Credits

This course covers the federal and State legislation pertaining to the relationship between employer and employees. The following topics are discussed in this course: development of federal and state labor laws; constitutional rights; minimum wage, anti-discriminatory laws, unemployment. **** Mandatory course. Pre-Requisite: None**

HURE 730-O Compensation and Benefits Administration
3 Credits

This course is an introduction to systems of compensation and benefits related to profit and non-profit organizations. The course covers critical thinking discussions on financial motivation, design, implantation of compensation strategies, and compensation for special groups, among others. **Pre-Requisite: HURE 725-O**

HURE 750-O Human Resources Seminar**
3 Credits

This course studies the historical foundations and evolutionary development of human resources concepts such as comparative analysis of management patterns and emerging problems of management interest. The course covers readings and research in management practices. Each student must complete and present a research project for discussion and comments in the classroom in topics that are the main focus of the course. ****Mandatory course. Pre-Requisite: None**

INBU 600-O International Business
3 Credits

This course provides a global study of the economic, financial, and political environment in business operations. Special emphasis is given to the international dimension of marketing, finance, accounting, taxes, economics, and human resources of corporations. **Pre-Requisite: None**

MANA 501-O Organizational Behavior
3 Credits

This course is a study of individual, group, and organizational behavior in social systems. The course covers application of organizational behavior and organizational theory to management practice. **Pre-Requisite: None**

MANA 505-O Management Information Systems
3 Credits

Information systems designed to support management in the areas of finance, manufacturing, marketing databases, and data communication are introduced.

MANA 600-O Business Policy and Ethics
3 Credits

This course covers the functional and support areas of business administration. The course approaches business policy-making and administration from the perspective of the general manager. Cases emphasizing economic, social, and moral problems having implications for corporate policy are examined. **Pre-Requisites: 18 credit from core courses.**

MANA 603-O Materials Management
3 Credits

This course is designed to provide the student with knowledge in the field of Materials Management and its functions in the planning and control of production processes, buying procedures, measurement of demand, decisions of storage operations, and physical movement of a product from its manufacture to the distribution channels, the product specifications, process design, and quality control. **Pre-Requisite: MANA 720-O**

MANA 605-O Business at the Private-Public Intersection
3 Credits

Understanding the role of business requires understanding its role relative to other economic, social, and political institutions. This course helps students understand business within the broader global private and public environment, and encourages them to be managers and leaders of businesses that create value in both environments.

MANA 621-O Business Law
3 Credits

This course deals with the laws pertaining to business associations, such as partnerships (limited and general), corporations, franchises, and joint ventures. Topics in this

course include rights and obligations; will contracts, mortgages, business agencies and associations, corporations, negotiable instruments, investment and loans, bankruptcy, business laws, labor laws, and jurisprudence. **Pre-Requisite: None**

MANA 700-O Entrepreneurship
3 Credits

This course is designed for students in the program for MBA interested in pursuing entrepreneurial careers. Primary attention is given to managing a new and rapidly growing business. It includes alternate sources of capital examined and conditions of utilization of each source established. Various growth strategies considered along with supporting public policy and personnel requirements for entrepreneurial success. **Pre-Requisite: None**

MANA 709-O Managing Organizational Diversity
3 Credits

This course focuses on providing students with an understanding of themselves within cultures and subcultures and their responses to difference; other people (bosses, coworkers, subordinates, clients, and customers); differences among organizations. The course develops the point that managing diversity well is the essence of good management.

MANA 710-O Human Resources Management
3 Credits

This course is a study of the philosophy, techniques, and policies related to the administration of personnel and as a critical responsibility of every manager. Topics included in this course are employment planning, recruitment and selection, performance measurement, training and development, employee relations, equal employment/affirmative action, compensation and labor relations. **Pre-Requisite: None**

MANA 715-O Supervision and Leadership
3 Credits

In this course, emphasis is given to management leadership skills necessary to develop professionals for current market, manufacture, government, and industry settings. The course examines contemporary roles on supervision and leadership development. **Pre-Requisite: None**

MANA 716-O Strategic Planning and Control
3 Credits

In this course, major components of long-term strategy from an upper-level management perspective are covered. This course provides a learning laboratory for the study of major strategic decision-making models. **Pre-Requisite: None**

**MANA 720-O Operations and Production Management
3 Credits**

This course stresses managing the production, distribution, materials, and information functions of manufacturing and service systems. It includes capacity determination, operating procedures analysis, operating systems design, control systems development, and new technology evaluation. The course utilizes current case examples of management skills required in the operating environment. **Pre-Requisite: None**

**MANA 750-O Management Seminar **
3 Credits**

This course studies the historical foundations and evolutionary development of management concepts such as comparative analysis of management patterns and emerging problems of management interest. The course covers readings and research in management. Each student must complete and present a research project for discussion and comments in the classroom. **** Mandatory course. Pre-Requisites: All courses**

**MANA 755-O Global Management Practicum
3 Credits**

In this course students develop a deeper understanding of global business through preparation and delivery of an applied project with a global client by participating in workshops and/or traveling to the client site (country and industry vary by topic). Students learn project engagement tactics, project identification and scoping techniques, research modalities (e.g., benchmarking, forecasting), and appropriate delivery practices. The travel component includes company visits, and structured meetings (virtual or on-site) with business executives and experts.

**MARK 511-O Marketing Management
3 Credits**

This course places emphasis on planning and decision-making procedures in areas such as: marketing measurements, product development, price adjustments, advertising and distribution. In this course, texts, case studies, readings and computer exercises are used to

provide experience in managing the components of the market mix. **Pre-Requisite: None**

**MARK 615-O Advertising and Sales Promotion
3 Credits**

This course examines the marketing promotions from a communications standpoint. It discusses advertising, sales promotion, personal selling and publicity as components of the promotional program of an enterprise including profit and non-profit institutions marketing products and/or services. The course emphasizes the planning, design, and implementation of advertising campaigns. **Pre-Requisite: None**

**MATH 101-O Arithmetic and Its Applications
3 Credits**

This course offers the opportunity to develop the necessary skills in working with numbers and basic mathematical computations with whole numbers, decimals and fractions, introduction to statistics, and geometry. Opportunities are provided to apply the skills learned to actual life situations. **Pre-Requisite: Math Placement Test Scores**

**MATH 103-O Basic Mathematics I
3 Credits**

Study of the fundamental concepts in basic mathematics: operations with whole numbers, fractions and decimals, ratio, proportions, percentage, integer numbers, measurement, and applications. **Pre-Requisite: ACCUPLACER Math Placement Test**

**MATH 104-O Basic Mathematics II
3 Credits**

Elementary algebra and introduction to geometry, statistics and probability, exponential laws, polynomials, linear equations, and basic concepts of geometry. **Pre-Requisite: ACCUPLACER Math Placement Test**

**MATH 111-O Intermediate Algebra I
3 Credits**

This course covers the rational exponents and radicals, linear graphs and quadratic equations, inequalities, systems of equations and their applications; special products factoring, and rational expressions. **Pre-Requisite: None**

MATH 112-O Intermediate Algebra II

3 Credits

This course covers the rational exponents and radicals, linear graphs and quadratic equations, inequalities, systems of equations and their applications; special products factoring, and rational expressions and basic geometry concepts. **Pre-Requisite: MATH 111-O**

MATH 120-O Algebra

3 Credits

This course presents topics such as: the set of real numbers, percentage, algebraic expressions, linear equations, linear inequalities, polynomials and its basic operations. It emphasizes in application, problem solving, and comprehension skills. **Pre-Requisite: None**

POSC 373-O Political System of the United States

3 Credits

The course covers the evolution of the federal government, its structure, procedures, and functions. Emphasis will be placed on organization as well as on separation of powers in the legislative, executive, and judicial branches.

POSC 420-O History of Political Thinking

3 Credits

Critical analysis of political thought and history from Plato and Aristotle to the present. Analysis of the major schools of political thought and ideologies with special emphasis on twentieth century political systems. **Pre-Requisites: None**

PRMG 530-O Project Management I: Introduction to Project Management

3 Credits

This course stresses the analysis of processes related to Program Management. Comprehension of a project's life cycle and the importance of evaluating its different phases in the achievement of organizational goals are integrated. The development of skills and competencies related to planning and methodologies of the area is studied in this course. **Pre-Requisite: None**

PRMG 600-O Operation Management

3 Credits

This course will introduce concepts and techniques for coordination and planning to manage and control manufacturing and service operations. In general, the course provides definitions of operations management

terms, tools and techniques for analyzing operations, and strategic context for making operational decisions. The content is organized in five modules: Operations Analysis, Coordination and Planning, Quality Management, Project Management and Supply Chain Management. **Pre-Requisites: Undergraduate; statistics and business.**

PRMG 601-O Project Scope and Time Management

3 Credits

This course includes the definition and analysis of the project management processes required to ensure that the project includes all the work required to successfully complete the project according project goal, objectives, needs and expectations. Definition and analysis of the processes required to ensure that the project is completed on time taking into consideration activity list, durations, activity sequencing, start and finish dates and graphical representations such as GANTT and Critical Path Method charts. It is the application of how the project scope baseline is defined and how the work breakdown structure is created and defined. **Pre-Requisite: None**

PRMG 602-O Project Cost Management

3 Credits

Definition and analysis of the processes required to ensure that the project is completed within the approved budget. It is the application of financial concepts, earned value and forecasting techniques. There is a discussion regarding cost estimating, budgeting, S-curves, operation and maintenance life cycle costs, contingency reserve and baseline. The budget definition for a project is covered as part of this course. The discussion of the differences between a new change to the approved project budget and project variances are reviewed. Impact analysis about project critical areas is also covered. **Pre-Requisite: None**

PRMG 603-O Project Quality Management

3 Credits

Definition and analysis of the processes required to ensure that the project and each deliverable satisfy the needs for which they were undertaken. It is the application of quality concepts, quality costs and quality control to the management process. The course emphasizes the importance of the quality plan definition, the requirements, the audits, the quality control and the quality baseline. The definition and development of a quality plan is covered. The discussion of the differences between a new change to the approved quality plan and project variances are reviewed. Impact analysis about

project critical areas is also covered. **Pre-Requisite: PRMG 601-O**

PRMG 604-O Project Human Resources and Risk Management
3 Credits

Definition and processes required to make more effective use of human resources assigned to the project and the project team development analysis. Study of the characteristics of successful teams. Strategies for the selection and recruitment of members of the team. Development and team work control. Description and analysis of the theories of Maslow, Herzberg, Alderfer and McGregor among others, and their impact on the individual and the formation of the team. Definition and analysis of the processes involved in the identification, analysis, and answers to the project risks. Development of a plan of risks and opportunities and a plan of responses to risks. Identification, qualification and quantification of risks and opportunities. Analysis of the impact of risks and opportunities in accordance with critical factors of success or "Triple Constraint". **Pre-Requisite: None**

PRMG 605-O Project Integration Management (Internship)
3 Credits

The students will have the opportunity to participate in 60 hours in a real project to apply the project Management Concepts by developing a project (definition and analysis of the processes) required to ensure that the five processes groups and nine knowledge areas of the project are properly coordinated in the project. Aspects required to integrate all areas of knowledge and processes established, will be complemented with the discussion. **Pre-Requisite: All Core and Major Courses.**

PRMG 606-O Project Procurement Management
3 Credits

Definition and analysis of the processes required to acquire goods and services from outside the performing organization. Topics include the discussion about contract types, negotiation processes, contractual terms and conditions, clauses, procurement team, quality levels, financial components among others. Also covered in the class are cost-benefit analysis, make or buy decisions, management of proposals, quotations and contracts. **Pre-Requisite: PRMG 601-O**

PRMG 607-O Project Communication Management
3 Credits

Definition and analysis of the processes required to ensure timely and appropriate generation, collection, dissemination, storage and ultimate disposition of project information. Emphasis is on the components of effective communication. A description of strategies for an effective communications with project stakeholders and the definition of project team ground rules and conflict management are also covered. **Pre-Requisite: None**

PRMG 608-O Using IT applications in Project Management
3 Credits

The course explores the adoption of information technology applications during phases of project management from planning through tracking to closure. It covers features of Microsoft Project such as how to define a project, build and control well-formed project plans as well as how to use the software support scheduling, budgeting, tracking performance, communication and resources managing processes to accomplish goals and optimize process quality. Also, it integrates web technologies and mobile apps for today project management environment. **Pre-Requisites: None**

PRMG 640-O Project Management II: Project Planning
3 Credits

This course focuses on analysis, action plan development and usage of effective methods in project management. The study of processes in the planning and initial phases of projects is an integral component of the course. Critical analysis of inputs, products, tools, and techniques used in project management processes is studied. Application of related terminology and definitions is a main goal of the course. **Pre-Requisite: None**

PSYC 121-O General Psychology
3 Credits

This course is an introduction to the basic areas of general psychology. Theories, concepts and methods used in psychological studies of individual and social behavior. Attention to the psychological elements of human growth and development. **Pre-Requisites: SOSC 101-O, SOSC 102-O**

PSYC 122-O General Psychology
3 Credits

This course is an introduction to the basic areas of general psychology. Theories, concepts and methods used in psychological studies of individual and social behavior.

Attention to the psychological elements of human growth and development. **Pre-Requisite: PSYC 121-O**

PSYC 123-O General Psychology
3 Credits

This is a survey course in general psychology. The course is a study of basic principles, concepts, and theories of individual and social behavior. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

PSYC 350-O Psychopathology Principles
3 Credits

This course covers the pathological reactions in the feeble-minded, neurotics, and psychotics. The course includes a discussion of research methods and theories of abnormal conduct. Visits to local institutions to observe clinical cases are conducted as part of course requirements. **Pre-Requisite: PSYC 123-O**

QYLE 110-O Attitude Development and University Adaptation*
3 Credits

This course focuses on the analysis and evaluation of values, attitudes, and prejudices in university life and the world of work. The course studies the effect that our behavior has on others and how it also affects us. Evaluation of different types of ethical conduct from different philosophical perspectives that allow for the selection of those which give the individual more self-control with emphasis on the university surroundings is integrated throughout the course. Application of concepts through the use of concepts maps, self-reflections, case studies, role playing, team work, and the responsible use of technology. This course is a requirement for all incoming students. The course must be completed within the first term of enrollment in the institution. * Required for all new undergraduate students.

SCIE 111-O Integrated Sciences I
3 Credits

This course integrates concepts from the different areas of sciences. It includes the study of the nature of sciences, the scientific method, the relationship between science and technology, matter, and energy. The origin and evolution of live organisms and the conservation, nutrition, health and interactions between these and the environment will also be studied. **Pre-Requisite: None**

SCIE 112-O Integrated Sciences II
3 Credits

This course integrates concepts from the different areas of sciences. It includes the study of the nature of sciences, the scientific method, the relationship between science and technology, matter, and energy. The origin and evolution of live organisms and the conservation, nutrition, health and interactions between these and the environment will also be studied. **Pre-Requisite: SCIE 111-O**

SOCI 201-O Principles of Sociology I
3 Credits

This course is a study of the human being in a socio-cultural context. Emphasis is given to the use of the scientific method in the study of society and the study of social theories. It includes the study of social stratification and institutions such as family, religion, education, economy and politics. It involves an analysis of contemporary social problems. **Pre-Requisites: SOSC 101-O, SOCI 102-O**

SOCI 202-O Principles of Sociology II
3 Credits

This course is a study of the human being in a socio-cultural context. Emphasis is given to the use of the scientific method in the study of society and the study of social theories. It includes the study of social stratification and institutions such as family, religion, education, economy and politics. It involves an analysis of contemporary social problems. **Pre-Requisite: SOCI 201-O**

SOCI 203-O Principles of Sociology
3 Credits

This is a survey course on principles of sociology. It focuses on the study of the theories of groups, institutions and society. Analysis of social organization and social problems is integrated in the course. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

SOCI 325-O Sociology of Deviancy
3 Credits

Study of sociological theories explaining deviant behavior. Special attention will be given to the role of cultural values and norms in the definition of deviant behavior. Pathological aspects such as poverty, family disorganization, overpopulation, prostitution and alcoholism are studied.

Pre-Requisite: SOCI 203-O

SOSC 103 -O Introduction to Social Sciences
3 Credits

This is a survey course on general principles and foundations of the social science disciplines: anthropology, sociology, psychology, economics, and political sciences. The course covers an analysis of social problems and impact in society. **Pre-Requisite: None**

SOSC 111-O Individual, Community, Government, and Social Responsibility I
3 Credits

This course focuses on the study of the civic, social, cultural and psychological elements of the individual in our society. The course emphasizes in the personal, interpersonal and social dimensions of human behavior and social responsibility. **Pre-Requisite: None**

SOSC 112-O Individual, Community, Government, and Social Responsibility II
3 Credits

This course focuses on the study of the civic, social, cultural and psychological elements of the individual in our society. The course emphasizes in the personal, interpersonal and social dimensions of human behavior and social responsibility. **Pre-Requisite: SOSC 111-O**

SOSC 225-O Contemporary Economic and Political Issues
3 Credits

This course focuses on an interdisciplinary approach to study the interrelation of social organizations, political, and economic systems in the contemporary world. It studies social, political, and economic developments. It includes an analysis of selected events and current issues that impact our society. **Pre-Requisites: SOSC 111-O, SOSC 112-O**

SOSC 258-O Research Techniques in Social Sciences
3 Credits

Introduces the learner to the application of all scientific techniques for research and investigation in the social sciences. Places emphasis on basic procedures for gathering data, establishing the problem and hypothesis, analyzing, interpreting and applying findings. **Pre-Requisites: SOSC 303-O**

SOSC 301-O Statistics for Social Sciences I
3 Credits

This course covers descriptive and inferential statistical techniques and reasoning. It includes elements of statistical reasoning and mechanics involved in the computation of statistical measures in social sciences

challenges in society. The course focuses on the when, why and how of using specific techniques in a research process. **Pre-Requisites: SOSC 111-O, SCIE 112-O, MATH 111-O**

SOSC 302-O Statistics for Social Sciences II
3 Credits

This course covers descriptive and inferential statistical techniques and reasoning. It includes elements of statistical reasoning and mechanics involved in the computation of statistical measures in social sciences challenges in society. The course focuses on the when, why and how of using specific techniques in a research process. **Pre-Requisite: SOSC 301-O**

SOSC 303-O Applied Statistical Methods for Social Sciences
3 Credits

This course focuses on the statistical methods applied to the Social Sciences. It is an introductory feature of the statistical methods field applicable to the Social Sciences. It provides a general vision of descriptive and inferential statistics pertinent to the Social Work field. **Pre-Requisite: MATH 111-O**

SPAN 100-O Communication Skills Spanish as a First Language
4 Credits

This course fosters the development of language skills, both written and oral, as basic elements to convey different types of messages in accordance with the principles of effective communication and grammar rules in Spanish. At a basic level, it aims to introduce students to the proper use of language in their professional fields and in their private lives, always applying the standards governing the formal features of the Spanish language. It is through meaningful exercises and activities that spelling and grammatical rules are emphasized, while keeping the focus on reading comprehension as a skill that helps them to express themselves both orally and in writing effectively. It emphasizes effective oral communication as a useful tool in the professional and personal development of the students. In addition, it introduces and emphasizes the verbal and written aspects of language as important elements in formal communication. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their

professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

SPAN 102-O OBasic Spanish

4 Credits

This course fosters the development of language skills, both written and oral, as basic elements to convey different types of messages in accordance with the principles of effective communication and grammar rules in Spanish. At an intermediate level, it aims to introduce students to the proper use of language in their professional fields and in their private lives, always applying the standards governing the formal features of the Spanish language. It is through meaningful exercises and activities that spelling and grammatical rules are emphasized, while keeping the focus on reading comprehension as a skill that helps them to express themselves both orally and in writing effectively. It emphasizes effective oral communication as a useful tool in the professional and personal development of the students. In addition, it introduces and emphasizes the verbal and written aspects of language as important elements in formal communication. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

SPAN 115-O Reading, Writing and Oral Communication I

4 Credits

This course fosters the development of language skills, both written and oral, as basic elements to convey different types of messages in accordance with the principles of effective communication and grammar rules in Spanish. At a high intermediate level, it aims to introduce students to the proper use of language in their professional fields and in their private lives, always applying the standards governing the formal features of the Spanish language. It is through meaningful exercises and activities, with emphasis on spelling and grammatical rules, and the correct use of writing/editing techniques, that college-level students will learn effective ways to express themselves and apply these to their subject area. They will not only learn the proper rules for written communication, but also the correct etiquette that

includes from writing e-mails to written reports. Special attention is given to verbal communication and body language as important characteristics of formal communication. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

SPAN 116-O Reading, Writing and Oral Communication II

II

4 Credits

This advanced Spanish course focuses on the use of language from a communication approach thus allowing the adult learner to further develop his/her language skills. In addition, the course deals with reading analysis and interpretation in reference to the evaluation of the content of the message (inference, critical analysis, distinguishing between facts, opinions, and assumptions), which goes beyond the meaning of the text, techniques, and author's resources. It also includes studying the text readings from the reader's perspective, while analyzing the content in reference to the central idea of the context, secondary idea, vocabulary, the correlation of ideas, different types of speeches, and languages. The course will give special attention to the proper wording of messages and sentence/paragraph construction. It will allow many opportunities to practice and manage grammatical structures in reference to spelling, punctuation, the development of techniques for oral presentations, proper body language, and the use of technology. The course pays close attention to the practice and management of grammatical structures in regards to the inaccuracies or misuse of the language (barbarisms, solecisms, ambiguities, agreement, pleonasm, etc.). The course is developed through reading discussions, reflections, reviews, research, essay writing, and oral presentations supported by technology. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

SPAN 255-O Spanish for Writing and Research
4 Credits

This highest level Spanish course focuses on the strengthening of Spanish language skills; allows the adult learner to further develop his/her linguistic skills, technical writing, and oral expression, in order to reach the highest and most effective professional level of communication. The learner will perfect the art of writing technical reports, essays, and conduct research relevant to his/her academic subject area. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

SPAN 500-O Graduate Preparatory Spanish
3 Credits

This is a preparatory Spanish course for graduate level students. It is designed based on a conversational and grammatical integrated approach. The course integrates a language lab to complete graduate level activities, workshops, and exercises to increase proficiency in Spanish. Dual language (English/Spanish) methodologies and strategies are used. A student who takes the UAGM Spanish Placement Test (for native speakers of Spanish) and scores between 0 and 40% must register for this course. This course requires the use of e-lab or the language lab.

SPAN 501-O Academic Writing for Graduate Students I
3 Credits

This is an intermediate developmental Spanish writing course designed to improve the Spanish academic writing skills of graduate students. Students will understand the steps of the Spanish writing process, practice and handle grammatical structures related to spelling and punctuation, practice writing from the sentence to paragraph, write different sorts of paragraphs and writing styles, promote a research-based attitude, demonstrate originality, and academic honesty that will be reflected on written assignments, and essays required for the course. A student who takes the UAGM Spanish Placement Test (for native speakers of Spanish) and scores between 41% and 64% must register for this course. This course requires the use of E-Lab or the Language Lab.

SPAN 502-O Academic Writing for Graduate Students II
3 Credits

A native speaking student who takes the UAGM Spanish Placement Test and receives a score of 65 to 100 percent will need to enroll in this course within the first semester of enrollment. This is a Spanish writing course designed to improve the academic writing skills of graduate level students. Students will practice and handle grammatical structures related to spelling and punctuation, practice writing from the sentence to paragraph, write different sorts of paragraphs and essays, and learn about different types of Spanish academic writing. The course focuses on the process of creation, writing, and revision. The course seeks to promote a research-based, originality, and academic honesty attitude that will be reflected on written assignments. Students will learn how to make academic searches and properly use citations, footnotes, references, and so forth. Special emphasis will be placed on thesis elaboration, organization of ideas and elaboration of schemes, writing and revision of drafts, writing coherence, text cohesion, paragraph organization, and different types of introductory and concluding paragraphs. This course requires the use of E-Lab or the Language Lab. **Pre-Requisite: None**

STAT 555-O Statistics for Managerial Decision Making
3 Credits

This course covers basic statistical skills for advanced work in the functional areas of business administration, including descriptive statistics, probability, probability distributions, sampling, estimation, statistical inference, and Bayesian principles. Computer programs are used in the course as problem solving tools. **Pre-Requisite: None**

STAT 556-O Applied Managerial Statistics
3 Credits

Business decision problems can be characterized as situations in which managers must select the best alternative from several competing alternatives. Managers frequently rely on results from statistical analyses to help make the best decision. The decision-aiding tools that can be applied by managers to gain insight into decision problems range from simple graphic displays of data to sophisticated statistical tests. Students use real-world data sets and PC-based software to describe sets of measurements, construct probability distributions, estimate numerical descriptive measures, and build multiple regression models.

STGM 601-O Strategic Management

3 Credits

This course focuses on analysis and application of concepts such as ethics and social responsibility. Evaluation and application of elements related to identifying opportunities and analysis of business strengths and weaknesses is emphasized. The application of the vision, mission, goals, and objectives for the development of strategies in the planning process is studied. Development of a strategic plan that includes identification and evaluation of alternatives for its control is integrated in the course. This course is targeted to the development and application of analytical skills related to strategic planning. **Pre-Requisite: None**

STGM 602-O Technological Applications and Information Systems

3 Credits

This course develops analytical skills for the operational integration of different information resources. The course allows for the identification, analysis, and evaluation of alternatives for the improvement of the organizations' effectiveness. It emphasizes the importance of technology for strategic planning and problem solving. This course focuses on the development and application of the knowledge and skills needed to understand, evaluate and, make decisions related with information systems. **Pre-Requisite: None**

STGM 603-O Entrepreneurial Communication

3 Credits

The course focuses on analysis of effective skills for communication and presentations. Emphasis in knowledge and critical use of different techniques means and programs is integrated. The course evaluates different aspects of the communication process including audience, understanding the context, the receptor and the importance of feedback for an effective communication. This course also focuses on the study of theoretical and practical concepts for effective business communication. **Pre-Requisite: None**

STGM 604-O Organizations and Global Economy

3 Credits

The course studies the opportunities that the global economy offers to management. The course analyzes economic principles based on problem examination and the challenges represented on a globalized economy. It includes decision making on financial, economic, and

stock market issues. It evaluates strategic opportunities and risks regarding organizational development in the global context. **Pre-Requisite: None**

STGM 608-O Strategies for Change, Professional, and Entrepreneurial Development

3 Credits

The course focuses on analysis of topics in the areas of power relations and resistance to change, motivation, and human behavior. Comprehension, respect for diversity, and group dynamics. Evaluation and design of strategies for the development of a positive organizational culture is integrated. It emphasis on environmental and structural forces within the organization are a main topic. The course appraises the different variables related to the organizational capacity for managing change and the development of plans and strategies. **Pre-Requisite: None**

Addendum I – VA Pending Payment Compliance

Facility Names/ Address: Universidad Ana G. Méndez-Cupey Campus
5601 S. Semoran Blvd. Suite 55, Orlando FL 32822
VA Facility Code: 31828010

15201 NW 79th Court, Miami Lakes, FL 33016
VA Facility Code: 31831010

3655 W Waters Avenue, Tampa, FL 33614
VA Facility Code: 31871010

In accordance with Title 38 US Code 3679 subsection (e), this school adopts the following additional provisions for any students using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation & Employment (Ch. 31) benefits, while payment to the institution is pending from the VA. This school will not:

- Prevent the student's enrollment;
- Assess a late penalty fee to the student;
- Require the student to secure alternative or additional funding;
- Deny the student access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA Certificate of Eligibility (COE) by the first day of class;
- Provide a written request to be certified;
- Provide additional information needed to properly certify the enrollment as described in other institutional policies

I, Ramon L. Nieves do hereby certify this addendum to be true and correct in content and policy. Our institution will adopt this addendum, effective August 1, 2019, and will incorporate this policy into the next revision of our catalog.

Signed Ramon L. Nieves

July 30, 2019

Signature

Date

CUPEY CAMPUS
CATALOG 2018-2019



METRO ORLANDO
SOUTH FLORIDA
TAMPA BAY



AUGUST 1, 2018
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