Academic Catalog

January 7, 2019 – March 31, 2019

17310 Red Hill Avenue, Suite 200
Irvine, CA 92614

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California Intercontinental University 2019 Catalog, Version 8

Purpose: The CALUNIVERSITY Catalog is the official document for all academic policies, practices, and program requirements. The general academic policies and policies govern the academic standards and accreditation requirements to maintain matriculated status and to qualify for a degree, diploma, or certificate. California Intercontinental University has adopted a 'grandfather clause' policy such that students have a right to complete their academic programs under the degree requirements that existed at the time of their enrollment, to the extent that curriculum offerings make that possible. If program changes are made that effect student programs of study, every effort will be made to transition students into a new program of study that meets new graduation requirements. Students proceeding under revised academic policies must comply with all requirements under the changed program.

Reservation of Rights: California Intercontinental University reserves the right to make changes to the provisions of this catalog and its rules and procedures at any time, with or without notice, subject to licensing requirements.

This catalog is not a contract but merely a general outline of the programs being operated presently by the school. Certain policies may be grandfathered in at the time of enrollment and other revised policies supersede prior policies.

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INTRODUCTION

Message from the CEO/President

Dear CALUNIVERSITY Student,

Welcome to California Intercontinental University. California Intercontinental University offers you an opportunity to achieve your goals and aspirations through advanced academic programs. We are glad you have chosen to study with us.

We understand that adult learners can be challenged to meet their lifelong learning needs while balancing a busy professional and family life. We believe that an online campus and the use of online learning technologies will assist you in making the process of learning challenging, interesting, and creative.

We are committed to maintain a superior quality pedagogy and innovative learning system across the University's programs. At the CALUNIVERSITY LearnCenter, online learners will benefit from the use of our course management system, virtual classroom, and collaboration tools along with interactive portals. Our streamlined approach allows us to offer high-quality affordable education.

A student's success is often a combination of his or her own hard work as well as the support of faculty and administrative staff. To ensure your academic success, our faculty, student advisors, and administrative team avail themselves to serve and support you.

The road to success starts with the step in the right direction, so we encourage you to explore all the educational possibilities that California Intercontinental University offers. In doing so, we are certain that California Intercontinental University will help you succeed in your goals.

Dr. Leslie Gargiulo
CEO/President

History

Built by entrepreneurs for entrepreneurs, California Intercontinental University (CIU) has evolved from its early years. In 2003, California Intercontinental University was incorporated in the State of California and started its initial operations. In 2005, California Intercontinental University received California State Approval to grant undergraduate and graduate degrees. In 2009, California Intercontinental University was accredited by the Accrediting Commission of the Distance Education Accrediting Commission (DEAC). The Accrediting Commission of DEAC is listed by the U.S. Department of Education as a nationally recognized accrediting agency and it is also a recognized member of the Council for Higher Education Accreditation (CHEA).

Legal Governance

Board of Directors

Damian Tan, PhD
Chairman of the Board

Jeffrey C. Chi, PhD
Board Member

Chris Ho
Board Member

Leslie Gargiulo, PhD
Board Member

ACCREDTITATION AND STATE LICENSING

National Accreditation

California Intercontinental University is nationally accredited by the Distance Education Accrediting Commission (DEAC).

The Accrediting Commission of the Distance Education Accrediting Commission is listed by the U.S. Department of Education as a nationally recognized accrediting agency.

The Distance Education Accrediting Commission is a recognized member of the Council for Higher Education Accreditation.

Distance Education Accrediting Commission
1101 17th Street NW, Suite 808
Washington, D.C. 20036

(202) 234-5100 Telephone
(202) 332-1386 Fax
www.deac.org

State Licensing

California Intercontinental University, as a private for-profit institution, has received approval to operate from the Bureau for Private Postsecondary Education (BPPE), a division of the State of California Department of Consumer Affairs in accordance with the provision of California Education Code 94900 and/or 94915. An approval to operate means that the Bureau has determined and certified that the institution meets the minimum standards for integrity, financial stability, and educational quality, including the offering of bona fide instruction by qualified faculty and the appropriate assessment of students' achievement prior to, during, and at the end of its programs.

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833 or P.O. Box 980818, West Sacramento, CA 95798-0818, www.bppe.ca.gov, (888) 370-7589 or by fax (916) 263-1897.

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's internet web site (www.bppe.ca.gov).

For all other state authorizations, see Appendix C.

MISSION, VALUES, AND STUDENT LEARNING OUTCOMES

Mission Statement

California Intercontinental University offers relevant, in-demand accredited online programs designed to enhance each student's professional career. California Intercontinental University is committed to equip the next generation of business professionals, leaders, and entrepreneurs with the confidence, qualifications, and competence to succeed in the global business community and economy.

Institutional Goals

- To enable students to pursue progressive distance education programs which offer them an interdisciplinary approach to the study of business, administrative disciplines, management, and leadership
- To provide up-to-date and challenging curricula with practical application for evolving global business environments, honing graduates' leadership abilities, and enabling them to gain business expertise
- To deliver a competitive distance education that provides quality instruction and services to all students
- To provide a platform for enhancing and developing critical thinking, analytical skills, investigative ability, and innovative problem-solving capabilities
- To provide opportunity for considerable personal and professional development
- To maintain an on-going institutional assessment program that covers student learning, curriculum delivery and effectiveness, faculty scholarly activity, student services, financial stability, and administrative leadership
- To become a reputable and recognized distance education university

Educational Objectives

By incorporating the following learning and career outcomes into its programs, California Intercontinental University ensures that graduates are prepared to succeed in a variety of professional, civic, and personal settings. In fulfilling its mission, California Intercontinental University is committed to the following Educational Objectives:

- Students having been exposed to new knowledge and business ideas and will be able to prepare academically rigorous course research projects, dissertations that complement existing knowledge and represent in-depth investigative work, and critical analysis of a business issue or problem
- Graduates can demonstrate competent skills in communication, human relationship management and advanced business knowledge and exhibit the required professional skills for specialized business career preparation, including leadership and teamwork, in an increasingly diverse global economy
- Graduates can apply effective analytical skills and critical thinking in professional communication, scholarly activity, proposal writing and research work to develop business concepts, plans, and effective strategies for managing organizations successfully
- Graduates can integrate administrative and management strategies to meet the needs of a diverse business community and can apply innovative business concepts and effective administrative skills in their respective fields of study
- Graduates will be cognizant of ethical issues and concerns relevant to the discipline and recognize the need for and are able to pursue self-directed and lifelong learning that supports business management and operations
- Graduates can formulate innovative and modern management techniques necessary to design, manage, and build profitable business units in corporations and public and private businesses

ADMINISTRATION

Leslie Gargiulo, PhD
Chief Executive Officer
President

Donald Gargiulo
Chief Operating Officer

Richard Madrigal
Director of Financial Aid
Assistant Director of Operations

Nichole Karpel, EdD
Vice President of Academics

Steven Hess, PhD
Dean of Graduate Studies
Co-Chair IRB

Mark Wills
Registrar

Stephen Jacob
Director of Enrollment

LOCATION AND GENERAL INFORMATION

Location

The administrative office of California Intercontinental University is located approximately halfway between downtown Los Angeles and San Diego and is part of the Orange County dynamic economic and cultural region. It is a short driving distance to many recreational areas (Los Angeles and John Wayne Airports, Disneyland, and Beach Cities). A multi- ethnic population of approximately 3.8 million people resides within a 20-mile radius of the University.

California Intercontinental University classrooms are 100% online. Students and faculty access all courses via the internet.

For Admissions Information: 1-866-OUR-CALU (1-866-687-2258) or visit our website: www.caluniversity.edu

Mailing Address

Admissions Office
California Intercontinental University
17310 Red Hill Avenue, Suite 200
Irvine, CA 92614

Phone: (949) 359-0045
Fax: (949) 861-9431

Hours of Operation

8:00a.m. – 5:00 p.m. Pacific Standard Time

General Information

The Academic Catalog provides prospective students with essential information that will assist them in their academic endeavors. Although every effort has been made to ensure the accuracy of the information provided herein, readers should note that laws, policies, rules and regulations change from time to time and that these changes might alter the information contained in this publication.

Nothing in this Catalog shall be construed as, operate as, or has the effect of an abridgement or a limitation of any rights, powers, or privileges of the Board of Directors, its Chairman of the Board, or CEO/President. The Chairman of the Board or his designees are authorized by law to adopt, amend, or repeal policies and regulations that apply to the students. Further, addenda to the catalog may be released from time to time as new rules and policies are adopted during any academic year. More current and complete information may be obtained from the administrative office.

This Catalog does not constitute a contract between the student and California Intercontinental University. The relationship of the student and California Intercontinental University is one governed by policies, rules and regulations that were adopted by the Board of Directors, the Chairman of the Board, and the CEO/President or duly appointed authorized administrators. The academic curricula and graduation requirements outlined herein apply to all students enrolled at California Intercontinental University. This Catalog supersedes and replaces all previously published editions or versions and is made available to students online.

Catalog of Record

California Intercontinental University reserves the right to change its educational programs, academic requirements, course offerings, schedules, rules, regulations, policies, tuition and fees, or to make other changes that the University considers essential and necessary for its continued growth. It is a common practice for CIU to clear students for graduation, as far as possible, after successful completion of the program requirements stated in the Catalog of Record, i.e., the Catalog in effect at the time of enrollment and under which they maintained continuous enrollment. Each educational program must reflect the total number of units required in the Catalog under which the student petitions to graduate. If the latter requirement necessitates further course work, it will be kept to a minimum. The Academic Department will use the best balance of subject matter consistent with required credits and availability of specific courses to formulate an acceptable program within the pertinent total unit guidelines.

Although every effort has been made to ensure the accuracy of information provided in this Catalog, students and readers who use this document are encouraged to notify California Intercontinental University of any printing errors or inaccurate information. This request is in support of our deep commitment to provide comprehensive information to students.

Contact Information

The following information may be used to contact California Intercontinental University. Students should provide their name and student number on all communications with California Intercontinental University staff.

Mailing Address:
California Intercontinental University
17310 Red Hill Avenue, Suite 200
Irvine, CA 92614

California Intercontinental University Web Site: www.caluniversity.edu

Student Portal: https://myportal.caluniversity.edu

Student Services Email Address: osa@caluniversity.edu

Financial Aid Office:
Email Address: finaid@caluniversity.edu
Phone: (949) 359-0045

Registrar's Office:
Email Address: registrar@caluniversity.edu
Fax: (949) 861-9431

Course Assistance:
Email Address: academics@caluniversity.edu

Course Faculty: Each course syllabus provides information on contacting the faculty. When students have program or course specific questions, they should first review their program or course syllabus to identify their faculty and contact information.

Students: Visit the Student community to find discussion forums and study groups related to various courses and careers.

Phone Guide

Department	Phone Number
Admissions	(866) 687-2258
Main Line	(949) 359-0045
Military Services	(949) 359-6753
Registrar	(949) 359-0052
Student Services	(949) 359-0068

Academic Freedom

Statement of Academic Freedom

California Intercontinental University is fully committed to the protection of academic freedom to inquire and express truth in scholarly activity. A diversity of opinion, course content, instructional and learning methods is encouraged and considered as contributing to the growth of CIU and the professionalism of its faculty. Confident in the qualifications, experience and expertise of its faculty, CIU encourages its faculty and teaching staff to exercise their individual judgments regarding the content of assigned courses, organization of topics and innovative pedagogic strategies/methods, providing only that these judgments are made within the context of appropriate published course descriptions, and that the instructional methods are those officially sanctioned by the University.

Freedom of Access

California Intercontinental University will maintain its educational programs open to all qualified applicants according to its published admissions policies and standards. Upon matriculation, students will have access to all CALUNIVERSITY services, its physical facilities, and the CALUNIVERSITY LearnCenter online platform. Access will be denied to individuals who are not CALUNIVERSITY students.

Academic Year

An academic year is two semesters in length. A semester is comprised of 3 terms and each term is 6 weeks in length. The start of the academic year for each student is determined by the student's original start date. Any break in enrollment will result in the student starting a new academic year.

2019 Academic Calendar

Term	Financial Aid/ Enrollment Deadline	Term Begins	Add/Drop Date	Term Ends
Term 1:	Wednesday, January 2	Monday, January 7	Sunday, January 13	Sunday, February 17
Term 2:	Wednesday, February 13	Monday, February 18	Sunday, February 24	Sunday, March 31
Term Break: Monday, April 1, 2019 – Sunday, April 7, 2019				
Term 3:	Wednesday, April 3	Monday, April 8	Sunday, April 14	Sunday, May 19
Term 4:	Wednesday, May 15	Monday, May 20	Sunday, May 26	Sunday, June 30
Holiday: Monday, May 27, 2019 – Memorial Day				
Term Break: Monday, July 1, 2019 – Sunday, July 7, 2019				
Holiday: Thursday, July 4, 2019 – Independence Day				
Term 5:	Wednesday, July 3	Monday, July 8	Sunday, July 14	Sunday, August 18
Term 6:	Wednesday, August 14	Monday, August 19	Sunday, August 25	Sunday, September 29
Holiday: Monday, September 2, 2019 – Labor Day				
Term 7:	Wednesday, September 25	Monday, September 30	Sunday, October 6	Sunday, November 10
Term 8:	Wednesday, November 6	Monday, November 11	Sunday, November 17	Sunday, December 22
Holiday: Thursday, November 21, 2019 – Sunday, November 24, 2019 – Thanksgiving Holiday				
Term Break: Monday, December 23, 2019 – Sunday, January 5, 2020				
Holiday: Wednesday, December 25, 2019 – Christmas Day *Holiday: Wednesday, January 1, 2020 – New Year's Day*				

* Note: The CALUNIVERSITY administrative office is closed on all holidays listed. However, the LearnCenter remains open during the holidays for students to access their classes.

2020 Academic Calendar

Term	Financial Aid/ Enrollment Deadline	Term Begins	Add/Drop Date	Term Ends
Term 1:	Wednesday, January 1	Monday, January 6	Sunday, January 12	Sunday, February 16
Term 2:	Wednesday, February 12	Monday, February 17	Sunday, February 23	Sunday, March 29
Term Break: Monday, March 30, 2020 – Sunday, April 5, 2020				
Term 3:	Wednesday, April 1	Monday, April 6	Sunday, April 12	Sunday, May 17
Term 4:	Wednesday, May 13	Monday, May 18	Sunday, May 24	Sunday, June 28
*Holiday: Monday, May 25, 2020 – Memorial Day				
Term Break: Monday, June 29, 2020 – Sunday, July 5, 2020				
*Holiday: Friday, July 3, 2020 – Independence Day				
Term 5:	Wednesday, July 1	Monday, July 6	Sunday, July 12	Sunday, August 16
Term 6:	Wednesday, August 12	Monday, August 17	Sunday, August 23	Sunday, September 27
*Holiday: Monday, September 7, 2020 – Labor Day				
Term 7:	Wednesday, September 23	Monday, September 28	Sunday, October 4	Sunday, November 8
Term 8:	Wednesday, November 4	Monday, November 9	Sunday, November 15	Sunday, December 20
*Holiday: Thursday, November 26, 2020 – Sunday, November 29, 2020 – Thanksgiving Holiday				
Term Break: Monday, December 21, 2020 – Sunday, January 3, 2021				
*Holiday: Friday, December 25, 2020 – Christmas Day *Holiday: Friday, January 1, 2021 – New Year's Day				

* Note: The CALUNIVERSITY administrative office is closed on all holidays listed. However, the LearnCenter remains open during the holidays for students to access their classes.

ADMISSIONS
General Admissions Information

In accordance with Title IV of the Civil Rights Act of 1964, Title IX of Educational Amendments of 1972, Section 5 of the Rehabilitation Act of 1973 and Age Discrimination Act of 1975, CIU admits all qualified applicants regardless of age, sexual preference, gender, marital status, religion, national origin, creed, mental limitation, disability, or ethnic origin. CIU recruits and admits those students who have the potential to successfully complete the educational programs. The prospective student's motivation and interest in succeeding in his or her chosen business field are important factors for admission consideration as well as the student's academic background and qualifications.

Evaluation of the applicant's enrollment application is the necessary component for acceptance. Success in a distance education and learning program is highly dependent on the applicant's prior education and occupational experience enhanced by the motivation, self- discipline, and desire to succeed. The off-campus educational environment challenges a person's ability to manage his or her time, family, and work commitments, while devoting enough time to read and study the assigned instructional materials.

Preliminary Admissions Requirements

All applicants for admission to California Intercontinental University must provide the following to the Admissions Office:

- A properly completed Application Form, available from the CALUNIVERSITY website, www.caluniversity.edu
- Complete an in-depth interview with a CALUNIVERSITY Executive Enrollment Advisor
- An Application fee of $25.00 (non-refundable after 7 days) if applicable
- Evidence of previous academic work: sealed official transcripts from an appropriately accredited institution will be required to document the applicant's prior education (official transcripts are to be sent by the issuing institution/college/university directly to the Office of the Registrar in no more than six (6) weeks from the applicants start date). Students using financial aid must submit official transcripts before being awarded aid
- A clear and legible copy of government issued photo identification
- Completion of an Enrollment Agreement. Enrollment Agreement must be signed and received by CIU no later than midnight (12am) Pacific time the Wednesday prior to the requested start date

Prospective students' applications will be reviewed and decided upon for admission on an individual basis by the Office of the Registrar and the Academic Department. An applicant may be asked to provide additional evidence of academic proficiency, if needed. Other specific admission requirements or prerequisites may be applicable for different degree programs as indicated in this Catalog. The Application Form and all related admission documents submitted to the University shall become the property of CIU and will not be returned.

Once an Application Form and all supporting documents have been received by the Admissions Office, approximately three to four weeks should be allowed for processing and notification of the applicant's admission status. Due to international official transcripts evaluation, this process may take longer for foreign applicants.

All applicants must be at least 18 years old and must have completed high school or its equivalent.

For Applicants Interested in Using Veteran's Affairs (VA) Benefits

Students using VA benefits are required to submit transcripts from all previously attended institutions. This includes military transcript, regardless of whether transfer credit is being sought for prior course work.

Undergraduate Admissions

In addition to the preliminary admissions requirements listed above, an applicant for any Associate or Bachelor degree program must submit and meet the following admission prerequisites:

- Official documentation showing the completion of a high school diploma or GED, or its recognized equivalent:
    - o DD-214 document showing high school completion may be accepted as unofficial proof of high school graduation for military and veteran students
    - o An official transcript from a college/university documenting proof of high school graduation, including high school name and date of graduation
    - o For bachelor degree applicants only: An official transcript from a college/university documenting proof of completion of associate degree
- If the applicant has completed some approved postsecondary college work, a sealed copy of his or her official transcripts may be required

In cases where a student is unable to provide official documentation showing the completion of a high school diploma or GED, or its recognized equivalent e.g. institution closed or inaccessible by student due to civil unrest or government prohibition, or official student documents were destroyed, the student may ask to complete a self-certification form from the Executive Enrollment team.

Master's and Doctorate Admissions

In addition to the preliminary admissions requirements listed earlier, an applicant for the master's degree and professional doctorate program must submit and meet the following admission prerequisites:

- A copy of the applicant's Curriculum Vitae or professional resume
- For master's degree programs, a minimum of an official transcript showing the completion of a bachelor degree or its equivalent (e.g. satisfactory completion of at least 120 semester units of transferable college level credit from other accredited colleges/universities, reviewed and accepted by the Academic Department) and any master's level work completed. For graduate programs the applicant's prior undergraduate college academic records must show a minimal Cumulative Grade Point Average (CGPA) of C (2.0 on a scale of 4.0) or higher, and any graduate college academic records must show a minimal Cumulative Grade Point Average (CGPA) of B (3.0 on a scale of 4.0) or higher
  - o MBA Entrance Requirement – Bachelor degree with a 2.00 GPA
- For doctorate programs official transcripts showing the completion of a master's degree from an approved or accredited college or university/institution. If the master's degree was earned in an unrelated field, the Academic Department may evaluate the submitted documents to determine a reasonable foundation for the applicant to successfully complete the doctorate program
  - o DBA Entrance Requirement – Master degree with a 3.00 GPA
  - o If no master's level work has been completed, students may petition the Academic Review Committee for admissions into the DBA program based on the following criteria:
    - A completed bachelor degree with a 3.75 GPA
    - Bachelor degree preferably completed within the field of the DBA program selected
    - Three (3) to five (5) years direct business, professional work experience
    - Official transcripts are received within one enrollment period not to exceed 12 semester credit hours, or the student is withdrawn from the program

Graduate Certificate Admissions

In addition to the preliminary admissions requirements listed earlier, an applicant for the graduate certificate program must submit and meet the following admission prerequisites:

- A copy of the applicant's Curriculum Vitae or professional resume
- A minimum of an official transcript showing the completion of a bachelor degree or its equivalent (e.g. satisfactory completion of at least 120 semester units of transferable college level credit from other accredited colleges/universities, reviewed and accepted by the Academic Department) and any master's level work completed. For graduate programs the applicant's prior undergraduate college academic records must show a minimal Cumulative Grade Point Average (CGPA) of C (2.0 on a scale of 4.0) or higher, and any graduate college academic records must show a minimal Cumulative Grade Point Average (CGPA) of B (3.0 on a scale of 4.0) or higher

Admissions Notices

All applicants accepted and matriculated into California Intercontinental University (CIU) are sent an email notice of their acceptance to the University to the email address as provided at time of application. The notice will include their name, their chosen degree program, and their expected start date. Applicants that are:

- Accepted conditionally, and/or
- Accepted under probation status

will be sent an email with the requirements to be fully accepted to the University. Hard copy (paper) acceptance letters are provided upon request only.

Conditional Admissions

Applicants may be accepted to a degree program using an unofficial transcript showing graduation from and final cumulative GPA from their previously completed degree program. These applicants will be considered "conditionally" accepted to California Intercontinental University and will have one (1) semester to furnish an official copy of their transcript sent from the granting institution directly to the University. CIU may offer to assist students in securing their official transcript.

Failure to provide an official transcript upon completion of the first semester will result in immediate withdrawal from the University. Upon receipt of the official transcript, a student may return to the University and resume their program at the next available term start.

The access to and use of Federal financial aid programs and other education funding may be directly linked to receipt of official transcripts by CIU. Some aid and aid programs may be negatively impacted by the failure to provide official documents as requested.

Probationary Admission

Applicants who have a cumulative grade point average below the entrance requirements for admission or who completed a degree program without a GPA on a 4.00 scale must apply to the Academic Review Committee (ARC) for consideration of probationary admission.

Entrance Requirements:

- MBA Requirement – Bachelor degree with a 2.00 GPA
- DBA Requirement – Master degree with 3.00 GPA

Students should work directly with an Executive Enrollment Advisor to submit all of the following required documentation for the ARC process:

- Transcripts from **all** institutions the student has attended (unofficial transcripts are acceptable)
- A letter of intent explaining their purpose and goals for attending the University

If the ARC determines that there is sufficient evidence of potential to complete college studies, it will admit the student on probation for a specific number of courses in which the student must meet all conditions of ARC. The number of courses and other requirements set as ARC conditions are individualized according to each student's situation. Upon satisfactory completion of all ARC conditions, the student will be officially admitted to the University. If the student does not meet the conditions of ARC during the probationary period, the student will be withdrawn from the University.

Admission of International/Foreign Students

California Intercontinental University welcomes applicants from around the world to study online with our US-based students. International students bring a wealth of experiences and expertise to the classroom, enriching the learning of all students.

International students must submit the following additional documents in addition to those listed above:

- Official transcripts from all prior college/university education are to be sent directly to the Office of the Registrar of California Intercontinental University within one (1) enrollment period not to exceed 12 semester credit hours from the start date
    - Transcripts from international educational institutions not in English require an evaluation from a recognized credential evaluation agency, listed as an active member of the National Association of Credential Evaluation Services (NACES). http://www.naces.org/members.htm
    - The official evaluation must be completed and sent directly to California Intercontinental University prior to enrollment
- A clear and legible copy of the applicant's government-issued identification:
    - In English, or
    - If the identification is not in English, a certified translation* of the identification into English, or
    - A legible photocopy of the biographic information page of the applicant's passport with:
        - Name
        - Date of birth
        - Photograph
        - Expiration date
        - Signature
- All application documents not in English must be translated prior to submission

Non-academic document (any document other than academic transcripts) translations may be conducted by any reputable company of the applicant's choosing.

Once the Admissions Office receives an Application Form, official transcript evaluation and all required supporting documents, the processing of the international student's admission status may take about five (5) to six (6) weeks.

*Document translation services may be obtained at the following locations:

- California Center for Translation and Interpretation - https://www.cacfti.org/uscis/
- LA Translation - http://latranslation.com/translation/document-translation/

English Language Proficiency for Foreign Students

Distance education administration and instruction at California Intercontinental University is offered in the English language. It is essential for an applicant to possess adequate command of the English language for potentially successful completion of a degree program. Each prospective foreign or international student must demonstrate English proficiency (see requirements below).

CIU does not provide remedial education in the English language. During the admission process, special attention will be paid to the applicant's ability to read, write, and understand the English language CIU reserves the right to refuse admission to anyone whom the University believes does not meet the academic prerequisites.

California Intercontinental University does not provide any type of visa services (F-1 Visa), nor does it vouch for the immigration status of any student's relationship with the United States Citizenship and Immigration Services (USCIS).

Official evidence of English language proficiency demonstrated by one or more of the following:

- Official documentation of a minimum required score from the Test of English as Foreign Language (TOEFL), International English Language Test (IELTS), or Pearson Test of English Academic Score Report:
    - *Undergraduate students:* A minimum score of 500 on the paper-based Test of English as a Foreign Language (TOEFL) or 61 on the Internet Based Test (iBT), or a 6.0 on the International English Language Test (IELTS), or 44 on the Pearson Test of English Academic Score Report prior to enrollment
    - *Master's degree and Graduate Certificate students:* A minimum score of 530 on the paper-based Test of English as a Foreign Language (TOEFL) or a 71 on the Internet Based Test (iBT), or a 6.5 on the International English Language Test (IELTS), or 50 on the Pearson Test of English Academic Score Report prior to enrollment
    - *Doctorate degree students:* A minimum score of 550 on the paper-based Test of English as a Foreign Language (TOEFL) or an 80 on the Internet Based Test (iBT), or a 6.5 on the International English Language Test (IELTS), or 58 on the Pearson Test of English Academic Score Report prior to enrollment

OR

- A minimum score on the College Board Accuplacer ESL Exam Series as follows:
    - ESL Language Use: Score of 85
    - ESL Listening: Score of 80
    - ESL Reading: Score of 85
    - ESL Sentence Meaning: Score of 90 ESL
    - Writeplacer: Score of 4
    - Comprehensive Score for all exams of 350

OR

- A minimum grade of Pre-1 on the Eiken English Proficiency Exam

OR

- A minimum B-2 English proficiency level identified within the Common European Framework of Reference (CEFR) standards and assessed through various ESOL examinations, including the University of Cambridge

OR

- A transcript indicating completion of at least 30 semester credit hours with an average grade of "C" or higher at an institution accredited by an agency recognized by the United States Secretary of Education and/or the Council for Higher Education Accreditation (CHEA) or accepted foreign equivalent that is listed in the International Handbook of Universities where the language of instruction was English. A "B" or higher is required for master's degree, first professional degree, or professional doctoral degree

OR

- For undergraduate applicants only: A high school diploma successfully completed at an accredited/recognized high school where the language of instruction is English

English language testing information may be obtained at the following locations:
- Test of English as a Foreign Language (TOEFL) – http://www.toefl.org
- International English Language Test (IELTS) – http://www.ielts.org
- Pearson Test of English - http://pearsonpte.com/

Enrollment Agreement

The Enrollment Agreement is a legally binding contract between the student and California Intercontinental University. It becomes effective when signed by the student and it is accepted by CIU. A new enrollment agreement must be completed at the beginning of subsequent academic years [two (2) consecutive semesters] or upon return to the university after a withdrawal or academic dismissal. The contract expires upon any unexcused break in enrollment. Upon return after an unexcused break in enrollment, students must sign a current Enrollment Agreement.

Cancellation of Enrollment Agreement

Students have the right to cancel the Enrollment Agreement for educational service, any equipment or other goods and services if notice of cancellation is made through attendance of the first 7 days of the first-class session, or the seventh day after enrollment, whichever is later. Cancellation occurs when the student notifies the University administration. Students can notify by mail, e-mail, FAX, or in any other reasonable manner or conduct, including non-attendance. The notice of cancellation, if mailed, is effective when deposited in the mail, properly addressed with postage prepaid. This notice need not take any particular form; it needs only to state that the student wishes to cancel the Enrollment Agreement. If a student cancels this Enrollment Agreement, the University will refund any money paid, less an application/registration fee not to exceed $200, within 30 days after the notice is received. If the student is rejected for any reason or if a course is canceled, the student will receive a refund of all monies paid minus the non-refundable fees.

Readmission

Withdrawn students in good academic standing, who have shown good conduct, and have no past due account balance, wishing to return to California Intercontinental University are welcomed and encouraged to return to the University to complete their degree programs.

All returning students are subject to the tuition charges/fee schedule at time of readmission, unless other prior arrangements for tuition rates/fees are made.

Re-Entry (Less Than One Year)

A returning student within (1) calendar year from Last Date of Attendance (LDA) may apply for re-entry into their previous program. The student will need to speak to an Executive Student Services Advisor to complete a Letter of Intent (LOI) form prior to being re-entered into their program of study.

Re-entering students will be placed into the same program from which they withdrew and will be subject to any course/exam requirements of the program of study.

Eligible students may petition to return under Re-Entry status to the University no more than three (3) times during the period of one (1) calendar year. Subsequent petitions are subject to a waiting period of one (1) calendar year from LDA.

Re-Enrollment (More Than One Year)

A student withdrawn from California Intercontinental University for over one (1) year from Last Date of Attendance (LDA) may apply for re-enrollment to the University. Students wishing to re-enroll may be required to submit updated admissions documents at time of re-enrollment including:

- A new Enrollment Agreement
- Valid US government-issued photo identification (or foreign equivalent in English)
- An updated resume (for MBA/DBA applicants)

Conditional Returns

Those students who withdrew from the University with balances due or failing to meet Satisfactory Academic Progress (SAP) may be asked to take additional actions prior to being placed back into their programs. These actions may include:

- Advance tuition payments or payment on past due balances
- Signing documents of understanding of Probationary status
- Submitting a written SAP Appeal
- And/or other program specific requirements as deemed necessary by the University

For Doctorate level: Students must pass each of the GRC 641, GRC 642, GRC6 43, GRC 644, and GRC 645 courses. Students may not move to the next Dissertation course until the prior course has been passed. Students who do not complete the Dissertation in the required time will be academically dismissed from their program.

Transfer Students

Transfer students must meet the admission requirements in effect at the time of matriculation and must comply with the same admission procedures for each degree program as mentioned. Upon admission, academic credits documented on official transcripts and earned at other approved or accredited educational institutions will be evaluated by the Registrar and Academic Department and be given transfer credit (TC) only upon a course-by-course evaluation for similar topic and content and for courses closely approximating the units or instructional hours as those offered by California Intercontinental University.

Articulation Agreements

CIU has entered into partnerships with institutions to ensure smooth transitions for transfer of credits between the institutions. Please note that the transfer of credits remains at the discretion of the receiving institution. Students should contact their Executive Student Advisor for information on articulation agreements.

Transfer Credits

The Transfer Credit policy is consistent with the transfer credit policies of the Bureau for Private Postsecondary Education (BPPE) and the Distance Education Accrediting Commission (DEAC). Students are required to submit documentation to determine equivalency in transfer credit which includes at least official transcripts, copies of the college/university catalog, course syllabi and/or course outlines. Transfer credit will only be posted to a student's account upon receipt of the official transcript from the previous institution.

Associate Degrees: CIU may award up to 45 semester units of transferable college level credit for the associate degree. 45 semester units are the maximum allowable transfer credits regardless of the source (course level equivalency is required). The sum of credits from High School Advanced Placement courses, Challenge Exams, Prior Learning (Experiential), and any other source cannot exceed 45 semester units.

Bachelor Degrees: CIU may award up to 90 semester units of transferable college level credit for the bachelor degree. 90 semester units are the maximum allowable transfer credits regardless of the source (course level equivalency is required). The sum of credits from High School Advanced Placement courses, Challenge Exams, Prior Learning (Experiential), Associate of Arts degree or equivalent, and any other source cannot exceed 90 semester units.

Master's Degrees and Graduate Certificate Programs: CIU may award a maximum of one- half of the credits required for master's degrees or graduate certificate programs through transfer credit. Awarding degree credit for experiential learning or challenge exams is not permitted at the master's level.

Doctorate Degrees: CIU may award up to nine (9) graduate semester units for the doctorate degree. Nine semester units are the maximum allowable transfer credits regardless of the source (course level equivalency is required). Awarding degree credit for experiential learning or challenge exams is not permitted at the doctorate level.

Evaluation and award of transfer credit may be allowed for courses taken at approved or accredited institutions that are recognized by the U.S Secretary of the Department of Education and/or an institutional member of CHEA. Transfer Credit awarded for undergraduate programs must be at least a cumulative 2.00 GPA, "C" or higher. Transfer Credit awarded for graduate programs must be at least a cumulative 3.00 GPA, "B" or higher. Courses in information technology or computer science must have been completed within the last six years to be considered for transfer credit.

Applicable courses taken for credit at international or foreign institutions must be evaluated by an approved Credential Evaluation Agency before transfer credit. An unofficial transcript evaluation may be used for an interim one semester. Official transcript evaluations by an approved agency must be received before the end of the semester or the student is at risk of losing transfer credit and may be at risk of dismissal. Official transcript evaluations by an approved agency must be received by California Intercontinental University before final transfer credits are awarded.

Credits earned at the undergraduate level cannot be transferred to graduate courses. Similarly, credits earned in master's courses cannot be transferred to doctorate courses. Courses in computer science can be considered for transfer if completed within the last six years.

Transfer Credit will not count in the Grade Point Average.

CIU reserves the right to award or deny transfer credit earned at another institution.

Credit by Advanced Placement

Upon request and submission of appropriate College Board documentation, an applicant for an associate program may be awarded up to 15 credits earned in High School Advanced Placement courses and an applicant for a bachelor degree program may be awarded up to 30 credits.

Completed courses are accepted credit-for-credit for equivalent courses at CIU if the student has earned a 3 or better in the AP examination. The Academic Department will evaluate and approve AP credits.

Credit for Prior Learning

Associate Degrees: California Intercontinental University may award up to 45 semester units of transferable college level credit for the associate degree. 45 semester units are the maximum allowable transfer credits regardless of the source (course level equivalency is required). The sum of credits from High School Advanced Placement courses, Challenge Exams, Prior Learning (Experiential), and any other source cannot exceed 45 semester units.

Bachelor's Degrees: California Intercontinental University may award up to 90 semester units of transferable college level credit for the bachelor's degree. 90 semester units are the maximum allowable transfer credits regardless of the source (course level equivalency is required). The sum of credits from High School Advanced Placement courses, Challenge Exams, Prior Learning (Experiential), Associate of Arts degree or equivalent, and any other source cannot exceed 90 semester units.

A maximum of 15 semester credits of a prospective Associate student's coursework, or 30 credits of a prospective Bachelor student's coursework, may be earned by credits based on Prior Learning (Experiential) or by:

- CLEP (College Level Examination Program) tests
- DANTES (Defense Activity for Non-Education Support) tests
- American College Testing (PEP) (Proficiency Examination Program) exams
- American Council of Education
- Military Training
- Challenge Examinations
- Experiential learning portfolios

College units earned through these tests or exams must be evidenced in official transcripts of the college or university administering them, or by any other official documents reflecting the units and grades received. Students must submit a "Request for Experiential Credit Form" for a specific course and provide a more succinct and detailed explanation of a particular occupational experience or documentation related to the nature of the training (educational seminars or lectures, company sponsored programs, military schools, etc.) that are relevant to the course identified for possible experiential credit award. Students will be required to write an essay to document the learning experience.

Upon review of the relevant information or documents submitted, the Academic Review Committee will determine whether to award credit for the course. A non-refundable submission fee is payable for assessing credits for prior learning experience. A fee is payable upon award of the credit.

California Intercontinental University uses guidelines and reference materials published by The National Guide to Educational Credit for Training Programs, The Guide to the Evaluation of Educational Experiences in the Armed Services, and The Guidelines of the Council for the Advancement of Experiential Learning to award academic credit for relevant prior learning or Experiential Learning.

In some cases where Experiential Learning Credit was not granted, a student may be given an opportunity to take and successfully complete a Challenge Exam and receive full credit for the course. Also, the student may appeal the denial of Experiential Learning Credit award by providing additional information or documents for further consideration after which the decision made by the Academic Department is final. California Intercontinental University does not award Experiential Learning Credit for students enrolled in graduate degree programs.

Experiential Learning is only used for credits after enrollment. It is not considered prior to enrollment or during enrollment. The portfolios should be completed early in the program to avoid the scheduling of a course intended for experiential credit. Experiential Learning credit cannot exceed one-fourth of the credits required for the associate or bachelor degree.

Students interested in Experiential Learning credit should contact the Office of the Registrar at registrar@caluniversity.edu for additional information.

Military Education Credit

To be awarded credit for courses taken at military service schools on an equivalency basis, students must submit the appropriate military Joint Services Transcript. Students must present appropriate transcripts, certificates, or other official documents before an evaluation can be made. Credits for military school courses apply directly to undergraduate work as it relates to the level and content of the particular degree program. The maximum amount of transfer credit granted for military education is one quarter. California Intercontinental University will only accept credit for military courses that have been recommended for credit by the American Council on Education (ACE).

Challenge Examinations

Students may apply to take Challenge Exams to demonstrate subject matter knowledge and competency and to earn credit. A Challenge Exam is a comprehensive exam designed to assess knowledge and competency of a student with prior education in a particular subject. Undergraduate students are allowed to request Challenge Exams. A maximum of 15 semester credits of a prospective Associate student's coursework, or 30 credits of a prospective Bachelor student's coursework, may be earned by credits based on experiential or equivalent learning (including challenge/test out credits). The student must earn a "C" to pass.

The Challenge Exam is a proctored, timed and closed-book exam. No study materials will be provided. Master's and Doctorate students are not eligible to request Challenge Exams. A Challenge Exam fee is required for each exam attempted. (See Fee Schedule).

Credits earned by Challenge Exam shall be recorded as "CR" in official transcripts. "NC" will be recorded in the official transcripts of students who fail a Challenge Exam. Credits earned through Challenge Examinations will not count in the Grade Point Average. Students should contact their Executive Student Advisor for information on the process for application for a Challenge Examination.

Student ID Cards

A new student is eligible for a California Intercontinental University student ID card after the successful completion of the first course. Student ID cards are available upon request. Students are required to submit a professional picture for use on the card. To order your student ID card, you may contact your Executive Student Services Advisor directly or email osa@caluniversity.edu to order your student ID card.

Student Housing

California Intercontinental University does not find, secure, provide, or otherwise assist students in locating any housing.

Student Identity

California Intercontinental University has developed a three-level identity verification process. First, identify verification begins during the application process during which time CIU collects copies of student identification with a clear photograph, e.g. driver's license, identify card or passport. Second, once enrolled students are given password protected access to the LearnCenter and course room. Students are also required to submit assignments through the course rooms, all through a protected environment. Third, for exams, ProctorU verifies student identity to ensure that the course exams are submitted by the actual individual who will be given credit for the exam.

CIU uses a proctoring system that confirms student identity and students are required to sign and follow the directives, as per the requirements of ProctorU. ProctorU is an industry standard and highly reputable organization within the realm of proctoring services and using this service supports the requirement of DEAC standards.

California Intercontinental University students take their proctored examinations utilizing a webcam and a reliable high-speed internet connection. ProctorU is qualified to monitor exams and to authenticate the named students.

ACADEMIC INFORMATION

CALUNIVERSITY LearnCenter

California Intercontinental University acknowledges that students have diverse backgrounds, abilities, and interests, and thus, has established a user-friendly e-learning center through our online learning portal. The CALUNIVERSITY LearnCenter contains an innovative e-learning platform specifically designed for CALUNIVERSITY students. Since students have different learning styles, an educational program was designed to assist every student in his or her academic endeavor. In fact, many of the learning exercises and instructional materials are designed to stimulate interests in learning while providing exciting intellectual challenges. For more information, visit the CALUNIVERSITY LearnCenter at https://myportal.caluniversity.edu to view our innovative e-learning platform specifically designed for all students.

Course Load

Students generally take one (1) course at a time, in a specified sequence within each degree program or certificate. Students may petition to accelerate their program by taking more than one (1) course at a time and should contact their Executive Student Services Advisor for additional information. Except in cases where transfer credits or life/work experience credits are being applied, the course matrix within a program or semester should be followed to ensure proper learning progression and sequencing through cumulative learning.

Students must graduate from their current California Intercontinental University degree or certificate program and pay their tuition in full before being allowed to enroll in a second California Intercontinental University degree or certificate program. No dual enrollments will be allowed. Students who have completed all course work in an associate degree program and wish to enroll in a bachelor degree program will be allowed to transfer an existing associate program tuition balance (provided the payment status is current) to the bachelor degree program.

Community

The CIU Community is an interactive, student-driven, and staff-supported virtual campus that provides students a social learning experience from the day they enroll to graduation and beyond. What makes the Community special is that members have the unique opportunity to connect with other students, executive student service advisors, and faculty, all while making new friends, sharing opinions and experiences. The CIU Community also actively supports students on the CIU Facebook and Twitter networks. The Community integrates excellent interactive and academic elements to create a fully supported social learning experience for our students and is accessible through the student portal once enrolled.

Undergraduate Programs

To earn a California Intercontinental University associate degree, a student must complete 60 credit hours (20 courses of 3 credit hours each) with a minimum GPA of 2.00. Each course is worth 3 credits; there are a total of 20 courses in each program. Proctored examinations are placed throughout the program and courses with a proctored final examination are noted in the syllabus.

To earn a California Intercontinental University bachelor degree, a student must complete 120 credit hours (40 courses of 3 credit hours each) with a minimum GPA of 2.00. Each course is worth 3 credits; there are a total of 40 courses in each program. Proctored examinations are placed throughout the program and courses with a proctored final examination are noted in the syllabus.

Graduate Programs

To earn a California Intercontinental University graduate certificate, a student must complete 12 credit hours (4 courses of 3 credit hours each) with a minimum GPA of 3.0. Each course in a term is worth 3 credits; there are a total of 4 credit courses in each program comprised of specialization courses. Proctored examinations are placed throughout the program and courses with a proctored final examination are noted in the syllabus.

To earn a California Intercontinental University master's degree, a student must complete 36 credit hours (12 courses of 3 credit hours each) with a minimum GPA of 3.0. Each course in a term is worth 3 credits; there are a total of 12 credit courses in each program comprised of 8 core and 4 specialization courses. Proctored examinations are placed throughout the program and courses with a proctored final examination are noted in the syllabus.

To earn a California Intercontinental University doctorate degree, a student must complete 60 credit hours (15 courses of 3 credit hours each) with a minimum GPA of 3.0. Each course in a semester is worth 3 credits; there are a total of 15 courses in each program comprised of 10 core and 5 specialization courses, and 5 credit courses for the research and writing component. There is 1 proctored Comprehensive Competency Assessment in the program.

Changing Program of Study

A student may switch from one California Intercontinental University degree program into another (at the same level). Each degree program has different course requirements. Students will have to pay for any additional courses necessary to complete the required credit hours needed for graduation in the new program. Students can contact Student Services for more information.

Students seeking academic program change must adhere to the following procedure:
- Submit a Request for Change of Program to the Registrar
- Consult with the Academic Department for potential adverse effect on degree completion time
- Request a review of transfer credits (TC), if any, and receive an updated Program Matrix

Students must meet all the educational requirements (including prerequisites, if any) and required courses for the new selected specialization.

Transcripts and Grade Reports

Students who need a transcript of completed courses from California Intercontinental University should contact the Registrar or Student Services department. Per FERPA (1974, et al) regulations, all requests for transcripts or report cards must be made in writing and be signed by the student.

An *official transcript* is one sent by CIU directly to an institution or employer. An official transcript will be sent only if the student account is paid in full. The first copy of an official transcript is free; there is a fee for any additional official transcripts requested.

An *unofficial transcript* is one sent by CIU directly to the student. Unofficial transcripts may be sent via email and are complimentary. Students can view their program of study, progress report and grades in the Student Portal.

Transcripts

Transcripts are full documentation of a student's permanent academic record, documenting all courses taken and completed, all grades received, any honors received, and any degrees conferred to a student. Requests for transcripts can be made online from the Registrar's page on the CIU website at www.caluniversity.edu or via form provided to the student.

An official transcript is printed on anti-counterfeit paper and is signed by the Registrar. It is sent by CIU directly to a recipient, an institution/college/university, or an employer in a sealed envelope. The first copy of an official transcript is free/complimentary. A fee will be charged for additional official transcripts requested and is payable to the Accounting Department. See the "Fee Schedule" for more information about specific costs.

Official transcripts will only be released if the student's balance is paid in full, including any transcript fees.

Report Cards/Grade Reports

Unlike transcripts, a report card documents only the grades from a specific term or semester. Report cards are often used for employee/tuition reimbursement programs or for "good student" discounts on insurance.

Report cards can be sent electronically via email or printed on plain white paper, sent in an unsealed envelope. Report cards are complimentary.

Students can view and print their program of study, progress report, and earned grades from the password-protected Student Portal.

Class Level

Undergraduate students are categorized as follows based on the total number of credits completed at the collegiate level.

Level	Credits
Freshman	Less than 30
Sophomore	30 to 59
Junior	60 to 89
Senior	90 or more

Course Format

Depending on the level and content of the course, the programs include courses may have a different set of materials and assessments; see the course syllabus for specific details.

Course Materials
- Syllabus
- Instructor Policies
- Instructor Welcome
- Supplemental Materials
- Assignment Format
- Lessons and Units
- Reading Assignments
- Blogs
- Oral Presentations
- Group Presentations
- Case Studies
- Research Projects
- Videos
- Review Questions

- Threaded Discussion
- PowerPoint Presentations
- Assessments and examinations
- Textbooks – eTextbooks are the default option and are embedded within the course, there are no hard copy textbooks shipped

Examinations and Assignments

Assessments help students gauge their understanding of the course material through the grading process. Depending on the level and content of the courses, students will experience multiple types of assessment experiences. The examinations and assignments within a course will vary in type and number. Examples of assessments include multiple-choice examinations, short answer responses, case studies, projects, research and essays. Course learning outcomes are aligned with the appropriate assignment to assess student mastery of learning.

Account Access

CIU students access their student account information, online courses, program schedule, degree audits, and grades in the Student Portal. All online courses reside in the Learn Center. CIU's online courses are designed to be engaging, user-friendly, and easy to navigate. Students can perform the following tasks online via the Student Portal:

- Set up student accounts; view and edit account information
- View account balances and make tuition payments
- Access online courses and course materials for current and completed courses
- Submit assignments, multiple-choice exams, and proctored exams
- View assignment and exam grades
- Access the California Intercontinental University online library and Student Resource Center
- Be a part of California Intercontinental University's online Student Community
- Download school forms and student handbook

Communication with Students

Students are required to set up and maintain their profile information within the CALUNIVERSITY Student Portal (http://myportal.caluniversity.edu). It is the responsibility of the student to ensure that the information within the student profile is accurate and current. All e-mail correspondence from CIU will be sent to the e-mail address listed on the student profile. Also, where applicable, materials will be shipped to the address on the student profile. CIU is not responsible for shipments or correspondence sent to the incorrect shipping address or e-mail address.

Live Orientation Experiences for Students

New Student Orientation (NSO)

California Intercontinental University hosts live orientation events. Executive Student Services Advisors orient new students on everything they need to know in order to successfully begin with their course/program. Executive Student Services Advisors guide new students through activating their student account, accessing their course materials, requesting transcripts, submitting exams, and learning how to best take advantage of all the resources that are available to them. The format is highly personalized, and the online orientation course is fully interactive. California Intercontinental University advisors speak to new students via phone, skype, email, or text, and students are able to ask questions in real time by the advisors.

Graduate Research Course (GRC) Orientation

Students within the Doctoral program who have successfully completed the core and specialization courses participate in a Graduate Research Orientation Course (GRC). This Orientation is hosted by the Chief Academic Officer, the Dean of Graduate Studies and an Executive Student Services Advisor. Dissertating students are provided with an overview and understanding of the requirements for the CIU dissertation course phase.

eTextbooks

Each course consists of online course materials and is accompanied by an e-textbook from a national publisher. Online course access is provided prior to the start of each course. If students receive an incorrect or incomplete access, they need to call Student Services for assistance.

Courses and Assignments

Each course is composed of six units. Depending on the course subject and degree level, each unit typically contains lecture notes, assignments, threaded discussions, videos, websites and a variety of activities such as reading, case studies, research papers, course assignments and assessments. Multiple-choice exams are auto-graded immediately upon submission and students can view their grades immediately. Writing assignments within the non-GRC dissertation courses are graded within 3 calendar days from the date of student's submission. Due to the length, breadth and depth of assignments within the dissertation sequence, instructor response time and feedback for students in the GRC dissertation sequence is between 7 to 10 days. Faculty and students are required to have a minimum of two exchanges per term with substantive and rigorous interaction. Students can view their grades along with faculty feedback and comments.

Students generally take one (1) course at a time, in a specified sequence within each degree program or certificate. Except in cases where transfer credits or life/work experience credits are being applied, course orders within a program or semester should be followed to ensure proper learning progression and sequencing through cumulative learning.

Completion Time

At the undergraduate level, CIU offers two-year associate degree programs and four-year bachelor degree programs.

At the graduate level, CIU offers two-year master's degree programs, graduate certificates, and four-year doctorate degree programs.

Students are encouraged to set a time schedule for completing coursework. Setting and maintaining a regular study schedule will enable students to complete their coursework within the prescribed time limits detailed below. Students who do not complete their programs of study within the prescribed time limits should contact the Registrar's office to seek an incomplete grade. Upon meeting graduation requirements, students will be awarded a diploma or certificate based on their program of study. No assurance is made of eligibility for college admission or job placement. Acceptance for transfer of academic credits is determined by the receiving institution.

Undergraduate Programs

An associate degree program can be completed in approximately two years; however, students are allowed a maximum of three (3) years from the date of enrollment to complete their program.

A bachelor degree program can be completed in approximately four years; however, students are allowed a maximum of six (6) years from the date of enrollment to complete their program.

Graduate Programs

A graduate certificate program can be completed in approximately six months; however, students are allowed a maximum of one (1) year from the date of enrollment to complete their program.

A master's degree program can be completed in approximately two years; however, students are allowed a maximum of three (3) years from the date of enrollment to complete their program.

A doctorate degree program can be completed in approximately four years; however, students are allowed a maximum of six (6) years from the date of enrollment to complete their program.

Graduate Independent Study

A graduate independent study course provides an opportunity for students to work individually with instructors on specialized projects, proposals, or topics. Graduate independent study courses are 3 semester credits. Academic credit is awarded when a student demonstrates mastery of the course outcomes by completing the deliverables as outlined in the course syllabus. Students are expected to maintain attendance requirements by participating in the discussion board at least once a week. Independent study courses follow the same grading scale as other graduate level courses. An independent study course requires approval from an academic administrator.

ACADEMIC POLICIES

Academic Honesty Policy

Ideas and learning form the core of the academic community. In all centers of education, learning is valued and honored. A learning community cannot thrive if its members compromise their achievement and seek to establish an unfair advantage over their fellow student. Academic standards are based on a pursuit of knowledge and assume a high level of integrity in every one of its members. When this trust is violated, the academic community suffers injury and must act to ensure that its standards remain meaningful.

All students are required to read, understand, and adhere to the Academic Honesty Policy and the expected student conduct. Students are expected at all times to submit their own work for all assignments, to present their own work and ideas in all discussions, and to properly cite original authors and others when referring to sources used. Students must succeed in their classes and programs without violating the Academic Honesty Policy.

All students are expected to understand that violations of the Academic Honesty Policy carry academic consequences. Violations of the policy include but are not limited to: copying, plagiarism and cheating, lying, unauthorized collaboration, alteration of records, misuse of student identification number, bribery, and/or misrepresentation for the purpose of enhancing one's academic standing. See the CALUNIVERSITY Student Handbook for more details.

The Academic Honesty Policy is designed to foster a fair and impartial set of standards upon which violations to the policy will be judged. A proven violation carries academic consequences. There may be informal and formal consequences, e.g. plagiarism. In the case of a violation involving plagiarism, informal consequences are between the student and faculty within an active course. If the faculty decides that the violations warrant a formal academic review, then the student's case will be escalated to the Academic Review Committee.

California Intercontinental University has the right, at its discretion, to review any exams/assignments that have already been graded and to change the grade if plagiarism is found.

The Academic Review Committee reserves the right to issue any penalty subject to the severity of the violation. The student may be placed on academic warning, academic probation, and/or maybe dismissed from the program. If an egregious violation occurs students may be immediate academically dismissed from their program.

A California Intercontinental University graduate who is later found after graduation to have plagiarized, including allowing a student to copy his or her paper, may have his or her diploma or certificate revoked as per the Revocation of Degree/Certificate Policy.

The result of the investigation may lead to the following disciplinary action that can include but is not limited to:

- Warning
- Documented counseling by staff
- Revision and resubmission of work with possible grade penalty
- Submission of alternative assignment
- Documented counseling by staff
- Revision and resubmission of work with possible grade penalty
- Submission of alternative assignment
- Fail the assignment
- Dismissed from course, suspended from the institution
- Academic dismissal from California Intercontinental University

Revocation of Degree/Certificate Policy

If, after a degree or certificate has been awarded, a degree or certificate recipient is found responsible or involved in a violation of the Student Conduct Code involving academic dishonesty or fraud committed while a student, then California Intercontinental University may impose, as a sanction, a revocation of the degree/certificate, subject to the following procedures:

- The Registrar will submit a recommendation of revocation of the degree/certificate to the Academic Review Committee
- A Notice of Intent to Revoke Degree/Certificate shall be sent to the student. This notice shall include the details of the alleged violation and the basis for the revocation
- The student may submit a written appeal in response to the Intent to Revoke Degree/Certificate to the Academic Review Committee within thirty business days from the date of the Notice of Intent to Revoke Degree/Certificate. The imposition of the Revocation of Degree/Certificate will be deferred during such statement is received and time has passed. If the student does not submit a statement within twenty business days, the sanction of revocation of the degree or certificate is final
- The Academic Review Committee will respond with a decision and send final documentation to the student. If the decision is to accept the appeal, the student's transcript will show no information of the revocation. If the decision is to not accept the appeal, the student's degree or certificate will be revoked and all student records permanently noted

Copyright Infringement Policy

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under Section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement.

Copyright Infringement Deterrent Plan

California Intercontinental University responds promptly to notices or letters of illegal copyright infringement based on the requirements of the Digital Millennium Copyright Act. Both our Information Technology and Academic departments will investigate and respond to any notice.

If you believe that any material on any of the university's websites infringes upon any copyright which you own or control, you or your designee may send a notification of such claimed infringement to our Designated Agent as set forth below:

Leslie Gargiulo, PhD
Chief Executive Officer/President

California Intercontinental University
17310 Red Hill Avenue, Suite #200
Irvine, CA 92614

Phone: (949) 359-0085
Fax: (949) 861-9431
Email: leslie.gargiulo@caluniversity.edu

Upon receipt of a valid notification, the University will remove or disable access to such material and give notice of a claim of copyright infringement to the user or subscriber who authored the claimed infringing content by means of any one or more of the following methods at the University's sole option: a general notice on the university's website, electronic mail to the content provider's email address in our records, or by written communication sent by first class mail to such user's postal address in our records.

Summary of Copyright Penalties

Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than $750 and not more than $30,000 per work infringed. For "willful" infringement, a court may award up to $150,000 per work infringed. A court can, in its discretion, also assess costs and attorney fees. For details, see Title 17, United States Code, Sections 504, 505. Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to $250,000 per offense.

For more information, please see the Web site of the U.S. Copyright Office at www.copyright.gov, especially their FAQ's at www.copyright.gov/help/faq. The university may terminate or limit access to users who are deemed to be in violation of copyright laws. In addition, students who are found to have participated in the unauthorized distribution of copyrighted material or other forms of copyright infringement will be subject to the consequences in accordance with the university's conduct policy.

Annual Copyright Disclosure and Education

Consistent with our mission statement, combating illegal sharing of copyrighted material is an integral part of creating a true academic culture. We strive to empower students by informing them and our community about the law and our internal response to copyright infringement claims:

- All students are notified annually and have access to the catalog which contains our Copyright Infringement Policy
- Students are encouraged to submit DMCA (Digital Millennium Copyright Act) notices to our Designated Agent specified herein

Alternative to Illegal File Sharing

The Higher Education Opportunity Act requires all colleges and universities to offer legal alternatives to unauthorized downloading. Although we cannot maintain an up-to-date list of alternatives, we direct students to the Educause list which offers legal sources of online content. Students will find a list that includes legitimate online services; however, California Intercontinental University does not endorse or evaluate these external sites.

To access legal sources of online content visit:
https://www.educause.edu/focus-areas-and-initiatives/policy-and-security/educause-policy/legal-sources-onli

Periodic Effectiveness Assessment

California Intercontinental University will review this copyright plan each year to ensure it is current and maintains the appropriate and necessary information to effectively combat illegal file sharing, in addition to updating the methods employed as new technological deterrents become available. Part of the review will include the assessment of the number of legitimate infringement notices received.

Grading Policy

Undergraduate Grading System

Plus / minus letter grades (A, A-, B+, B, B-, C+, C, etc.) are used for undergraduate programs to assess student learning and academic achievement fairly and objectively. They are recorded in transcripts and used to calculate Cumulative Grade Point Average (CGPA). The undergraduate grading system is listed in all undergraduate level course syllabi.

Grade Point Average (GPA): Total Grade Points Earned/Total Units Attempted for Grades. The Office of the Registrar is responsible for the recording of official grades into students' official academic records or transcripts and the release of term grades to students, upon request.

Course retakes are billed at the current tuition rate, are subject to the Course Retake Policy under the following conditions:

- An undergraduate student who received a "D-" grade may request to repeat the course
- All students must retake required courses in which an "F" grade was received
- Students may retake a course but must remain in compliance with SAP

Undergraduate Grading Criteria

A, A- = Excellent
The student has demonstrated a thorough understanding of the content and skills presented in the course, consistently initiates thoughtful questions, and can see many sides of an issue. The student writes logically and clearly. He or she also integrates ideas throughout the course and, as appropriate, from previously completed courses in a program.

B+, B, B- = Good
The student is an excellent writer, maintains consistent performance, and demonstrates an understanding of course content that goes beyond the minimum requirements.

C+, C, C- = Satisfactory
The student demonstrates a minimal comprehension of the skills and subject matter included in the course, and accomplishes only the minimum requirements, while displaying little or no initiative.

D+, D, D- = Poor
The student's performance is barely acceptable. Assignments are late or missing and there is not even a minimal understanding or mastery of course content skills.

F = Failing
Quality and quantity of work is unacceptable.

Undergraduate Programs Grading Scale

Grade Awarded	Grade Point	Description	Grade Scale
A	4.0	Outstanding	94.00% - 100.00%
A-	3.67		90.00% - 93.99%
B+	3.33	Good	87.00% - 89.99%
B	3		84.00% - 86.99%
B-	2.67		80.00% - 83.99%
C+	2.33	Average	77.00% - 79.99%
C	2.00		74.00% - 76.99%
C-	1.67		70.00% - 73.99%
D+	1.33	Poor	67.00% – 69.99%
D	1.00		64.00% - 66.99%
D-	.67		60.00% - 63.99%
F	0.00	Fail	Below 60%
WF	0.00	Withdrawal/Fail	
AU	Not Calculated in GPA	Audit	
CR	Not Calculated in GPA	Credit	
I	Not Calculated in GPA	Incomplete	
IP	Not Calculated in GPA	In Progress	
NC	Not Calculated in GPA	No Credit	
P	Not Calculated in GPA	Pass	N/A
PI	Not Calculated in GPA	Progress Incomplete	
R	Not Calculated in GPA	Repeated Course	
TC	Not Calculated in GPA	Transfer Credit	
WD	Not Calculated in GPA	Withdrawal/Dropped	

Graduate Grading System

Plus / minus letter grades (A, A-, B+, B, B-, C+, C, etc.) are used for graduate programs to assess student learning and academic achievement fairly and objectively. Grades are recorded in transcripts and used to calculate Cumulative Grade Point Average (CGPA). The graduate grading system is listed in all graduate level course syllabi.

Grade Point Average (GPA): Total Grade Points Earned/Total Units Attempted for Grades. The Office of the Registrar is responsible for the recording of official grades into students' official academic records or transcripts and the release of term grades to students, upon request.

Course retakes are billed at the current tuition rate, are subject to the Course Retake Policy under the following conditions:

- A graduate student must retake required courses in which an a "C+" grade (and below) was received
- Students may retake a course but must remain in compliance with SAP

Graduate Grading Criteria

A, A- = Excellent
The student has demonstrated a thorough understanding of the content and skills presented in the course, consistently initiates thoughtful questions, and can see many sides of an issue. The student writes logically and clearly. He or she also integrates ideas throughout the course and, as appropriate, from previously completed courses in a program.

B+, B, B- = Satisfactory
The student is an excellent writer, maintains consistent performance, and demonstrates an understanding of course content that goes beyond the minimum requirements.

C+, C, C- = Failing
The student demonstrates a minimal comprehension of the skills and subject matter included in the course, and accomplishes only the minimum requirements, while displaying little or no initiative.

F = Failing
Quality and quantity of work is unacceptable.

Graduate Certificate and Graduate Programs Grading Scale

Grade Awarded	Grade Point	Description	Grade Scale
A	4.0	Outstanding	94.00% - 100.00%
A-	3.67		90.00% - 93.99%
B+	3.33	Good/Satisfactory	87.00% - 89.99%
B	3		84.00% - 86.99%
B-	2.67		80.00% - 83.99%
C+	2.33	Fail	77.00% - 79.99%
C	2.00		74.00% - 76.99%
C-	1.67		70.00% - 73.99%
D+	1.33	Fail	67.00% – 69.99%
D	0.00		64.00% - 66.99%
D-	0.00		60.00% - 63.99%
F	0.00	Fail	Below 60%
WF	0.00	Withdrawal/Fail	
ATT	Not Calculated in GPA	Attempted (CCA Only)	
AU	Not Calculated in GPA	Audit	
CR	Not Calculated in GPA	Credit	
DIS	Not Calculated in GPA	Distinguished (CCA Only)	
I	Not Calculated in GPA	Incomplete	
IP	Not Calculated in GPA	In Progress	
MER	Not Calculated in GPA	Merit (CCA Only)	
NC	Not Calculated in GPA	No Credit	
P	Not Calculated in GPA	Pass	N/A
PI	Not Calculated in GPA	Progress Incomplete	
R	Not Calculated in GPA	Repeated Course	
TC	Not Calculated in GPA	Transfer Credit	
WD	Not Calculated in GPA	Withdrawal/Dropped	

CCA Grading Scheme

The CCA is a 15-25-page essay integrating: (a) conceptual knowledge; (b) syntheses; (c) potential research topics; and (d) annotated references. A template, rubric, and essay prompt appear in the CCA course room. The CCA is graded using a Business and Technology Education Council (BTEC) rubric system. Grades include Distinguished, Merit, Pass, or No Credit marks depending upon an examinee's performance. Only students that earning a Distinguished, Merit, or Pass mark will be considered as passing the CCA. Students earning a No Credit mark must retake the CCA while adhering to SAP limitations. Please refer to the CCA syllabi and rubric for details regarding expectations.

GRC Series Grading Scheme

NOTE: GRC 641, GRC 642, GRC 643, GRC 644 and GRC 645 or equivalent have an A/B series. At the end of a term, if a student does not show sufficient progress to Pass (P) then the student may be registered into the next course in the series, and the first course receives a Progress Incomplete (PI) grade. These courses are only Pass/No Credit.

How to Calculate GPA

To compute the grade point average, the total number of credit units is divided into the total number of grade points. Course units count only once toward graduation requirements. "I," "WD," "IP," "P," "CR," "NC," "TC" designations carry no grade points and are not considered when figuring the grade point average. When a course is repeated the original grade remains part of the permanent record but is not calculated in the grade point average. Each letter grade is worth a certain number of grade points.

A	4.0
A-	3.67
B+	3.33
B	3
B-	2.67
C+	2.33
C	2.00
C-	1.67
D+	1.33
D	1.00
D-	.67
F	0.00

Example:

In the first semester, a student's grades in the first five courses are: A, B, A, C, and A. The GPA would be calculated as follows.

STEP 1: Add the grade points for all courses taken during the semester.

$$A = 4 \text{ points}$$
$$B = 3 \text{ points}$$
$$A = 4 \text{ points}$$
$$C = 2 \text{ points}$$
$$A = 4 \text{ points}$$
$$= 17 \text{ grade points}$$

STEP 2: Divide the total number of grade points by the number of courses.

$$17 / 5 = 3.40$$
$$\text{GPA is } 3.40$$

Attendance Policy

Students must attend and participate in their courses on a weekly basis throughout their programs.

Attendance includes:

- Submitting an academic assignment
- Taking an exam or
- Participating in an online discussion about academic matters

Attendance is not:

- Logging into your course without active participation, or
- Participating in academic counseling or advisement

Student non-attendance during the Add/Drop period (the first seven [7] days of a term) will be construed as willing disregard for this policy and students become eligible for being unregistered from any future courses and withdrawn from the university. No charges will incur, and no grades earned or posted for courses not attended.

Students who fail to attend for 14 consecutive days within a term, after the Add/Drop period, will be eligible for withdrawal. Students who are unable to attend for 14 consecutive days within a term are encouraged to contact their executive student services advisor to make proper arrangements and avoid being withdrawn. However, any student who fails to attend after 21 days will be withdrawn.

Faculty Response Time

For foundation and specialization courses, faculty are given 48 hours (2 business days) for responses to basic e-mail communications and 3 days for issuing grades on individual assignments and 3 days for final course grades.

For dissertation work, faculty and students are required to have a minimum of two exchanges per term with substantive and rigorous interaction. The nature of dissertation work is more complex and requires more time for both student and faculty with response time from 7 – 10 days.

Student Code of Conduct Policy

The content of the Student Code of Conduct (or Code) supplements the University catalog and relevant publications. The Code assists students with successful ethical decision making and life at the University. The Code is not exhaustive and is subject to change, at any time, as deemed appropriate by the University at its sole discretion. Changes to the Code may be implemented without notice and obligation—unless announced otherwise upon the implementation of such changes.

Jurisdiction of the Code of Conduct

The Code applies to all University students. Violations of the code may include conduct occurring on campus or off-campus, including online and electronic communication or other conduct, when the University determines it has a substantial interest in the conduct. The University has a substantial interest in conduct when it:

- Occurs at University-related events
- Occurs during study abroad, clinical, internship or other academic programs
- Constitutes a violation of local, state or federal law; including repeat violations of any local state, or federal law or committed in any country where the University operates
- Indicates that the individual may present a danger or threat to the health or safety of him/herself or others
- Significantly threatens the rights or property of those protected by this Code
- Is harmful to the educational mission of the University

Notwithstanding any other provisions of the Code, the University reserves the right to take any action, which in its judgment, is necessary and appropriate to protect the safety and well-being of the campus community.

Actions Constituting Violations of the Code

The following actions constitute violations of the code:

Action 1.	Acts of dishonesty not limited to the following:
a. Violation of the Academic Policy (AHP) inclusive of cheating, plagiarism, fraudulent submissions of works, or miscellaneous forms of academic dishonesty
b. Violation of University policies, procedures, and communications channels
c. Violation of local, state, federal, or regional laws while engaging in the University
d. Knowingly offering materially false (or misleading) information to a University instructor, administrator, or other designated official
e. Knowingly triggering a false report or threat
f. Unauthorized usage or alteration of official University documents, transcript, or identification card

Action 2.	Intentionally or recklessly causing injury, harm, or apprehension to individuals or groups subject to the Code.

Action 3.	Intentionally or recklessly interfering with University activities, including, but not limited to: studying, teaching, research, residential activities, administration, student conduct proceedings, or the provision of supplementary services.

Action 4.	Engaging in sexual, discriminatory, or other harassing conduct so sufficiently severe, pervasive, and objectively offensive that intimidating, hostile, or offensive educational or work environment.

Action 5.	Failure to comply promptly with the directions of, and verbally threatening, abusing, or harassing any University official, including, but not limited to, student and professional staff members.

Action 6.	Disorderly conduct, or lewd, indecent, or obscene behavior.

Action 7.	Any behavior that disrupts or causes disruption to computer services; damages, alters, or destroys data or records; adversely affects computer software, programs, systems, or networks. The use of any data, computer system, or network to devise or execute any scheme to defraud, deceive, extort, or wrongfully obtain money, property, or data.

Action 8.	Acquiring and publicly publishing (or *doxing*) information such as a student IDs, login information, examination passwords, exams, and assignments without the consent of the University.

Action 9.	Failure to take reasonable steps to avert, stop, report, or leave a situation involving a violation of the Code. Attempting, conspiring to commit, or aiding and abetting in a violation of the Code.

Action 10.	Violating the terms of, or failure to complete any sanction imposed in accordance with this Code.

Academic Honesty Policy (AHP)

In all centers of education, learning is valued and honored. A learning community cannot thrive if its members compromise their achievement and seek to establish an unfair advantage over their student. Academic standards are based on a pursuit of knowledge and assume a high level of integrity in every one of its members. When this trust is violated, the academic community suffers injury and must act to ensure that its standards remain meaningful.

The Code asks each student to demonstrate maturity, responsibility, honesty, and integrity. Students are expected to:

- Act honestly in all matters
- Foster an environment supporting academic integrity
- Discourage cheating and inform an instructor of potential instances of cheating when in possession of good faith, belief and evidence that a violation of the Code has occurred

What Constitutes Cheating, Plagiarism, and Related Offensives?

Cheating is defined as the deliberate communication or reception of an unauthorized or dishonest advantage. Such communications include, but not limited to, the following: duress, fraud, deception, exchange of previously graded examinations, reusing previously written essays, and attempts at cheating. Examples include, but are not limited to:

- Use of resources not authorized by the instructor or readily available to all students in the course, including past exams, for the completion of an assignment or to study for an exam
- Copying graded assignments from another student or giving one's work to be copied or used by another student
- Selling work from a course or purchase of coursework or other unauthorized assistance from an online source
- Doing homework, taking an exam, writing a paper, or doing any other coursework for another student or allowing another person to do it for you, when not explicitly permitted by the University
- Using any technological/communication tool not authorized by the University during an exam or quiz
- Engaging in behavior expressly prohibited by an instructor during class discussions, in the course syllabus, or via other course- specific communication means or tools

Plagiarism is defined as presenting work or the opinions of others without proper acknowledgement, summary, paraphrase, or citation. Plagiarism includes, but is not limited to:

- Failing to give credit for ideas, statements of facts, or conclusions derived by another author; failure to use quotation marks when quoting directly from another, whether it is a paragraph, a sentence, or part thereof; failure to cite the work of another person
- Submitting an assignment purchased or obtained from research or term paper services
- Submitting an assignment, whole or in part, obtained from the internet or another unauthorized resource
- Submitting papers or speeches for credit that are substantially the same in two or more classes without prior written approval of the instructors involved

Miscellaneous Forms of Academic Dishonesty include, but are not limited to:

- Altering answers on a scored test or any graded work and submitting it for a higher grade without explicitly articulating the alterations made
- Planning with one or more students to commit any form of academic dishonesty
- Lying to an instructor or providing any misrepresentation of information to receive any academic advantage or accommodation
- Misrepresenting the content of e-mailed communications shared between student and professor as to receive any academic advantage or manipulate a University process

Students found engaging in cheating, plagiarism, or another offence may be determined as in being in violation of the Code. Instructors and University administration may impose academic sanctions at the discretion of University administration. Further, students found violating the Code may incur a failing grade, suspension, dismissal from the University, or revocation. In such cases, a notation of the sanction will appear on the student's transcript.

Process for Determining Instances of Code Violations and Enforcement

The Code is charged with establishing standards used to determine whether a student honored the Code, behaved ethically, and remained an upstanding member of the University. When a student is found in violation of the Code, they may be subject to academic consequences, suspension, dismissal, or revocation.

Plagiarism. The first instance of plagiarism results in an instructor generated warning and suggested remedy. In such cases, the student will receive a message in the grade book indicating the finding and next steps to resolve the instance. However, additional instances will result in an instructor's referral of the student to University administrators and the Academic Review Committee (ARC). The ARC reserves the right, at its discretion, to review/regrade any exams/assignments that have already been graded and make recommendations to University administrators.

Cheating and Miscellaneous Forms of Academic Dishonesty. The first instance of such violations will result in referral of the student to University administrators and ARC. The ARC reserves the right, at its discretion, to review all relevant information, evidence, and documentation as to determine a suitable penalty. Penalties may include, but are not limited to, the following actions:

- A documented warning
- Documented counselling by staff or designated University representative
- Resubmission of work subject to a grade penalty or an alternative assignment
- Failing grades for an assignment, group of assignments, or course
- Suspension processes
- Dismissal from the University
- Revocation of a degree

In all cases, the ARC will advise the University administration on proper courses of action and remedies.

Graduates found to have plagiarized, including allowing a student to copy his or her paper, may have his or her diploma or certificate revoked as per the Revocation of Degree/Certificate Policy. If a degree or certificate recipient is found responsible or involved in a violation of the Code, then the University may revoke degree(s) and certificate(s).

Student Communications Policy

The California Intercontinental University Conduct and Communications Policy refers to the respectful conduct of California Intercontinental University staff, faculty and students in any school communications including student's course assignments, test responses and where applicable, threaded discussions.

California Intercontinental University provides students with different communication channels for communicating with its staff and faculty and responding to assignments and tests. Communication channels include e-mail, phone, mail, Skype, chat rooms, and the Student Community. Other communications channels include the Student Portal or the LearnCenter which are used for submitting course assignments, test and threaded discussion responses and communications to faculty.

It is college policy that California Intercontinental University staff, faculty and students maintain respectful, professional, and polite conduct in all communications at all times. All staff, faculty and students are expected to treat one another with respect. Negative emotions, rude language, and/or profanity have no place in any type of communication channels including phone, written, electronic, etc. Any staff, faculty or student using irate, sarcastic, rude, harassing or offensive language in any types of communication channels to any staff, faculty or student of the college will be subject to disciplinary action up to and including dismissal from California Intercontinental University.

To allow continual communications with California Intercontinental University students, it is required that students update California Intercontinental University with any changes to the student's account information. Student account information can be accessed through the Student Portal or students can contact Student Services with any changes to student's name, address, e-mail or phone number.

NOTE: California Intercontinental University official communications are sent by email or mail. Most official forms require electronic communication by e-mail, unless forms or directions state otherwise. Students are held responsible for official California Intercontinental University communications sent to students. Students should check their email accounts regularly and respond, where needed, to any communications sent from California Intercontinental University.

Course Retake Policy

Students are not required to repeat a failed course unless it is a course required for graduation. Undergraduate students can petition to repeat any course (with a grade of "C" or "D") only once at the regular tuition cost. Graduate certificate and graduate degree students who receive below a "B" grade in a course required for graduation, must repeat the course to earn a passing grade. All students must retake required courses in which an "F" grade was received and pay the appropriate tuition.

Both course grades are recorded on the transcript. The first course attempt grade will be recorded with an added asterisk on the official transcript to denote it was a retake course. The latter of the two grades is included in the GPA.

Students may retake a course up to three times to earn a passing grade and must comply with SAP. All repeated courses count as courses attempted for purposes of determining Satisfactory Academic Progress (SAP).

Students repeating a previously passed course, for this purpose passed means any grade higher than an F regardless of the program policy, may be awarded federal financial aid for the first retake of that course only.

Dissertation Course Enrollment Policy

All students eligible for the dissertation sequence (GRC 641, 642, 643, 644, and 645) must enroll within the guidelines of the enrollment policy.

The dissertation sequence (or GRC sequence) is a set of self-paced courses supporting the creation of a five-chapter dissertation. An emerging researcher (or dissertating student) will progressively envision, define, execute, and express a DBA-level dissertation relying upon mixed methods research while pacing themselves through the sequence.

The self-paced nature of the sequence allows for dissertation courses to be taken multiple times—up to four times per course. Thus, the emerging researcher has up to four terms to complete a course—allowing 20 academic terms to complete the dissertation process. For example, GRC 641 may be repeated three times after initial enrolment; for a total of four attempts. Failing to complete a course by the end of the fourth attempt may result in dismissal from the University.

Incomplete Grades for the Dissertation Sequence

The dissertation sequence does not utilize an incomplete (I) mark. Instead, the No Credit (NC) mark indicates the noncompletion of a dissertation course. The NC mark does not affect GPA.

Grade Appeals, Reviews, and Dismissal Appeals

Performance within a dissertation course is measured using rubrics and written artefacts. All appeals involving grades and reviews must follow the appropriate processes stated in the catalogue and student handbook. Dissertating students have the right to appeal a dismissal due to noncompletion of a course. In such matters, students should contact an executive student services advisor and request an appeal.

Institutional Review Board (IRB)

The Institutional Review Board (IRB) has been established to comply with existing regulations of the federal government. Specifically, the university follows the Federal Policy for the Protection of Human Subjects (45 CFR 46). IRB is required to review all research proposals, formal and informal, funded or not, that are prepared by students, instructors, and staff, especially those that involve the use of human participants. The IRB is legally required to ensure all the following standards are met:

- Risks are justified in terms of related benefits to the participants and society
- Participants engage in research willingly and knowingly to the extent possible
- Research methods are appropriate to the objectives of the research
- Research methods are the safest possible and are consistent with sound research design
- Participants' privacy is protected
- Research is monitored

To accomplish these purposes, researchers are required to complete the appropriate applications and obtain the IRB approval whenever research involving human participants is proposed, prior to beginning research with human participants. Applying the U.S. federal government's definitions, a human participant is a living individual about whom an investigator conducting research obtains: (a) data through intervention or interaction with the individual; or (b) identifiable private information, and research is a systematic investigation (i.e., the gathering and analysis of information) designed to develop or contribute to generalized knowledge.

All research projects involving collection or analysis of data (whether from surveys, interviews, observation, student or employee work products, or records of any type) must be reviewed and approved by the IRB. Moreover, no member of the university community may commence any research procedure involving human participants until it has been approved by the IRB. The only categories of research that do not need to be submitted for IRB approval are literature reviews and hypothetical research designs; although the IRB reserves the right to review proposed non-human research projects.

Information provided to the Institutional Review Board (IRB) should be written in a nontechnical manner and should be suitable for understanding by a diverse audience. While the information below is required, students must consult the Institutional Review Board web page for a full description of the IRB application and review process. The IRB process includes, at a minimum, the submission and approval of:

- A basic understanding of the IRB process and its purpose
- NIH Office of Extramural Research Protecting Human Research Participants (PHRP) certification
- A brief overview of the study, including research questions, and hypotheses using the IRB application
- A description of how participants will be recruited and selected for participation, including any advertisements, recruitment letters or scripts, and financial remuneration offered to participants
- Statements of how informed consent will be obtained and how participants will be informed of the voluntary nature of their participation, including the right to opt out of the study without penalty, and the process of expressing concerns to the primary investigator
- An explanation of the research methodology to be used, including copies of all data collection instruments (e.g., interview protocols, survey instruments, standardized and non-standardized questionnaires)
- An explanation of how collected data will be stored and destroyed, including audio and videotapes
- An explanation of what risks are involved, how participants are protected, whether risks to participants are reasonable in relation to anticipated benefits, if any, and the importance of the knowledge to be gained

University research ethics forms and guidance can be found at the Institutional Review Board Classroom. The IRB automatically rejects projects lacking any of the following components: (a) a complete IRB application; (b) a study proposal; (c) proof of PHRP certification; (d) instruments; and (e) appropriate participant and data usage consent forms.

The IRB meets regularly to determine the status of proposed research projects. IRB decisions cannot be appealed, but the IRB chair will work with the researcher to get a proposal into an approvable state.

STUDENT AFFAIRS

Registrar

The Office of the Registrar is responsible for the administration of academic services and management of student records. The Registrar's office performs the following functions:

- Compilation and maintenance of student educational records
- Processing of student admissions, extensions, withdrawals, and dismissals
- Evaluation of transcripts and determination of transfer credits
- Formulation of degree plans based on transfer credits awarded
- Verification of student enrollment in courses and programs
- Provision of official and unofficial transcripts per student requests
- Enforcement of all academic policies
- Assessment and conferral of degrees and certificates

Registration

California Intercontinental University will register students into courses needed for their degree or certificate program. Students may review future course registration online through the Student Portal.

Students will be registered into courses by the Academic Department staff for the entirety of their programs. Students may request changes to the order in which courses are taken at any time, depending on course availability, any transfer credit received, or course prerequisites.

No enrollment or addition of courses is permitted after the first week of a term, which is the Add/Drop deadline.

Any requests to drop or add a course must be made on or before 11:59 PM PST, the Sunday of the first week of a Term. Term course offerings may be revised by California Intercontinental University without notice, but prior to the Add/Drop date being the last day of the first week of each Term.

Academic (Semester) Unit

California Intercontinental University uses the Carnegie Unit formula for defining credit hours. Students in a 3-credit distance education course should expect to spend a minimum of 135 hours of study time.

The study time includes instructor-facilitated asynchronous discussions, outside-of-class learning activities including but not limited to completing academic assignments, reading assignments, conducting research, and contributing to asynchronous group discussion.

Academic (Study) Load: Full Time and Part Time Students

Graduate Students

Graduate students enrolled in one course every six weeks are considered full-time students. Graduate students enrolled in 2 courses per semester are considered half-time.

Undergraduate Students

Students registered for 12 credits or more in a semester are considered Full Time students. Students registered in 9 credits in a semester are considered Three Quarter Time students. All students registered in less than 12 credits per semester are considered Part Time students.

VA Students

For students using VA Education Benefits, school definitions of full-time and part-time students — described above — may be superseded by U.S. Department of Veterans Affairs regulations. Although the VA currently accepts school definitions of full-time and part-time for graduate students, the VA uses its definitions for "rate of pursuit" and "training time" for undergraduate students. The VA's determination of academic load is used to determine education benefits. Seek current advice from a VA Education Representative and the school's military education benefits advisor at the time of enrollment.

Multiple Courses per Term

Students enrolled in programs at California Intercontinental University are expected to register for and attend one (1) course per six (6) week term. However, from time to time, it may become necessary or desired for a student to register for more than one course per term.

Students wishing to take multiple courses per term should contact the Registrar's Office at least one (1) term (6 weeks) prior to the term they wish to add courses to ensure course availability. Students requesting must be in good academic standing and maintain Satisfactory Academic Progress (SAP) requirements. Students will be moved back to a "one-term, one-course" registration sequence if repeated failures or incomplete grades are reported.

Qualified undergraduate students can take up to three (3) courses (a total of 9 units) per term and graduate students can take up to two (2) courses (a total of 6 units) per term. No student can double until they have successfully completed the first course. Students wishing to exceed these limits must obtain prior approval from Academics.

Students using Title IV funding, VA/military education benefits or other financial aid programs must work with Student Finance to ensure continued eligibility for funding to cover the costs of adding additional course(s).

Undergraduate and Graduate Students

Undergraduate students are those completing their educational requirements for the award of an Associate or Bachelor degree. Graduate students are those who have earned minimally 120 semester units of college work at an approved or accredited institution or have earned a bachelor degree and are pursuing a master's or higher degree.

Concurrent Education / Second Degree Programs

California Intercontinental University graduates of a degree level (e.g. associate, bachelor, master's, doctorate) are restricted from enrolling into another degree program of the same level at any time.

Students wishing to pursue the next higher degree program may do so upon satisfactory completion of their current program. There are no restrictions on appropriately qualified applicants, having met the minimum admissions requirements, from completing more than one (1) Post Graduate certificate program consecutively.

Residency Requirement

The minimal residency requirement means a minimum portion of the program requirements must have been met through course work successfully completed at California Intercontinental University. The minimum requirement for undergraduate level candidates shall be 25% of their required course work at California Intercontinental University. Master's and certificate level candidates must achieve a minimum of 50% of their required level work at California Intercontinental University. Doctorate level must complete 85% of their required level work at CIU.

Procedure to Add/Drop Course

California Intercontinental University has established the Add/Drop period deadline to be the end of the 1st week of a Term. During this period, courses may be dropped or added. Adding courses will not be allowed after the 1st week of a Term.

The following procedures to ADD a course must be followed:

- Complete an Add/Drop Request Form, available online or from the Registrar
- Immediately notify the Registrar during business hours, by e-mail or fax, via the completed Add/ Drop Request Form
- Immediately notify the course faculty advisor of the intent to enroll in the new course
- Make arrangement for payment of tuition and applicable fees, if any for the new course

Students who wish to DROP a course after the Add/Drop period must:

- Complete an Add/Drop Request Form, available online or from the Registrar
- Immediately notify the Registrar during business hours, by e-mail or fax, via the completed Add/ Drop Request Form
- Immediately notify the course faculty advisor of the intent to enroll in the new course
- Request a tuition refund, if applicable, for the dropped course(s)- (request will be processed within 30 days)
- Contact Executive Student Services Advisor to fill out any additional LOA or WD forms (if applicable)

Students who fail to post attendance during the Add/Drop period (the first seven [7] days of a term) will be considered non-compliant with the University's Attendance Policy. Students become eligible to be unregistered from the term and withdrawn from the University.

Satisfactory Academic Progress (SAP)

To progress satisfactorily and continue enrollment in the selected program of study, students are held accountable for maintaining Satisfactory Academic Progress (SAP) toward successful completion of the program objectives.

The California Intercontinental University SAP policy complies with federal Title IV financial aid guidelines. However, all students at California Intercontinental University must meet SAP, regardless if they use Title IV federal aid or not. Additional progress requirements may be required for other government programs or tuition/employer reimbursement.

SAP is measured in four [4] distinct ways:

1. *DBA Programs only* – completion of Comprehensive Competency Assessment (CCA) within three [3] attempts
2. *DBA Programs only* – completion of a Dissertation section (GRC 641, GRC 642, GRC 643, GRC 644, GRC 645) within at most four [4] attempts
3. All programs – Quantitative (pace) requirements
4. All programs – Qualitative (GPA) requirements

Comprehensive Competency Assessment (CCA) Requirement (DBA program only)

Doctoral students must successfully pass the CCA as a requirement for the DBA program to graduate. Students who after two [2] attempts have failed to pass the CCA will be placed on Academic Warning status. Students will then be given one [1] additional 6-week term to attempt and pass the CCA.

If after the third attempt, the student receives a failing grade, the student will be placed on Academic Dismissal.

Dissertation Progress Requirement (DBA program only)

Doctoral students who fail to complete a Dissertation section (GRC 641, GRC 642, GRC 643, GRC 644, or GRC 645) within at most four (4) attempts will be placed on Academic Dismissal status.

Quantitative Requirement (Pace)

All students must complete their program within the maximum time of completion, which is the amount of time expected for a student to complete a course of study.

All students must complete 66.67% of their cumulative units attempted in their programs. This is called the Incremental Completion Rate (ICR) or "pace" requirement. A student who falls below the 66.67% threshold will fail SAP.

Examples: A student taking 9.0 credits in a semester must successfully pass 6.0 credits out of 9.0 credits attempted. 6.0 credits earned ÷ 9.0 credits attempted = 66.67%. A full-time student taking 12.0 credits in a semester must pass 9.0 credits. 9.0 credits attempted ÷ 12.0 credits attempted = 75%, because passing 6 credits put the ratio at 50% which is below the 66.67% SAP threshold.

Additionally, the University allows a student to attempt up to 1.5 times the number of credit hours required to complete the program. Any student approaching or exceeding this limit will be placed on Academic Dismissal.

Example: A student attempting a 36.0 credit MBA program will be allowed to attempt up to 54.0 (36 x 1.5) credits.

Qualitative Requirement (GPA)

All students must meet the minimum grade point average (GPA) for their program objectives.

- Undergraduate students (AA/BA/BS) must maintain a minimum of a 2.0 cumulative GPA
- Graduate level (Post-Graduate Certificate/MBA/DBA) must maintain a 3.0 cumulative GPA

Evaluation Period

CCA and Dissertation SAP (Doctorate programs only) are evaluated at the end of each 6-week term.

Qualitative and Quantitative SAP are evaluated at the end of each semester to determine if the student meets the minimum requirements. Evaluations are based on the cumulative program enrollment as of the last date of the evaluation period.

Other Factors That Impact SAP

Additional factors that impact SAP include excessive course absences, Incomplete Grades, Leaves of Absence/Withdrawals. Please see related policies for more information.

Academic Warning

Students who fail to meet one or more SAP criteria will be placed on Academic Warning status.   Students receiving federal financial aid will also be placed on Financial Aid Warning. Students will receive a communication in writing from the Registrar's Office stating they are in Warning status. During this Warning period, students remain eligible for federal Financial Aid.

While in Academic Warning status, students are encouraged to work with their advisors and their faculty to ensure success. Students who do not meet the GPA requirements are encouraged to retake any failed courses during this time.

Additional student resources such as the Math Lab, the Writing Center, and Student Success Workshops are made available to students who may need additional help at any time during their program.

Academic Dismissal

If a student fails to meet SAP one or more requirements during the Academic Warning period, including those students mathematically incapable of meeting Pace or GPA requirements during the Warning period, the Student Services department will communicate a courtesy notice of impending dismissal by the University. The Registrar's Office will formally notify the student of their Dismissal status in writing. A student in Dismissal status is no longer be eligible for federal Financial Aid.

Students dismissed from the University are provided the opportunity to submit a Dismissal Appeal.   All appeals are due by the Wednesday of the next Add/Drop week. See the "Dismissal Appeal" section below for more information.

Dismissal Appeal

A student who is dismissed for failing to meet SAP requirements, may appeal to be reinstated. All appeals are due on the **Wednesday (Week 1, Day 3)** of the next term's Add/Drop week.

A dismissed student will be provided an electronic link to the online Appeal form in the Dismissal notice. The student may also request the Appeal form link directly from their Student Services advisor.

Any student may appeal a dismissal based on mitigating circumstances. Mitigating circumstances include:

- Death of a relative or dependent(s),
- An injury, or serious illness of the student or student's dependent(s)
- Divorce
- Bankruptcy
- Natural disaster

The student must provide supporting documentation and describe in writing any unusual circumstance(s) that the student believes deserve special consideration.

The student must clearly express and provide information as to why they did not meet SAP requirements and what has changed that will allow them to meet SAP by the next evaluation period. The appeal will also include an Academic Success Plan which the student reviews and signs.

Completed appeals will be routed to the Academic Review Committee through the Student Services department for review within 24 business hours. If an appeal is approved, the Registrar's Office will notify the student in writing no later than the **Friday of the Add/Drop Week (Week 1, Day 5)** by the Registrar's Office. The student will be re-entered into the University and placed on Academic Probation.

If an appeal is not approved, the student will be notified in writing from University within the **Add/Drop Week (Week 1)**. The student may revise a previously submitted appeal and resubmit for consideration of return at another term.

If the Dismissal Appeal is approved, then the student is placed on Academic Probation.

Academic Probation

Students who fail to meet SAP for two (2) consecutive periods, who have appealed, and had the appeal approved, will be placed on Academic Probation status in the next period.   Students will only be eligible for Financial Aid for the Probation period.

Failure to meet the requirements of SAP during Academic Probation status will result in the student's dismissal and loss of federal Financial Aid eligibility.

Incomplete Grade Policy

An Incomplete grade is given to a student if they were unable to complete the academic course requirements before the end of the term.

Minimum Requirements

It is the student's responsibility to request an Incomplete grade for a course. To be eligible, a student <u>must</u>:

- Be in good academic standing,
- Have completed at least 50% of all course work for the term, and,
- In the judgment of the administration, have just cause or justifiable excuse (e.g. a medical/family emergency, natural disaster)

All students: Students in Academic Probation status are ineligible to request an Incomplete grade.

Doctorate students only: Incomplete grades cannot be requested for Comprehensive Competency Assessment (CCA) or Dissertation.

How to Request an Incomplete

An Incomplete Grade form is available upon request from a student's Executive Student Services Advisor (ESSA). The ESSA will confirm that all information is included prior to sending to the Registrar's Office.

All completed request forms must be received in the Office of Student Affairs on or before 11:59 p.m. (Pacific) **Sunday of Week 6 (the last day the Term)**.

Approvals and Denials

All completed requests are reviewed by the Academics Department by the **Wednesday of the Add/Drop Week of the subsequent term**. Any notices of acceptance or denial will be sent within 24-48 hours of review.

If a request is approved, the student and faculty will be notified in writing by the Registrar's Office and Incomplete grade posted to the student's transcript.

Requests made after the Sunday of Week 6 or requests missing required information will be denied, and a final grade will be assigned based on all previously submitted work. A written notice of denial will be sent from the Registrar's Office to the student.

Incomplete Grade Period

Once an Incomplete grade is approved, remaining work must be completed and submitted to the LearnCenter no later than the end of the subsequent term. It is the responsibility of a student to complete any outstanding academic work so that the Incomplete can be changed to a final, earned grade. No work submitted outside of the LearnCenter will be accepted for grading.

Students may not request a Leave of Absence (LOA) concurrent with an Incomplete Grade period. It is the University's expectation that the student will complete any missing course work while simultaneously attending a new course. See the Leave of Absence (LOA) policy for additional information.

Students requesting an Incomplete for the last course in their degree program can complete any outstanding course work through the end of the next term. However, attendance history beyond the initial six-week term will **not** be posted to the student's record. Award of degree and the student's graduation date will be delayed until the student has completed all outstanding coursework and a final grade is posted to the record.

Impacts on Satisfactory Academic Progress (SAP) of an Incomplete Grade

Taking an Incomplete grade does not guarantee a higher grade and students run the risk of earning a lower grade from the initial grade earned for the course.

Incomplete grades impact a student's GPA like an "F-Fail" grade and affect a student's GPA and Incremental Completion Rate (ICR) – see SAP Policy for more information. The GPA and ICR are immediately re-calculated upon posting of the final grade.

If the required assignments are not turned in by the end of the Incomplete period, a final grade will be entered based on any previously completed coursework.

Recurring Incomplete Grades

Because of the impacts on Satisfactory Academic Progress (SAP), students with recurring Incompletes (term after term) will be counseled by their Executive Student Services Advisor (ESSA) and the University may place a student on Academic Warning status until the Incompletes can be rectified and completed.

Students with Incompletes for three (3) consecutive terms may be dismissed from California Intercontinental University for failing to meet SAP requirements.

Students may only request an Incomplete three [3] times within a 12-month period, from date of first approved Incomplete.

Repeated Courses

Only the repeated grade is used to compute the student's GPA. The former grade remains on the student's transcript but is not used in GPA calculations once it is replaced by subsequent grade.

Students repeating a previously passed course, for this purpose passed means any grade higher than an F regardless of the program policy, may be awarded federal financial aid for the first retake of that course only. Only students not meeting SAP are eligible to repeat a previously passed course.

Withdrawals

A student withdrawing from a course after the Add/Drop period will receive a WD. Courses for which a WD is received must be re-taken at the regular tuition rate. The WD will be reflected on the student's permanent transcript. The WD on a student's transcript does not affect the GPA however, WD courses are considered credits attempted when calculating SAP.

Transfer Credits

Transfer credits that count toward the student's current program will count as both attempted and completed. This means that credits transferred in from other colleges or universities and will impact the quantitative requirement of Satisfactory Academic Progress or the rate of completion.

Transferring CIU Credit to Another Institution

Students may wish to transfer coursework from California Intercontinental University to another institution. The following is to be considered carefully.

- Each institution determines its own policy for accepting transfer credits
- Normally, to qualify for credit in another institution, the coursework the student wishes to be considered for transfer credit must be reasonably similar to coursework that the receiving institution offers

To transfer credits from California Intercontinental University, the student must request that an official transcript of completed coursework be sent to the new institution. An official transcript is one sent from the records officer at the sending institution directly to the designated records officer at the receiving institution. California Intercontinental University will not release an official copy of a student's transcript unless the account is paid in full. The account must be current to receive an unofficial copy of a transcript.

The other institution may respond to a student's request for transfer credit by:

- Accepting the credit claimed (although some institutions may not give full value)
- Accepting the credit claimed when the student passes a test covering the subject matter
- Requesting additional information to verify, e.g. a syllabus
- Not accepting the credit claimed

Students should be sure to keep learning guides, textbooks, other study materials and printed copies of online study materials in case these materials are needed for transfer credits verification by the receiving institution.

California Intercontinental University does not maintain a list of colleges and universities that accept California Intercontinental University college credits.

Notice Concerning Transferability of Credits and Credentials Earned at Our Institution

The transferability of credits you earn at California Intercontinental University is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the degree, diploma, or certificate you earn at CIU is also at the complete discretion of the institution to which you may seek to transfer. If the credits or degree, diploma, or certificate that you earn at this institution are not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason, you should make certain that your attendance at this institution will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending CIU to determine if your credits or degree, diploma or certificate will transfer.

Proctored Exams

When to Expect a Proctored Exam

Students can expect to take proctored exams under the following situations:

- All Life/Work Experience exams
- Select courses in undergraduate and graduate courses throughout the program
  - Proctored final examination are noted in the syllabi

Semester/Term Grade Report

All grades are reported electronically. Students can access their official grades as posted to their record via the student portal. Students who need an official copy of a grade report can request one by emailing the Registrar. Although it is requested that instructors submit grades within 3 working days, instructors are allowed a reasonable time frame. In the absence of mistakes, fraud or bad faith, course grades shall be final once they have been filed with the Registrar. Questions regarding accuracy of grades should be brought to the attention of the faculty within 6 weeks or less of the grade being posted.

Failure Grade

A Failure (F) grade received by a student may be remedied by repeating the course. If a higher grade is earned in the repeated course, the lower grade will remain in the student's official records with an added "R" to show it was retaken and will not be incorporated in the student's TGPA and CGPA. Tuition and applicable fees will be charged for each repeated course. Multiple failure grades may result in Academic Probation and/or Academic Dismissal.

Grade Change and Grade Appeal

CALUNIVERSITY faculty members are experts within their fields of study and have the final authority for assigning grades with the exception of grades that are found to be a result of arbitrary or capricious grading. If a student believes and is able to support with clear and credible evidence that capricious or unprofessional grading has taken place, a grade appeal may be initiated on an assignment or on a final course grade.

The Grade Appeal Policy provides guidance on grades within an active course. Grade appeals may be made to the faculty on an individual assignment basis or on a final course grade.

Challenges to Individual Assignments While a Course is Active

Individual lesson assessment grades are to be handled between the student and faculty while a course is in session. The student must initiate contact with the faculty within one (1) week for individual lesson assignments (discussions forums, multiple-choice exams, essays, etc.).

The student must discuss the grade concerns with the faculty member who issued the grade. It is advisable to use correspondence through a verifiable means such as e-mail. These matters are to be resolved between the student and faculty.

Challenges to a Final Course Grade After the Course Has Been Completed

The following policy and procedures apply to all final course grade appeals. The Grade Appeal Form is to be used only to challenge a *course* final grade.

- If a student believes he or she received a final course grade based on capricious or unprofessional grading the student must discuss within seven (7) days of the final grade being posted the dispute with the faculty member who issued the grade. The correspondence must be tracked through a verifiable means such as e-mail.
- If a satisfactory solution cannot be found, the student may obtain a Grade Appeal Form. The form is to be completed and submitted to the Registrar.
- A Grade Appeal Form must be initiated within 30 days of the final course grade posting date.
- It is the student's responsibility to provide the necessary information to support the challenge. The student's Grade Appeal Form must include all required information as well as clearly written justification for the grade challenge to be considered. The burden of proof rests with the student to provide any additional supporting documentation. Examples of necessary information include: medical verification if the exception is due to illness or copies of any documentation to substantiate the request being made.
- After reviewing the Grade Appeal Form and supporting documentation for completeness, the form will be forwarded to Academic Review or a designated representative. If supporting documentation or recommendation is missing, the form will be returned to the student for completion. If the appeal is excepted for review, there is no guarantee that the grade will change, and the student runs the risk that the grade may go down as well.
- The faculty member may be consulted in an attempt to resolve the dispute. The original faculty member who graded the assignment or a different faculty member may be notified of the challenge and asked for his or her perspective.
- Grade challenges may not be appealed beyond the Academic Review. All documents submitted for Grade Appeal are entered in the permanent record of student and faculty.

Pass / No Credit Courses

A Pass (P) grade is assigned to academic requirements such as the successful completion of a CCA or completion of a dissertation course. Grades assigned with a Pass (P) designation are not calculated in the Grade Point Average (GPA) or Cumulative Grade Point Average (CGPA). Students who do not pass these courses will receive a No Credit grade and must retake the course within the Retake Policy and SAP limits.

The only courses eligible for Pass/No Credit grades are CCA courses and Doctorate Dissertation courses GRC 641, GRC 642, GRC 643, GRC 644 and GRC 645.

Withdrawal / Drop Status

Students wishing to withdraw from a course or from California Intercontinental University must do so by submitting the appropriate form (found in MyPortal) to the Office of the Registrar at registrar@caluniversity.edu Students seeking withdrawal from California Intercontinental University must clear all indebtedness and are strongly encouraged to seek counsel with their Executive Student Services Advisor.

The last day to drop a course the end of the 4th week in each term. During the drop period a WD will show on the transcript but not be included in the GPA calculation.

Withdrawal from a Course

Students may withdraw from a course during the first week of the term without the course recorded on their official transcript. Withdrawal from a course after the first week of enrollment, under proper withdrawal procedures, will result in a WD grade recorded on the official transcript. Withdrawal (WD) grades are not included in the calculation of GPA but do count towards the Satisfactory Academic Progress Quantitative requirement, and the course must be taken later with all applicable tuition and fees for degree completion.

No withdrawals from a course are permitted after the fourth week. Any grade earned for the course will be final and recorded on the official transcript.

Withdrawal from the University

A completed and signed Withdrawal from University Form must be reviewed and approved before the withdrawal is considered official.

Students who wish to withdraw from CIU are required to seek counsel from an Executive Student Services Advisor or faculty member. Those students using Title IV or other financial aid programs to help pay for school must speak to Student Accounts/Student Finance to review any and all debt obligations. Students withdrawn from the University for more than one (1) term will be required to review and sign a new Enrollment Agreement upon return.

Continuous Enrollment

All California Intercontinental University students are expected to remain continuously enrolled in at least one (1) course for every term from matriculation through program completion.

Maintaining continuous enrollment ensures program completion by the anticipated graduation date. Students may view their complete program and registered courses via the CIU Student Portal.

Under limited circumstances, students may request a Leave of Absence (LOA) or Withdrawal for planned medical leaves, vacations, military service, church/missionary service, or for other personal situations requiring time away from their studies. Students must provide the request in writing with supporting documentation.

Students returning from extended leaves may be subject to any programmatic changes, including new or different courses within their program, a change in expected graduation date, and tuition increases at time of return.

Leave of Absence

California Intercontinental University offers its students the opportunity to request a Leave of Absence (LOA) under certain conditions. An LOA covers one (1) six-week term.   Students out for more than six weeks will be Withdrawn from the University.

Active duty military students only: Students called to active duty are eligible for extended LOAs with documented proof of deployment or orders.

Eligibility for Leave

To be eligible to request an LOA, a student must be:

1. In good academic standing, and
2. Have completed the first three [3] terms of their program.

Requests for LOA under extraordinary circumstances, such as natural disaster or active duty orders, will be evaluated on a case-by-case basis upon supporting documentation.

Requesting a Leave of Absence

A Leave of Absence (LOA) request form is available via a student's Executive Student Services Advisor. An LOA can be requested and approved for only one term within six consecutive terms.

Example: A student is registered for Terms 2, 3, 4, 5, 6, and 7. The student requests and is approved for an LOA for Term 3. The student later requests a second Leave for Term 6. The second Leave will be denied. The student may request another Leave starting in Term 2 of the next year.

The completed request must be submitted to the Office of Student Affairs by the **Monday of Week 6** (the 6th Monday) of a term.   A start date for the leave and a return date are required on the request. *University administration retains the right to extend this deadline with valid and documentable and extenuating circumstances from the student.*

Completion and submission of a request form does not guarantee that an LOA will be granted. A final decision regarding a requested LOA will be sent in writing by the Registrar's Office on or before the **Friday of Week 6** (the 6th Friday) of the current term.

Students taking unapproved leaves and/or who do not submit an LOA form are subject to the University's non-attendance and withdrawal policies.

Impacts of a Leave of Absence

Academic records for students on LOA remain active and upon returning from LOA resume normal enrollment status.

Students may not request an Incomplete grade and take an LOA. It is the University's expectation that the student taking an Incomplete grade will complete any missing course work while simultaneously attending a new course. An LOA is considered a break from any academic obligations and taking an Leave while working on course work to resolve an Incomplete grade is counter to the purposes of an LOA.

Taking a LOA extends the student's graduation date by the length of one term as LOA time does not count towards the degree completion time.

Students receiving Title IV federal financial aid and taking an LOA are equivalent to a Withdrawal for financial aid purposes. A Return to Title IV Funds (R2T4) calculation will be performed to determine how much aid the student earned prior to going on LOA.   Students will be responsible for any outstanding balance resulting from the LOA request.

Payment of Balances While on Leave

Students who make monthly payments remain responsible for all regularly scheduled payments while on Leave. Failure to make monthly payments may result in Withdrawal from the University.

Failure to Return

If a student fails to return by the stated LOA return date, Satisfactory Academic Progress (SAP) will be evaluated and the student will be withdrawn from the University.

SCHOLARSHIPS AND REWARDS

DEAC Student of the Year Award

The DEAC Student of the Year honor is awarded by the Distance Education Accrediting Commission (DEAC) on an annual basis to students who have exhibited outstanding academic performance, overcome barriers and obstacles to learning, and have demonstrated exemplary behavior and attitude in their dealings with staff, faculty, and peers.

Delta Epsilon Tau International Honor Society

Delta Epsilon Tau International Honor Society Graduating California Intercontinental University students who have earned an associate or bachelor degree with a cumulative GPA of 3.50 or higher and Master's and Doctorate students with a cumulative GPA of 3.7 can be nominated for membership in Delta Epsilon. Delta Epsilon Tau was established by The Distance Education Accrediting Commission (DEAC) to recognize the achievements of individuals who worked diligently to acquire knowledge and skills from an accredited distance learning institution. Students eligible for Delta Epsilon Tau may contact the Student Services department for application criteria.

Active Duty Military Scholarship

CIU would like to reward our active duty military students for pursuing their academic goals. Active duty students using Military Tuition Assistance may be eligible for a scholarship to offset any out of pocket tuition expenses.

Scholarship Criteria:

- Meet Satisfactory Academic Progress (see catalog)
- Meet program attendance requirements (see catalog)
- Be eligible for Military Tuition Assistance
- Graduate on time, i.e., not have any un-excused breaks in enrollment
- Undergraduate students in a bachelor degree program must complete a FAFSA

Students that meet the criteria will have their student account credited at the end of the semester to offset any out of pocket expenses a student may incur after all aid, grants and scholarships have been applied. Contact the financial aid office on how to apply.

TECHNOLOGY REQUIREMENTS

The computer equipment utilized to access our online program must meet the minimum requirements below. Please note that the minimum computer and software requirements may evolve during a student's course of studies, in particular as third-party vendors discontinue support for older versions of a product. Students must have Internet access and an active e-mail address.

Required Hardware and Peripherals

You are required to have use of a computer system with the following specifications and components:

- 2 GHz multi-core processor or faster
- 2GB RAM or greater
- 100 GB hard drive or larger
- Broadband connection or better
- 1024x768 resolution monitor or greater and supporting video card
- Webcam with microphone

Required Software Application

You are required to have use of the following operating systems and applications:

- Operating system:
    - Windows XP or later OR
    - Mac OS X 10.4 or later
    - Linux OS

- One of the following Internet browsers:
    - Microsoft® Internet Explorer 7.0 or later
    - Mozilla Firefox 3.5 or later
    - Google Chrome 7.0 or later
    - Apple Safari 5.0 or later
    - Adobe Reader 9.0 or later
    - Adobe Flash plug-in 10.0 or later
- Local administrative privileges (for required software installations)
- Anti-virus program (updated regularly)
- E-mail account

STUDENT RESOURCES

Academic Honors Program

The CALUNIVERSITY Academic Honors program recognizes those students who have achieved a grade point average of 3.5 to 4.0. Depending on the student's GPA, they are placed on the Dean, Chief Academic Officer, or CEO/President's list that is on the California Intercontinental University website location Academic Honors. Students receive a congratulatory message from the corresponding academic administrator or CEO/President and an associated badge with their academic honor is visible within the student's portal view.

BBA Honors:

- (Cum Laude) 3.5-3.65
- (Magna Cum Laude) 3.66-3.89
- (Summa Cum Laude) 3.9 – 4.0

MBA Honors:

- 3.9 and above With Distinction

DBA Honors:

- 3.9 and above With Distinction

MathLab – Algebra/Math Tutoring

The Math Lab is a resource for California Intercontinental University students made available to develop confidence and technical skills in mathematics utilizing one-on-one tutoring with math instructors. Students are paired with one tutor initially and may work with different tutors throughout their duration at the University.

Writing Center

The Writing Center is a resource for California Intercontinental University students made available to develop confidence and technical skills in students through one-on-one tutoring with trained academic writing professionals. As this service is tutoring, rather than editing, students are paired with one tutor initially and then have the opportunity to work with different tutors throughout their duration at CIU. As student and tutor build a professional academic relationship, feedback on working drafts is given in stages, focusing on APA format, paragraph structure, mechanics, and sentence structure.

Student MyPortal

The Student MyPortal provides students with 24-hour access to their academic records and is the student's administrative headquarters. In the MyPortal, students can find their account details, such as their profile information, course schedule, degree audits, grades, course payments, and administrative forms.

Students have access to administrative forms and student information through their student MyPortal. Students who have technical issues can create a support ticket, which is addressed within 24 hours.

Library and Information Resources Network, (LIRN)

California Intercontinental University subscribes to the Library and Information Resources Network, Inc. (LIRN) for student use. LIRN is an extensive library resource including an online catalog, e-book collection, and electronic databases. CIU students have access to LIRN 24 hours a day, seven days a week. LIRN is a multi-location, virtual organization and can be accessed directly by the student. Other databases or public/free sites are also provided in course syllabi.

What is LIRN?

The LIRN collection provides students with millions of peer-reviewed and full-text journal, magazine, and newspaper articles, e-books, podcasts, audio, and video resources to support their academic studies from ProQuest, Gale Cengage, partial EBSCO coverage, eLibrary, GreenFile, and other resources relevant to general education, business, technology, and medical programs. The University also provides access to BioMed Central, DOAJ, Elsevier, ERIC, NCBI, SpringerOpen, DigitalCommons, and an assortment of other online collections.

LIRN Utilization

LIRN plays a vital role in the in the creation of evidence-based writings, research and presentations aiming to support an argument or world view. Whether the assignment manifests as an outline, argumentative, descriptive or deconstructive essay, or PowerPoint-based presentation, the integration of sources available at LIRN serves to support students in their academic success.

All programs utilize LIRN to explore theories in fields or subject areas requiring a breadth of resources. For example, students will use LIRN to examine the business/financial, organizational, and socioeconomic factors related to courses and proposed research. LIRN is also used as a resource for proper citation and documentation of references in academic writing.

Students have access to a LIRN librarian. Information on how to contact the LIRN librarian can be found in the Online Library.

Executive Student Services Advisors

Upon registration, students are assigned a dedicated Executive Student Services Advisor (ESSA). Students are provided contact information (phone and email) for their designated ESSA should they have an urgent need to address any particular concerns that may affect their progress through the program. The assigned ESSA is the main point of university contact throughout the program of study for support, questions, and help.

ESSAs proactively communicate with students to address any questions that they may have. Types of contact used are noted below:

- Phone Calls
- Email
- Skype
- Text Message
- Group Conference Meetings

Technical Support

Prior to enrollment, a student is required to confirm their ability to meet the minimum technological requirements as listed in the Technology Requirements section of the catalog. Technical support is provided for California Intercontinental University online courses. To contact the helpdesk, email helpdesk@caluniversity.edu.

Microcourses

The University offers an evolving selection of microcourses focusing on targeted skill development. Students may pursue self-guided/self-paced courses intending to develop prewriting skills, enhance library and research abilities, and learn about plagiarism detection and resolution.

Microcourses are self-guided and moderated by an instructor. While engaging microcourses, students may interact with an instructor well-versed in the course's contents and targeted skills. Further, students should expect feedback while reviewing the small projects comprising a microcourse alongside conversations utilizing discussion forums.

Students wanting to pursue microcourses may sign up for them using the links located on the far-right column of the LearnCenter.

PocketConfident AI

California Intercontinental University has partnered with PocketConfidant AI (PCAI) to provide students with free access to an artificial intelligence coaching technology. PCAI can be thought of as a trusted friend who will listen anytime and anywhere in the world. The online coach asks questions to help navigate life's daily challenges, become more aware, identify resources and opportunities that are available, formulate goals, and move forward. Students may access PCAI through their Student Portal in the Student Resource Center and should contact their ESSA for more information.

TUITION, FEES, AND PAYMENT OPTIONS

NOTE: Tuition and fees are subject to change without notice. Students should confirm current tuition and fees on the California Intercontinental University Web site.

Financial Information

Statements regarding tuition and fees found in this Catalog comply with the California Private Post-Secondary Education Act of 1977 and related adopted regulations. Enrollment at California Intercontinental University, or payment of tuition and fees in advance, does not constitute a contract beyond a single academic year. The administration of California Intercontinental University reserves the right to alter the tuition and fees schedule at any time without prior notice.

Payment of Fees: Instructional Materials

None of the fees paid at time of Registration, except tuition, are refundable as fees are encumbered for expenditures immediately upon collection.

Payment of Tuition and Fees: Late Payment Fee

Tuition and applicable fees are due and payable at time of Registration. Late payment fees will be assessed when payment is not received on the date agreed upon. Cash, money orders, credit cards, and checks are accepted in the amount due.

Advanced Payment of Tuition

Students have the option of paying tuition in advance, at the current rate, and only at time of registration provided that the tuition payment will be for the entire degree program they are enrolled in. Any future remaining tuition, if any, shall be at the current tuition charge. All other fees or related charges (graduation fee, registration fee, etc.) shall be paid separately prior to the beginning of each semester/Term.

Cancellation Policy

Term by Term Agreements: One week prior to the start of the term, payment for all Term by Term agreements is due. If payment or payment arrangements are not received by the fifth day of the start of the term, the student's account is placed on hold and the student is notified via e-mail that he/she has seven (7) days to respond with payment or payment arrangements. Failure to respond with payment or payment arrangements will result in withdraw from the University.

Financial Assistance Plan (FAP): Payment is processed on the 25th of the month as specified in the contract. If payment is not received on that date, the student is given a five (5) day grace period. At the end of the grace period, if payment or payment arrangements are not received, the student's account is placed on hold and the student is notified via e-mail that he/she has seven (7) days to respond with payment or payment arrangements. Failure to respond with payment or payment arrangements will result in withdrawal from the University.

Cost of Degree Programs: Tuition and Fees Estimates

	Associate	Bachelor	Master's	Doctorate	Grad Certificate
Total Credits	60	120	36	60	12
Cost Per Credit	$395	$395	$445	$495	$445
Application Fee	$25	$25	$25	$25	$25
Registration Fee	$125	$125	$125	$125	$125
Tuition	$23,700	$47,400	$16,020	$29,700	$5,340
eTextbooks & digital course materials ($95 per course)	$1,900	$3,800	$1,140	$1,900	$380
Graduation fee and CCA fee (if applicable)	$175	$210	$175	$210	$0
Total Estimated Program Cost	$25,925	$51,560	$17,485	$31,960	$5,870
Charges Due Upon Enrollment	$150	$150	$150	$150	$150
Total Cost Per Course	$1,280	$1,280	$1,430	$1,580	$1,430

*Plus, applicable charges and fees, if any (See Fee Schedule and Optional Charges).

Fee Schedule

Application Fee (One-Time; Non-Refundable after 7 days)	$25.00
Registration Fee (Charged during the first term of enrollment)	$125.00
Challenge Exam Fee	$150.00
Experiential Learning Application Fee	$500.00
Comprehensive Competency Assessment (CCA) Fee (per Attempt)	$35.00
Graduation Fee	$175.00
Returned Check Fee (NSF)	$25.00
Transcript Fee (First Request: No charge)	$10.00
eTextbooks and Digital Course Materials (per course) *	$95.00
Late Fee	$25.00
Handling and Shipping Charge (Extra for Overseas Shipping)	At Cost
Expedited Mailing Fee	$25.00
Duplicate or Replacement of Diploma	$100.00
Student ID Card Replacement Fee	$20.00
GRC B Series Course - New	$900.00
GRC B/C/E Series Course - Legacy	$900.00

*Students may choose to purchase hard copy textbooks separately.

U.S. Military or Immediate Family Scholarship

In appreciation of their service, U.S. Military or immediate family members (e.g., parents, spouse, children) are eligible for reduced tuition and a waiver of all fees. The reduced cost per credit for this select group of students is $320 for a bachelor or associate degree program and $410 for a master's, doctorate or graduate certificate degree program.

U.S. Military or Immediate Family Fee Schedule

Application Fee (One-Time; Non-Refundable after 7 days)	Waived
Registration Fee (Charged during the first term of enrollment)	Waived
Challenge Exam Fee	$150.00
Experiential Learning Application Fee	$500.00
Comprehensive Competency Assessment (CCA) Fee (per Attempt)	$35.00
Graduation Fee	Waived
Returned Check Fee (NSF)	$25.00
Transcript Fee (First Request: No charge)	$10.00
Late Fee	$25.00
Handling and Shipping Charge (Extra for Overseas Shipping)	At Cost
Expedited Mailing Fee	$25.00
Duplicate or Replacement of Diploma	$100.00
Student ID Card Replacement Fee	$20.00
GRC B Series Course - New	$900.00
GRC B/C/E Series Courses - Legacy	$900.00

Tuition and Applicable Fees Payment Plans

California Intercontinental University offers affordable, interest-free payment plans for qualified students. If a student obtains a loan to pay for an educational program, the student will have the responsibility to repay the full amount of the loan plus interest, less the amount of any refund.

Plan 1: Financial Assistance Program (FAP)
Students have the flexibility to enroll in a monthly installment payment option. For the undergraduate program, the monthly installments will be $400.00. For the graduate programs, the monthly installments will be $450.00. Please contact the Student Accounts Department for more information.

Plan 2: Term by Term
This plan requires tuition and applicable fees payment prior to the beginning of a Term for the selected courses of the degree program. Tuition is assessed in accordance with the student's enrollment agreement.

Plan 3: Payment for Entire Program
Students may elect to pay for the entire program up front. Any courses retaken will be charged as per the prevailing retake policy.

Plan 4: Direct Bill Plan
This plan requires that a student's employer establishes a Direct Bill Plan with California Intercontinental University as the school will bill the employer directly for the student's tuition and applicable fees. The student is responsible for letters of credit, vouchers or any and all employer direct bill documentation required by his or her employer. The student is fully responsible for any amount not covered by the employer's reimbursement policy or plan.

Plan 5: Federal Financial Aid
Qualified students enrolled in an eligible program may apply for Federal Financial Aid to pay for their cost of tuition. In order to apply for Financial Aid, the Free Application for Federal Student Aid (FAFSA)must be completed at www.fafsa.ed.gov.

Financial Aid

Federal Financial Aid is available for eligible students in the following programs:

- Bachelor of Business Administration
- Bachelor of Business Administration in Healthcare Administration
- Bachelor of Business Administration in Internet Marketing and Entrepreneurship
- Bachelor of Engineering Information Technology in Networking and Systems Security
- Bachelor of Engineering Information Technology in Project Management
- Bachelor of Science in Management Information Systems
- Master of Business Administration
- Master of Business Administration in Banking and Finance
- Master of Business Administration in Healthcare Management and Leadership
- Master of Business Administration in Information Systems and Knowledge Management
- Master of Business Administration in International Management and Marketing
- Master of Business Administration in Organizational Development and Human Resource
- Master of Business Administration in Project Quality Management
- Doctorate of Business Administration
- Doctorate of Business Administration in Global Business and Leadership
- Doctorate of Business Administration in Entrepreneurship and Business Management
- Doctorate of Business Administration in Healthcare Management and Leadership
- Doctorate of Business Administration in Information Systems and Enterprise Resource Management

How to Apply

Students wishing to use Federal Financial Aid while attending California Intercontinental University should follow the steps below. Students are encouraged to contact the financial aid office with any questions or concerns at finaid@caluniversity.edu or 949-359-0045.

Submit the California Intercontinental University Application for Admission

https://www.caluniversity.edu/Apply-Online
Please check the box indicating that you desire to use Federal Financial Aid as your payment method.

Obtain an FSA ID

Prior to applying for FAFSA, you should obtain an FSA ID online at https://studentaid.ed.gov or www.fafsa.gov. This username and password serves as your electronic signature and may be used to file your FAFSA, make corrections to your Student Aid Report (SAR), and monitor federal loans that you receive. If you are a dependent student, a parent should also request an FSA ID which can be used as their electronic signature on the FAFSA.

Complete and Submit FAFSA

The application can be found at www.fafsa.ed.gov. Make certain to indicate our school code of 042440 on the FAFSA. If you have already completed a FAFSA, retrieve it and add our school code. Monitor your email for important notifications concerning your SAR. The Office of Financial Aid will receive your FAFSA information and will contact you if necessary.

If you have any questions about applying for FSA, please contact the Office of Financial Aid at 949-359-0045 or finaid@caluniversity.edu.

Pell Grants

Pell Grants are available to eligible undergraduate students enrolled in an eligible program. A Federal Pell Grant, unlike a loan, does not have to be repaid. Federal Pell Grants usually are awarded only to undergraduate students who have not earned a bachelor or a professional degree. You are not eligible to receive a Federal Pell Grant if you are incarcerated in a federal or state penal institution or are subject to an involuntary civil commitment upon completion of a period of incarceration for a forcible or non-forcible sexual offense.

Federal Supplemental Educational Opportunity Grant (FSEOG)

SEOG is a federal grant that is awarded to undergraduate students with exceptional financial need and does not have to be repaid. Priority is given to students who are Pell Grant recipients with the lowest Expected Family Contributions (EFCs).

During the 2019-2020 award year the Financial Aid Office will identify full time students that have a zero EFC and that are Pell eligible. This group of students will be known as the California Intercontinental University FSEOG First Selection Group. The process will be repeated each term start and the qualifying students will be added to the California Intercontinental University FSEOG First Selection Group. Students in this group will be awarded $100 per semester. If after awarding FSEOG funds, the student's financial aid exceeds COA loan funds will be adjusted downward. Grant funds will not be adjusted downward to meet COA requirements.

Should FSEOG funds remain after the California Intercontinental University FSEOG first selection group has been awarded FSEOG funds the Financial Aid Office will identify all Pell Eligible students with zero EFC and/or with the lowest EFC and award $300 to each student until funds are depleted. This group of students is known as the California Intercontinental University FSEOG Second Selection Group. If necessary the California Intercontinental University FSEOG Second Selection Group will be expanded until all funds have been awarded to Pell eligible students by June 30th, 2019. If funds remain after the second group has been expanded, the funds will be returned to the Department of Education via G5. Students losing Pell Grant eligibility prior to SEOG been disbursed will have their SEOG award rescinded.

The Financial Aid Office will keep documentation identifying the First and Second FSEOG groups, the eligible EFC and the award amounts. Pell Grant eligibility will also be confirmed prior to disbursement of the FSEOG. If the student loses Pell Grant eligibility prior to disbursement of the FSEOG, the FSEOG award will be cancelled.

Student will receive a revised Award Letter via email listing the award amounts.

Student Eligibility Criteria

To be considered for FSEOG, a student must:

- Complete a FAFSA
- Be registered and accepted for enrollment as a regular student in an Undergraduate program at California Intercontinental University
- Have completed the verification process (if selected)
- Meet all other requirements for an eligible student for Title IV Federal Student Financial Aid programs
- Maintain Satisfactory Academic Progress
- Must not have previously earned a bachelor or first professional degree.

Federal Direct Loan Program

Direct Loans, from the William D. Ford Federal Direct Loan Program, are low-interest loans for eligible students to help cover the cost of higher education at a four-year college or university, community college, trade, career or technical school. Eligible students borrow directly from the U.S. Department of Education at participating schools.

There are several benefits in using the Direct Loan Program:

- A Direct Loan (DL) is a guaranteed source of funding for student loans
- The option of an income-contingent repayment plan or an income-based repayment plan when you enter repayment. This means you will have the option of ensuring that your loan repayment amount will always be affordable based on what your income will allow
- Students in the Direct Loan program who enter into public service jobs can have any remaining balance on their loans forgiven after ten years of public service work. (While this option does not exist in the FFEL program, students who borrowed in that program can consolidate their loans into the DL program in order to take advantage of this forgiveness program)
- Most lenders offer benefits during repayment after a student makes payments from 2 to 4 years. Very few students end up receiving those benefits. In DL, students earn benefits after only 1 year
- Should a student make payments late under DL, the late fees charged are less than the late fees charged in the FFEL Program

For more information visit: https://studentaid.ed.gov/sa/types/loans

Federal Direct Loans

California Intercontinental University participates in the following Direct Loan programs:

- **Direct Unsubsidized Loan** is not based on the student's financial need, but students must also meet specific eligibility requirements. Interest is charged throughout the life of the loan. The borrower may choose to pay the interest charged on the loan or allow the interest to be capitalized (added to the loan principal)
- **Direct PLUS Loan** is a federal loan that graduate or professional degree students and parents of dependent undergraduate students can use to help pay education expenses. The U.S. Department of Education makes Direct PLUS Loans to eligible borrowers through schools participating in the Direct Loan Program
- **Direct Subsidized Loans** are available to undergraduate students with financial need. The school determines the amount you can borrow, and the amount may not exceed your financial need. The U.S. Department of Education pays the interest on a Direct Subsidized Loan, while you're in school at least half-time, for the first six months after you leave school (referred to as a grace period*), and during a period of deferment (a postponement of loan payments)

Direct Loan Resource Center

In order to receive federal student loans, you must complete certain requirements. The Department of Education has created a website (www.studentloans.gov) to manage borrower requirements and provide valuable information regarding federal student loans. The three items listed below are required from all borrowers:

1. **Entrance Interview**
   To ensure that you understand your rights and responsibilities as a student loan borrower, the Federal Government requires you to participate in loan counseling before receiving a Direct Loan, if you have not previously received a Direct Loan, Federal Family Education Loan or Supplemental Loans to Students Loan.

2. **Sign Master Promissory Note (MPN)**

   The Master Promissory Note, commonly referred to as MPN, is a document that must be signed in order to receive a federal student loan. The signed MPN binds you to the federal government as a promise to repay the student loan you intend to take out to help cover your educational expenses. The MPN provides valuable information about the rights and responsibilities you have as a borrower.

3. **Exit Interview**

   Prior to graduating or leaving school, Direct Loan borrowers must complete exit counseling. The Direct Loan Exit Counseling will explain your rights and responsibilities as a Direct Loan Borrower. Your Federal FSA ID is required in order to complete the Exit Interview because your personal loan information will be provided.

Cost of Attendance

The Cost of Attendance (COA) is an estimate of the total amount needed to attend college each academic year which consists of two semesters. Each school determines its annual average COA using a formula established by Congress.

A student's COA may include:

- Tuition and fees
- Books, supplies, loans fees and miscellaneous personal expenses
- Room and board expenses
- Dependent care
- Costs related to disability

A higher COA than that which is estimated by California Intercontinental University will require that the student provide supporting documentation to justify an increase.

The Cost of Attendance and Financial Aid

The COA will be used to package and award aid to students seeking an eligible Title IV degree and using financial aid. Should a student want to pursue financial aid, his or her eligibility will not be based on individual preferences and spending habits, but rather on standard budget allowances.

Note: The COA is reviewed annually by the Financial Aid Director to maintain relevance and accuracy related to the direct and indirect costs California Intercontinental University students may incur. The figure used to determine the Room and Board allowance is the national average obtained research done by CollegeBoard.

Cost of Attendance Budget:

Tuition / Fees	Per Fee Schedule
Room and Board	$6,651
Transportation	$2,259
Miscellaneous	$3,639

Verification Policy

The University must check the accuracy of all applications the Central Processing System (CPS) selects for verification. The CPS will select applicants for verification based on edit checks which identify inconsistencies and/or potential errors. The University also verifies any application the university has reason to believe is incorrect or discrepant.

All financial aid applicants are encouraged to file federal income tax returns for applicant, parent and/or spouse as applicable, prior to completing the Free Application for Federal Student Aid (FAFSA). This will allow students and prospective students to utilize the IRS Data Retrieval tool when completing the FAFSA. The IRS Data Retrieval tool saves time and increases the accuracy of the financial information collected on the FAFSA.

Students selected for verification will be sent an email notification with the items needed in order to complete the verification process. If the University receives a subsequent FAFSA for a student selected for verification after they have been initially awarded federal financial aid, all future disbursements will be placed on hold. The student will be notified of the verification requirements and will have 30 days to complete the process. If verification is not complete, all previously disbursed federal financial aid will be returned which will result in a balance due on the student account.

The data reported on the verification worksheet, federal tax transcript and other supporting documentation provided is checked against the appropriate data elements on the FAFSA. All conflicting information will need to be corrected on the ISIR by the school or student as applicable and a new expected family contribution (EFC) will be calculated. Students will not be awarded federal financial aid until verification is complete. If a subsequent ISIR is received affecting overall financial aid eligibility, the financial aid award will be adjusted as applicable. The updated information may require a return of already received federal student aid funds resulting in a balance due on the student account. A student will be notified via email of any changes.

Referrals will be made to the Office of Inspector General should there be allegations of fraud or other criminal misconduct in connection with an applicant's application for financial aid.

Register to Vote
If you need to register to vote, visit http://vote.usa.gov. Depending on your state's voter registration rules, the site can help you:

- Register online. This is available for 31 states plus the District of Columbia
- Download the National Mail Voter Registration Form. You can fill it out onscreen and print the completed form or print the blank form and fill it out by hand. Remember to sign the form before mailing it to the location listed for your state

Find guidance for states and territories with different registration procedures.

Eligibility
The following criteria must be met for a student to be eligible to participate in Federal Student Aid (FSA):

- Be an admitted student enrolled in an eligible program of study for the purpose of obtaining a degree
- Submit all official transcripts from previously attended institutions at the time of admission if interested in Title IV funding
- Be unconditionally accepted at California Intercontinental University
- Not be enrolled solely in remedial coursework
- Not be currently enrolled in secondary school
- Be a high school graduate or recognized equivalent
- Be a U.S. citizen or national, or an eligible non-citizen (verification of eligible non-citizen status may be required)
- Have a valid Social Security number unless you are from the Republic of the Marshall Islands, Federated States of Micronesia, or the Republic of Palau
- Be enrolled at least half-time if applying to receive Federal Direct Loans

- Not be in default on a Federal Student Loan or owe an overpayment on a FSA grant or loan
- If the student is a male, he must be registered with the Selective Service (https://www.sss.gov/)
- Meeting Satisfactory Academic Progress (SAP) standards
- Certify that FSA will only be used for educational purposes
- Demonstrate financial need

Enrollment in a program of study abroad approved for credit by the home school may be considered enrollment in the home school for purposes of applying for federal student financial aid.

Disbursement Schedule

Financial Aid will be disbursed to students in three equal payments per semester or per term. Disbursements are made on the first Monday after 30 days have passed from the start of the term. Upon request, accommodations may be made to best suit the financial needs of our students.

Tuition Refund for All Programs (Buyer's Right to Cancel)

Refund of Advanced Payment of Tuition for Entire Degree Program

Any requested refund of the unused advance tuition payment shall be provided to the student upon submission of a written request.

Refund of Tuition

A student may cancel his or her Enrollment Agreement at any time on or before the first day of a Term for Distance Education and Learning without any tuition charges. A student may also cancel the Enrollment Agreement without penalty or obligation by the Add/Drop period deadline (being the last day of the first week of a Term) or by the 7th day from the beginning date of a course. The student will receive a full tuition refund (except for the registration fee and costs for educational printed materials, if any). Refundable tuition is defined as the total course tuition excluding the Registration fee.

Refund Calculation

The date of withdrawal will be the day the university is notified of the student's intent to withdraw. Student can notify by mail, e-mail, FAX, or by any other reasonable manner or conduct, including non-attendance. California Intercontinental University will mail the requested tuition refund within 30 days from the date of the official withdrawal/dismissal or refund request.

Students will remain liable for any outstanding balance on their account.

The Student's start date through the last date of attendance will determine the percentage of program completion, and the applicable percentage will be applied to the formula used in the refund calculation as stated below. The percentage of program completion is calculated by dividing the number of days comprising the period of enrollment in which the Student has been charged into the number of days completed in that period as of the last recorded day of attendance by the Student.

Once the Student begins classes, the registration fee is non-refundable, and the following refund policy applies:

Amount of Course Completed	Refundable Tuition
Through week 1	100% Tuition Refund
More than week 1, through week 4	Pro-Rata Refund
Past week 4	0% Tuition Refund

To receive a tuition refund, a student must contact the Student Accounts Department after submitting a signed and dated request for withdrawal to the Office of the Registrar. Tuition refund calculation shall be based on the day California Intercontinental University receives the withdrawal request notice from the student or the last day of attendance (whichever is greater). California Intercontinental University will mail a detailed breakdown of the requested tuition refund within 30 days from the date of the official withdrawal/dismissal or refund request.

Sample Refund Calculation

Student Jane enrolls in our Doctorate program and after attending for 13 days out of the 6-week term she decides on a different career path. A term consists of 6 weeks which is 42 days in length, therefore she attended (based on her last date of attendance) 13 out of 42 days or 31% of the term. If her tuition is $1035 for the term she is responsible for $320.85 (.31x 1035) of tuition fees and eligible for a refund in the amount of $714.15 ($1035-320.85). Had Jane withdrawn during the Add/Drop period, which is the first 7 days of the term she would be eligible for a full refund. However, if Jane would have attended past the 4th week of the term, she would not be eligible for a tuition refund.

Refund of Fees for All Programs

Refund of Fees and Other Charges: 100% refund of fees and other charges will be made if enrollment cancellation occurs before the start of a Term. Registration Fee is non-refundable once a Term has started.

Return to Title IV

If a student has received Federal Direct Loans or Federal Pell Grant funds during his or her period of enrollment and is withdrawn or withdraws from the institution, an R2T4 calculation will be performed. If a student has not yet been awarded but has a valid ISIR for the current awarded year, an R2T4 calculation is performed to determine a potential Post-Withdrawal Disbursement. The date of withdrawal is always the last date of attendance.

Attendance at California Intercontinental University includes:
- submitting an academic assignment
- taking an exam
- participating in an online discussion about academic matters

Attendance is *not*:
- logging into your course without active participation
- participating in academic counseling or advisement.

Returning Unearned Funds

Institutions are required to determine the percentage of Title IV aid earned by the student and to return the unearned portion to the appropriate aid program. This percentage is determined by the percentage of the enrollment period completed by the student.

The return of funds policy consists of the following steps:

- Determine the percentage of the enrollment period completed by the student
- Days Attended ÷ Days in Enrollment Period = Percentage Completed
- If the calculated percentage exceeds 60 percent, then the student has earned all Title IV aid for the enrollment period
- Apply the percentage completed to the Title IV aid awarded to determine the student's eligibility for aid prior to the withdrawal
- Total Aid Disbursed X Percentage Completed = Earned Aid
- Determine the amount of unearned aid to be returned to the appropriate Title IV aid program
- Total Disbursed Aid – Earned Aid = Unearned Aid to be Returned

If the aid already disbursed equals the earned aid, no further action is required. If the aid already disbursed is less than the earned aid, a late disbursement will be made to the student. If the aid already disbursed is greater than the earned aid, the difference must be returned to the appropriate Title IV aid program.

Distribute the responsibility to return funds between the institution and the student.

California Intercontinental University and the student are both responsible for returning unearned funds to the appropriate programs in specific loan/grant order. The institution must return the lesser of:

- the total amount of unearned aid or
- institutional charges multiplied by the unearned percentage

Amounts that must be returned will first be applied to federal loans and then to grants. Loan borrowers will be permitted to repay loans based on the terms of the promissory note. The student will also be billed for any amount due to California Intercontinental University resulting from the student's withdrawal. If a student owes any money to the school resulting from the return of federal aid funds, the student will receive a bill from the Business Office. Title IV aid is returned in the following order:

1. Unsubsidized Federal Direct
2. Stafford Loans Subsidized Federal
3. Direct Stafford Loans
4. Federal Direct PLUS Loans
5. Federal Pell Grants
6. Federal Supplemental Educational Opportunity Grant (FSEOG)
7. Iraq and Afghanistan Service Grant

Any student with an account credit balance will be refunded to the funding source in the order outlined above.

The student's grace period (if applicable) for loan repayments for Federal Unsubsidized and Subsidized Direct Stafford Loans will begin on the day of the withdrawal from California Intercontinental University. The student should contact the servicer if he or she has questions regarding his or her grace period or repayment status.

The student's eligibility for future financial aid may change based on his or her withdrawal from California Intercontinental University.

Student Recovery Tuition Fund

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss. Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

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

It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, (916) 431-6959 or (888) 370-7589.

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

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

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

A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law.

However, no claim can be paid to any student without a social security number or a taxpayer identification number.

Post Withdrawal Disbursements

Any post-withdrawal disbursement due must meet the current required conditions for late disbursements. A school is required to make (or offer as appropriate) post-withdrawal disbursements to eligible students. A post-withdrawal disbursement must be made within 180 days of the date the institution determines that the student withdrew. The amount of a post-withdrawal disbursement is determined by following the requirements for calculating earned FSA and has no relationship to incurred educational costs.

Procedures:

- If a student is eligible for a post-withdrawal of a federal grant, it will be disbursed within 45 days of the date of determination of withdrawal
- A student (or parent, in the case of a Direct PLUS loan) is notified of eligibility for a post-withdrawal disbursement of a Federal loan within 30 days of the withdrawal date by email and must respond within fourteen days
- If the student (or parent) accepts the post-withdrawal disbursement of a federal loan, it must be made as soon as possible but no later than 180 days of the withdrawal date
- The Financial Aid Office will track this notification and make appropriate updates in the system as necessary
- When the student's (or parent's) response is received it will be updated in the system
- The priorities for disbursement are grants first; paid to outstanding institutional charges before being paid directly to the student (or parent)

Examples:

1. It is Jennifer's first semester, and she is enrolled in the Business Administration program. She is a full-time student enrolled in 12 credits in the semester (18 weeks /126 days). On the 2nd day of week 7, Jennifer withdrew from her courses to pursue an acting career. Jennifer attended California Intercontinental University for 51 days ((7 x 7) + 2 = 51) in an enrollment period of 126 days; therefore, she completed 40.47% (51/126) of her enrollment period. During the current payment period, Jennifer was disbursed a Pell grant for $1,500 and a subsidized loan for $1,500, a total of $3,000. Her earned aid is $1215 (40.47% x 3,000), whereas her unearned aid is $1,785 ($3,000-$1,215). After the institutional refund is applied and unearned Pell Grant funds are returned Jennifer will have to repay the disbursed and earned subsidized loan amount funds. She may also have to repay any disbursed unearned loan funds to California Intercontinental University.

2. It is John's second semester and he is a full-time student enrolled in 12 credits in the semester. On the 5th day of week 11, it was the last time John attended class. John attended California Intercontinental University for 75 days ((11 x 7) + 5 = 82) in an enrollment period of 126 days; therefore, he completed 65.08% (82/126) of his enrollment period. During the current payment period, John was disbursed a Pell grant for $900, a subsidized loan for $2,500, and an unsubsidized loan for $1,000, a total of $4,400. Because he attended for at least 60% of the enrollment period, his total earned aid is $4,400, and there is no unearned aid.

Disclosure

Refund requirements, policies and procedures are provided to students in writing annually and are posted on California Intercontinental University's website. Sample R2T4 calculations are available from the University's Financial Aid Office upon request.

Return of Unearned TA Policy

If a student receiving Military Tuition Assistance (TA) withdraws or is withdrawn from a course, TA will be returned on a proportional basis to the Department of Defense. After 60 percent of the course is completed TA will be deemed fully earned by the institution. Students are responsible for any balances remaining after any TA is refunded to the Department of Defense.

RIGHTS AND RESPONSIBILITIES

Student Responsibilities

While California Intercontinental University is here to provide all students an opportunity to learn in an online environment that is functional and easy to use, students also hold a responsibility to CIU and their studies. All students are expected to:

- Respect their peers and instructors
- Maintain good academic standing while at CIU
- Understand and follow all CIU policies and understand the consequences for violations
- Protect student user name and/or password by not sharing with any other person or organization, this is grounds for dismissal
- Follow all deadlines to ensure successful completion of courses
- Complete all assignments and assessments
- Grow academically and intellectually

Drug and Alcohol Prevention Policy

Substance Abuse

California Intercontinental University is firmly committed to providing a safe and healthy learning environment for all students and faculty. Consistent with this commitment, CIU has strengthened its stand against drug and alcohol use. In compliance with section 120(a) through (d) of The Higher Education Act of 1965, as amended, including the Drug-Free Schools and Communities Amendments of 1989 (Public Law 101-226), the California Intercontinental University Drug and Alcohol Prevention Policy is provided to all students annually. Student involvement with illegal drugs, controlled substances, or alcohol can negatively impact the student's ability to perform his or her academic duties.

Definitions

Illegal drug means any drug which is an illicit drug and not legally obtainable or which is legally obtainable but has not been legally obtained. This term also includes prescribed drugs not legally obtained and prescribed drugs, such as controlled substances like pain medications, not being used for prescribed purposes.

Legal drug includes any prescribed drug or over-the-counter drug that has been legally obtained and is being used for the purpose for which it was prescribed or manufactured.

Under the influence means; that the student is affected by drugs or alcohol or the combination of drugs and alcohol in a detectable manner. A determination of such influence can be established by professional opinion, a scientifically valid test or, in some cases, by a layperson's opinion.

Requirements/Prohibition

Students must comply with federal, state, and local laws concerning alcohol and illegal drug usage, whether on the University's property or otherwise.

Use of Legal Drugs

Studies show that long term heavy drinking and drug use can lead to damage of the liver, nervous system, heart and brain. It may also lead to high blood pressure, stomach problems, medicine interactions, sexual problems, osteoporosis, and cancer.

Because of the well-known consequences of drug and alcohol abuse, the university is firmly committed to providing a safe and healthy environment for all students and employees. Consistent with this commitment, the university has a zero-tolerance policy against drug and alcohol abuse.

Investigation

The use, sale, possession, manufacture, or purchase of illegal drugs, controlled substances, or alcohol while on the premises or while performing University related activities is strictly prohibited. Those who violate this policy are subject to disciplinary action, up to and including expulsion, and referral for prosecution. Local, state and federal sanctions for unlawful activity relating to drug and alcohol abuse may result in fines and/or incarceration.

Drug Use Assistance

California Intercontinental University is a virtual campus and therefore does not allow for us to provide onsite counseling or treatment. Therefore, we provide the following information as a resource for those students who need assistance with avoiding or recovering from alcohol or drug abuse. We encourage any student, staff, or faculty member who needs information related to alcohol or drug abuse to use directory information, online searches, the telephone book, or referrals from friends, family, and/or professionals. At a national level there are also organizations dedicated to providing information and suggestions:

- *Substance Abuse and Mental Health Services Administration (SAMHSA)*
  This is an agency of the U.S. Department of Health and Human Services which provides information online regarding alcohol, drugs, and treatment programs.
  Web address: www.samhsa.gov
  Treatment programs: findtreatment.samhsa.gov
  Phone Number: 1-800-729-6686

- *The National Clearinghouse for Alcohol and Drug Information*
  This organization is part of the U.S. Department of Health and Human Services and SAMSHA's Clearinghouse
  Web address: http://www.health.org
  Phone Number: 1-800-729-6686

- *About.com Substance Abuse*
  Explore the complicated disease of addiction and obtain information on basic questions concerning drugs and addition.
  Web address: http://search.about.com/fullsearch.htm?terms=substance%20abuse

- *National Institute on Drug Abuse*
  Web address: www.nida.nih.gov
  Web address on club drugs: www.clubdrugs.org
  Phone Number: (310) 443-1124

- *Alcoholics Anonymous*
  Web address: www.alcoholics-anonymous.org

- *Local Resources for Staff and Faculty*
  Substance Abuse – Orange County California
  Web address:
  http://www.ocgov.com/ocgov/Social%20Services%20Agency/Community%20Resources/Substance%20Abuse

- *Social Services Agency – Orange County California*
  Web address: http://www.ssa.ocgov.com/

The Drug and Alcohol Prevention Policy must be distributed to students and employees annually. It must also be reviewed every two years to assess effectiveness and ensure that sanctions are being enforced. At the time of the review California Intercontinental University must address:

- The number of drug and alcohol related violations
- The number and type of sanctions imposed by the school related to drugs and alcohol and fatalities related to the school
- Review must be documented.

Privacy of Records

In accordance with the Family Educational Rights and Privacy Act (FERPA), California Intercontinental University protects the privacy of students' records, including social security number, home address, e-mail address, phone number, grades, and financial information. FERPA affords students certain rights with respect to their educational records:

- The right to inspect and review the student's education records within 45 days of the day the University receives a request for access. Students should submit to the registrar written requests that identify the record(s) they wish to inspect. The school official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
- The right to request an amendment of the student's education records that the student believes is inaccurate or misleading. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
- The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by California Intercontinental University in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health staff), a person or company with whom CIU has contracted (such as an attorney, auditor, or collection agent), a person serving on the Board of Trustees, or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official acts in any of the following capacities: is performing a task that is specified in his or her position description or contract agreement, related to a student's education or to the discipline of a student: providing a service or benefit relating to the student or the student's family (e.g., counseling, job placement, financial aid, etc.), or maintaining the safety and security of the campus. Upon request, the University may disclose education records without a student's consent to officials of another school in which that student seeks or intends to enroll.

- Release of student "directory" information is also permitted by FERPA. The University identifies "directory" information as student's name, address, telephone listing, electronic mail address, photograph, date and place of birth, major field of study, dates of attendance, grade level, degrees, honors, and awards received, the most recent educational agency or institution attended, student ID number, user ID, or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. (A student's SSN, in whole or in part, cannot be used for this purpose).

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

  Family Policy Compliance
  Office U.S. Department of Education
  400 Maryland Avenue, SW
  Washington, DC 20202-4605

Buckley Amendment

In compliance with Public Law 93-380, Section 438 (The Buckley Amendment), students' grades, academic records, and personal information may not be provided to third parties without their written consent. Permission must be given by the student in order for the information in his or her file to be used as reference checks for credit or employment evaluation by third parties. The student must file with the Registrar a declaration to this effect, and the declaration will be kept in the student's file. The declaration can be all-inclusive or on a case-by-case access basis. The provision to release financial data or related information to authorized state and federal agencies is not a violation of the Buckley Amendment.

Retention of Records

Transcripts and other documents received by the University for the purpose of admission or recording supplemental work become the property of the University and will not be released to or copied for students. A detailed system of records is maintained for each student. A student's file will minimally contain application documents, admissions credentials, records of enrollment and attendance, course grades, satisfactory academic progress records, pertinent written communication with the student, any disciplinary actions taken, federal financial aid documents and other pertinent documents. California Intercontinental University shall retain student academic records permanently or indefinitely in accordance federal, state and accrediting guidelines and regulations. Fireproof storage shall be used for safekeeping of students' records including records of graduation and degrees granted. Such records, if stored on computers, will have backups and remain the permanent properties of California Intercontinental University and shall not be available for loan or release to third parties without the written consent of the student.

Non-Discrimination Policy

California Intercontinental University provides opportunities for the pursuit of excellence for all students and staff through its educational programs and services. The University will provide open access to its programs and support services without regard to race, color, age, gender, creed, national or ethnic origin, marital status, sexual preference, physical disability or any other legally protected status in the administration of its educational programs, admission of qualified students or offering of any University-administered activities.

Americans with Disabilities Act (ADA) Policy

CIU takes pride in its diverse population and is committed to providing all students the opportunity to take full advantage of its programs and facilities. In keeping with this philosophy, CIU strives to eliminate barriers that may prevent qualified students with disabilities from obtaining an academic or professional degree.

CIU complies with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act (ADA), and state and local requirements regarding students with disabilities. CIU provides reasonable accommodations or services to qualified students with disabilities. Decisions on if and which accommodations or services will be granted are made by the relevant division within the University.

CIU students with disabilities are not required to reveal the disability unless the student chooses to request special accommodations. *

Requesting Accommodations

Any accommodations under ADA should be requested by the student during the admissions process and before a course start but a student may request them at any time during their program of study. A request for accommodations made while a six-week academic term is already in progress will take effect in the subsequent term.

Students can make an initial request for accommodations or services by sending an email to their Executive Student Services Advisor. The advisor then provides the student with a Verification of Disability Form. The student then is responsible for completing the form, providing all required evidence and documentation, and submitting the entire packet to the Chief Academic Officer. All information submitted by the student is held in confidence.

Student Responsibilities

Students who choose to request accommodations have the following responsibilities:

- Follow the accommodation procedure outlined above.
- Identify the disability to the appropriate individuals at California Intercontinental University.
- Provide (at student's expense) current and appropriate documentation from a qualified medical professional.
- Provide a written medical opinion stating the requested accommodation or service would allow the student the ability to perform the essential functions of program or course requirements.
- Submit an updated form, evidence, and documentation if the accommodation period expires and accommodations are still needed.

Decision Process

After a student makes a request for accommodations or services, the request will be considered using the following criteria:

- The need should be documented and individual in nature.
- The need should not compromise the essential requirements of a course or program.
- The need should not impose a financial or administrative burden upon California Intercontinental University beyond that which is deemed reasonable and customary.
- The need should be within the scope of the organization's control.
- The student should be able, with or without reasonable accommodations, perform the essential functions of program or course requirements.
- The essential requirements of an academic course or program need not be modified to accommodate an individual with a disability.

A decision will be made by CIU within seven (7) days regarding the most appropriate accommodations on an individual student basis. CIU will take all information into consideration, including medical or professional documentation, when determining whether and what type of an accommodation will be made. CIU may consult with the student as part of its decision process.

* An Important Note About Requesting Accommodations

Students opting not to disclose their disability and thereby foregoing accommodations with California Intercontinental University, may not later claim discrimination or invoke protections under the law.

Example: A student with an undisclosed disability may fail a class required for a degree program. The student cannot, after failing the course, claim their disability hindered their ability to pass the class and request the failed class be removed from their transcript and/or be allowed to continue in the degree program. A student who does not disclose their disability is assumed not to have a disability.

Likewise, a student who does disclose their disability and receives accommodations but still does not pass a class cannot blame their disability for the failure and expect to be allowed to continue in the degree program. Students must be given an equal opportunity to try, but if, even with accommodations, the student fails to meet course objectives and outcomes, California Intercontinental University is within its rights to issue failing grades, and place students on Academic Warning and Academic Dismissal statuses.

Title IX

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

> *~ Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106*

Statement of Policy

California Intercontinental University prohibits discrimination on the basis of age, color, disability, gender, national origin, race, religion, sex or veteran's status in regard to the administration of all programs, services and activities.

To ensure compliance with Title IX, the University has designated the Title IX Coordinator as the primary contact responsible for developing, adopting and/or assuring the dissemination of the University's nondiscrimination policy and for making the policy available to the University community, to include students, faculty, staff, and to the public.

Contract Information

Students, faculty, and staff with inquiries concerning the application of Title IX to the University's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:

> Mark Wills
> Registrar/Title IX Coordinator
> 17310 Red Hill Avenue, Suite 200
> Irvine, CA 92614
> Phone: (949) 359-0045
> Email: OSA@caluniversity.edu

Student Complaint Policy

Student complaints should be brought to the attention of the college in an informal fashion. Informal resolution includes but is not exclusive of communication with executive student services advisors, instructors/faculty, or with a department or institution representative in question. Many issues can be resolved informally, once the college is aware of the concern. It is important to keep documents and records that provide evidence of any issue. If after exhausting informal means to a resolution, the student can submit a *Student Complaint Form* to the appropriate person as per the instructions on the form. This form is available through the Student Portal.

To file a complaint with California Intercontinental University, submit the *Student Complaint Form*, preferably via e-mail, within 30 days of occurrence of the issue or event. The *Student Complaint Form* and supporting documents need to be directed to the appropriate e-mail addresses below.

- Administrative issues, financial issues, technical issues, student service issues, or community issues. Send form to the Chief Operations Officer
- Instructional issues, instructor/academic advisor performance, program content, program effectiveness, or library services. Send form to the Chief Academic Officer
- Other policy, harassment on the basis of sex, race, color, religion, national origin, age, disability or sexual orientation. Send form to Chief Academic Officer
- Grades and grading issues, please see the *Grade Challenge Policy*

Upon submission of a complaint form and any supporting documents, the student will be notified of any outcome of an official review and determination within 30 days after California Intercontinental University receives the complaint. All documents will become a permanent part of a student's record.

If the student believes that the proposed resolution was unsatisfactory, students may follow the Student Grievance Policy. Please see the *Student Grievance Policy* for further information.

Student Grievance Policy

A grievance may arise out of a decision reached or action taken by a member of the faculty, staff, or administration of California Intercontinental University. A basic grievance is that the college has violated a published policy. It does not include grade appeals. The purpose of the Student Grievance Policy is to provide a process for an impartial review and to ensure that the rights of students are properly recognized and protected.

The first step to resolve a grievance is to ensure that all informal channels of resolution and the Student Complaint policy have been exhausted first. If the student believes that the resolution received was unsatisfactory, the student may contact the agencies below. Please note that these agencies require that a complainant work with the institution first to exhaust all avenues for resolution.

California State Agency

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, www.bppe.ca.gov, toll-free telephone number (888) 370-7589 or by fax (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 toll-free or by completing a complaint form, which can be obtained on the bureau's internet web site www.bppe.ca.gov.

Distance Education Accrediting Commission (DEAC):

Distance Education Accrediting Commission

1601 18th Street, NW

Washington, DC 20009-2529

(202) 234-5100

(202) 332-1386 (Fax)

www.deac.org

Better Business Bureau: BBB

BBB online contact at www.bbb.org

The Indiana Commission for Higher Education/The Indiana Board for Proprietary Education – Complaints should be directed to:

The Indiana Commission for Higher Education/ The Indiana Board for Proprietary Education

101 West Ohio Street, Suite 670

Indianapolis, IN 46204-1984

317-464-4400 Ext. 138

317-464-4400 Ext. 141

GRADUATION POLICY

Graduation Requirements

To graduate from any California Intercontinental University course of study, students must complete all lessons, meet all graduation requirements, and ensure that tuition is paid in full. In order to graduate in the current term all graduation requirements must be met prior to the end of the Add/Drop week of the next term. The graduation date is the term end date when all requirements have been met. Diplomas will be mailed out to graduates within 6 weeks of the graduation date. Students are encouraged to contact their Executive Student Services Advisor for graduation dates and information.

Graduation Requirements for Undergraduate Programs

The associate and bachelor degrees are conferred upon those who have fulfilled the following requirements:

- Successfully complete the GE, Required, and specialization courses of the appropriate curriculum (or their equivalent) with a minimum cumulative GPA of 2.0
- Successfully pass the Comprehensive Competency Assessment within three attempts
- Met the residency requirement for degree completion and award
- Be recommended for graduation by the Academic Department

Graduation Requirements for Master's Degree

The Master of Business Administration Degree (MBA) is awarded to those students who have completed 36 semester units of education beyond the bachelor degree.

A master's degree is conferred upon those who have fulfilled the following requirements:

- Successfully completed all Required courses of the curricula with a minimum cumulative GPA of 3.0
- Met the residency requirement for degree completion and award
- Be recommended for graduation by the Academic Department

Graduation Requirements for Doctorate Degree

The Professional Doctorate of Business Administration (DBA) is awarded to those students who have completed 60 semester units of education beyond the master's degree.

A professional doctorate degree is conferred upon those who have fulfilled the following requirements:

- Successfully completed all Required courses of the curricula with a minimum cumulative GPA of 3.0
- Successfully pass the Comprehensive Competency Assessment within three attempts
- Met the residency requirement for degree completion and award
- Be recommended for graduation by the Academic Department
- Successfully complete and pass an Oral Defense of the Dissertation (DBA only)

A Dual MBA/DBA pathway is available for qualified individuals to consider. This dual degree is an opportunity for a few exceptionally qualified students who would like to excel in Business Administration by combining two graduate courses of study.

Graduation Requirements for Graduate Certificate

The Graduate Certificate is awarded to those students who have completed 12 semester units of education beyond the bachelor degree.

A graduate certificate degree is conferred upon those who have fulfilled the following requirements:

- Successfully completed all Required courses of the curricula with a minimum cumulative GPA of 3.0
- Met the residency requirement for certification completion and award
- Be recommended for graduation by the Academic Department

Graduation Ceremony

California Intercontinental University began a tradition of celebrating and honoring the achievements of our graduates in a yearly graduation ceremony in California. Every year, students make the journey to receive their associate, bachelor, master's and doctorate degrees. Information on graduation is posted on the California Intercontinental University web site early in the year for the celebration. Please note that the graduation date changes each year.

Students eligible to graduate must meet the graduation requirements for their specific programs. Contact the Registrar to confirm eligibility and that all financial obligations are paid in full. In order to walk across the stage and receive their degree, diploma, or certificate, students must confirm their attendance with the Registrar and follow all graduation policies.

A student with superior academic achievement throughout their California Intercontinental University academic career may graduate with university honors. To be eligible for honors a student must have an institutional grade point average at or above the specific honor's category. University honors are determined as follows:

BBA Honors:

- (Cum Laude) 3.5-3.65
- (Magna Cum Laude) 3.66-3.89
- (Summa Cum Laude) 3.9 – 4.0

MBA Honors:
- 3.9 and above With Distinction

DBA Honors:
- 3.9 and above With Distinction

CAREER SERVICES

The California Intercontinental University provides students with career resources through the Student Resource Center. The California Intercontinental University Community is another excellent resource that students can use to connect with others who have similar career interests. Currently, California Intercontinental University does not provide job placement assistance.

FACULTY

Ackerman, George
PhD, Capella University
JD, Nova Southeastern University
MS, Nova Southeastern University
MBA, Nova Southeastern University
MS, Lynn University
BA, Florida Atlantic University

Afzal, Farooq
MSIT, Capella University
BS, NED University of Engineering & technology

Agbazue, Chinyere
MD, University of Nigeria
MPH, University of Lagos
MBA, University of Phoenix

Azad, Vargha
EdD, Nova South Eastern University
MS, Strayer University
MPhil, George Washington University
MS, Texas A&M University
BS, Pahlavi University

Bajah, Jeff Tarker
EdD, California Lutheran University
MS, California Lutheran University
MBA, Kaplan University
BS, Obafemi Awolowo University

Bakari, Marie
DBA, Walden University
MBA, Strayer University
BBA, Strayer University

Basta, Nadine
MSc, Alexandria University
BSc, Alexandria University
AA, Alexandria University

Basta, Nigel
PhD, Alexandria University
MSc, Alexandria University
BSc, Alexandria University

Beach, Linda
MBA, North Central University
MBPA, Southeastern University
BA, Luther Rice University
AAS, Northern Virginia Community College

Besharatian, Hossein
DS, George Washington University
MS, University of California, Los Angeles
MS, Tehran University
BS, Tehran University

Burdwell, Robert
PhD, Capella University
MS, University of Phoenix
BS, Wayland Baptist University
AAS, Wayland Baptist University

Chavez, Albert
DM, University of Phoenix
LLM, Atlanta's John Marshall Law School
JD, Taft Law School
MA, University of Phoenix
MA, New Mexico State University
BACC, New Mexico State University
BBA, New Mexico State University

Chavez, Daniel
EdD, Northcentral University
MA, Western New Mexico University
MS, American Public University
MS, Universidad Central de Nicaragua
BS, University of Texas at El Paso

Colon-Mateo, Deborah
MBA, Jones International University
BA, University of Arizona

Cusaac, Terrance
PhD, Capella University
MPA, Troy State University
BS, Benedict College

Fields, Kim
EdD, University of Southern California
MS, University of Southern California
MBA, Pepperdine University
BS, Texas Women's University

Fourzan, Elizabeth
MEd, Sul Ross State University
BA, University of Texas at El Paso

Gamarra, Robert
PhD, New School University
MA, New School University

Griffin, Harold
PhD, Capella University
MBA, Capella University
MHA, Webster University
MPA, Webster University
BS, Southern Illinois University

Grover, Jeffrey
DBA, NOVA Southeastern University
MBA, Embry-Riddle Aeronautical University
BS, Mobile College

Guzman, Carlos
PhD, Saybrook University
MS, California State University, Fullerton
BA, California State University, Fullerton

Halams, Kennedy
PhD, North Central University,
MBA, University of Phoenix
BA, Abia State University

Hanney, Gary
DBA, Argosy University
MBA, Wayland Baptist University
BS, Wayland Baptist University
AA, Barton County Community college

Hayes, Steven
DM, Colorado Technical University
MA, Naval War College
BA, University of Washington

Hess, Steven
PhD, Walden University
MS, University of California, Davis
BS, University of California, Davis

Lennard, Barbara
PhD, Capella University
MS, Capella University
BS, University of Houston

Lozada, Sally
PhD, Capella University
MEd, Ohio University
BA, Ohio University

Luong, Ming
DCS, Colorado Technical University
MS, University of Denver
BS, Excelsior College

Macon, Don Kirk
PhD, Universidad Central de Nicaragua
EdD, Northcentral University
MLIS, Universidad Central de Nicaragua
MEd, Universidad Central de Nicaragua
MA, American Public University
MA, California State University, Dominguez Hills
BA, Charter Oak State College
BA, Sun Ross State University

Nickle, Bonny
EdD, Pepperdine University
MBA, National University
BBA, National University

Ojo, Sam
DBA, Argosy University
MBA, University of New Haven
BS, Sacred Heart University

Oviatt, John
MS, University of Phoenix
BS, University of Phoenix

Pak, Charles
PhD, Nova Southeastern University
MS, Capitol Technology University
BS, Pennsylvania State University

Redden, Paul
MPA, West Virginia University
MBA, West Virginia University
BS, Concord University

Rignall, Richard
DBA, Northcentral University
MA, Duquesne University
BBA, SUNY at Buffalo University

Rivero, Orlando
DBA, Argosy University
MPA, Nova Southeastern University
BS, Everest University

Robinson, Ebenezer
PhD, Northcentral University
MBA, American InterContinental University
BS, California State University, Dominguez Hills

Rouse, LaMont
PhD, Walden University
MPA, Walden University
MPA, Kean University
BA, Kean University

Salas-Amaro, Armando
DBA, University of Phoenix
MBA, St. Thomas University
BBA, Florida International University
AA, Miami-Dade College

Santonastasi, Antonio
PhD, Walden University
MS, University of Oklahoma
MD, Shenzhou University
BS, University of Maryland
BS, University of Study Rome

Spangenburg, Janice
PhD, Regent University
MA, Fielding Graduate University
MS, Troy State University
BA, Saint Leo University
AAS, Tidewater Community College

Stamberger, Jeffrey
MFA, Southampton College
BA, James Madison University

Tran, Khoa Duc
PhD, Nova Southeastern University
MS, California State University, Fullerton
BS, University of California, Irvine

Wicker, Don
PhD, Capella University
MS, Central Michigan University
BS, Northern Michigan University

Williams, Charles
PhD, Capella University
MBA, Nova Southeastern University
BS, Fort Valley State University

Wilson, Debbie
DM, Colorado Technical University
MA, Dominican University
MS, Liberty University
MBA, Regis University
BS, Christian Brothers University

Winters, Anthony, Ph.D.
PhD, Capella University
MA, Ashford University
BA, Ashford University

PROGRAM OFFERINGS

ASSOCIATE DEGREE PROGRAMS

California Intercontinental University offers the Associate of Arts Degree with the following specializations:

- Business Administration (AA-BA)
- General Studies (AA-GS)
- Information Technology (AA-IT)

An Associate of Arts degree provides the foundation and skills necessary for entry into the various fields of business. The attainment of an Associate Degree meets the needs of adult students to prepare them for professional opportunities or higher degree levels.

Recipients of the Associate of Arts Degree must complete at least 60 semester units and maintain good academic standing. In general, the 60 semester units shall be achieved by completing the required core courses and specialization courses.

ASSOCIATE OF ARTS IN BUSINESS ADMINISTRATION (AA-BA)

The Associate of Arts in Business Administration (AA-BA) program provides the foundation and skills necessary for entry into the various fields of business. The attainment of an Associate Degree meets the needs of adult students to prepare them for professional opportunities or higher degree levels.

An Associate of Arts degree in Business Administration will enable students to demonstrate sound understanding of business concepts, design effective and sustainable business, and strategic plans with an understanding of social, ethical, and legal issues in business management. The AA-BA is also an important milestone for students' educational goals.

Program Competencies and Learning Objectives
Upon successful completion of this program, students will be able to:

- Demonstrate proficiency in English and Communication Skills
- Display positive attitudes in human relationship in a multicultural and diverse environment
- Use knowledge and skills in modern management practices and technology within a business operation or a leadership role
- Demonstrate an understanding of theory and application related to the business environment
- Demonstrate knowledge and understanding of professional ethics that apply to personal and business decisions
- Possess basic skills and knowledge of computers and apply the tools with confidence
- Demonstrate problem solving skills within a business environment

Degree Requirements

Degree Plan	Associate of Arts in Business Administration (AA-BA)			
Course Number	Course Name	Credits	Foundations/ Core	General Education or Elective
Semester 1				
ACE 100	Accelerate, Connect, Equip	3		3
GEN 101	English Composition I	3		3
	Social Science Elective (100/200)	3		3
Semester 2				
GEN 201	English Composition II	3		3
BUS 225	Fundamentals of Business Ethics	3	3	
GEN 102	United States History	3		3
Semester 3				
GEN 103	United States Government	3		3
GEN 104	Mathematics	3		3
	Elective (100/200)	3		3
Semester 4				
BUS 215	Business Communications	3	3	
BUS 201	Business and Society	3	3	
BUS 214	Business Statistics	3	3	

Course Number	Course Name	Credits	Foundations/ Core	General Education or Elective
Semester 5				
ECO 215	Survey of Economics	3	3	
ACC 222	Financial Accounting	3	3	
ECO 220	Macroeconomics	3	3	
Semester 6				
MKT 226	Principles of Marketing	3	3	
MGT 251	Organizational Behavior	3	3	
GEN 105	Algebra	3		3
Semester 7				
IST 221	Fundamentals of Computing	3		3
	Elective (100/200)	3		3
	Total Credits:	60	27	33

ASSOCIATE OF ARTS IN GENERAL STUDIES (AA-GS)

The Associate of Arts in General Studies (AA-GS) program is the first step toward gaining the knowledge and skills needed to achieve professional goals and increase marketability. The general studies online degree prepares learners for entry in a bachelor degree program.

The Associate of Arts in General Studies program provides a foundation of skills in a variety of general education and liberal arts that are applicable in various fields. The attainment of an Associate Degree meets the needs of adult students to prepare them for professional opportunities or higher degree levels. The AA-GS is also an important milestone for students' educational goals.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate proficiency in English and Communication Skills
- Display positive attitudes in human relationship in a multicultural and diverse environment
- Demonstrate an understanding of theory and application of general education concepts
- Demonstrate knowledge and understanding of professional ethics that apply to personal and business decisions
- Possess basic skills and knowledge of computers and apply the tools with confidence
- Demonstrate their role in business and society

Degree Requirements

General Specialization Courses - (Select 8 courses from the list below)

- ACC 222   Financial Accounting
- BUS 214   Business Statistics
- ECO 220   Macroeconomics
- FIN 224   Principles of Financial Management
- IST 225   Computer Systems Architecture
- IST 227   Information Technology in Business
- IST 228   Data Communication and Database Management
- IST 234   Fundamentals of Database Management
- IST 235   Legal Issues in Information Technology
- IST 247   Introduction to Information Security and Threats
- MGT 228   Introduction to the Process of Management
- MGT 251   Organizational Behavior
- MKT 226   Principles of Marketing
- General Education or Elective (100/200)

Degree Plan	Associate of Arts in General Studies (AA-GS)			
Course Number	Course Name	Credits	Foundations/ Core	General Education or Elective
Semester 1				
ACE 100	Accelerate, Connect, Equip	3		3
GEN 101	English Composition I	3		3
	Social Science Elective (100/200)	3		3
Semester 2				
GEN 201	English Composition II	3		3
BUS 225	Fundamentals of Business Ethics	3	3	
GEN 102	United States History	3		3
Semester 3				
GEN 103	United States Government	3		3
GEN 104	Mathematics	3		3
	Elective (100/200)	3		3
Semester 4				
BUS 215	Business Communications	3	3	
ECO 215	Survey of Economics	3	3	
IST 221	Fundamentals of Computing	3		3
Semester 5				
GEN 105	Algebra	3		3
	Elective (100/200)	3	3	
	Elective (100/200)	3	3	
Semester 6				
	Elective (100/200)	3		3
	Elective (100/200)	3		3
	Elective (100/200)	3		3
Semester 7				
	Elective (100/200)	3		3
	Elective (100/200)	3		3
Total Credits:		60	15	45

ASSOCIATE OF ARTS IN INFORMATION TECHNOLOGY (AA-IT)

The Associate of Arts in Information Technology (AA-IT) program provides the foundation and skills necessary for entry into the field of Information Technology. The attainment of an Associate Degree meets the needs of adult students before they embark on a professional program or higher degree levels.

An Associate of Arts degree in Information Technology will enable students to demonstrate sound understanding of organizational principles, quality assurance and leadership in information technology positions. The AA-IT is also an important milestone for students' educational goals.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate proficiency in English and Communication Skills
- Display positive attitudes in human relationship in a multicultural and diverse environment
- Use knowledge and skills in modern technology within an information technology, business operation or a leadership role
- Demonstrate an understanding of theory and application related to the information technology environment
- Demonstrate knowledge and understanding of professional ethics that apply to personal and business decisions
- Possess basic skills and knowledge of computers and apply the tools with confidence
- Apply techniques appropriate to solving technological problems in organizations

Degree Requirements

Degree Plan	Associate of Arts in Information Technology (AA-IT)			
Course Number	Course Name	Credits	Foundations/ Core	General Education or Elective
Semester 1				
ACE 100	Accelerate, Connect, Equip	3		3
GEN 101	English Composition I	3		3
	Social Science Elective (100/200)	3		3
Semester 2				
GEN 201	English Composition II	3		3
BUS 225	Fundamentals of Business Ethics	3	3	
GEN 102	United States History	3		3
Semester 3				
GEN 103	United States Government	3		3
GEN 104	Mathematics	3		3
	Elective (100/200)	3		3
Semester 4				
BUS 215	Business Communications	3	3	
	Elective (100/200)	3		3
GEN 105	Algebra	3		3

Course Number	Course Name	Credits	Foundations/ Core	General Education or Elective
Semester 5				
BUS 201	Business and Society	3	3	
ECO 215	Survey of Economics	3	3	
IST 228	Data Communication and Distributed Network	3	3	
Semester 6				
IST 234	Fundamentals of Database Management	3	3	
IST 227	Information Technology in Business	3	3	
IST 235	Legal Issues in Information Technology	3	3	
Semester 7				
IST 247	Introduction to Information Technology System Analysis Design and Implementation	3	3	
IST 256	Introduction to Internet Security and Threats	3	3	
	Total Credits:	60	30	30

BACHELOR DEGREE PROGRAMS

California Intercontinental University offers the following Bachelor Degrees:

- Bachelor of Business Administration General (BBA-GEN)
  - Healthcare Administration (BBA-HCA)
  - Internet Marketing and Entrepreneurship (BBA-IME)
- Bachelor of Engineering Information Technology
  - Networking and Systems Security (BEIT-NSS)
  - Project Management (BEIT-PM)
- Bachelor of Science in Management Information Systems (BS-MIS)

Recipients of the Bachelor Degree must complete at least 120 semester units and maintain good academic standing. In general, the 120 semester units shall be achieved by completing semester units of coursework which includes General Education courses, Business Foundation Courses, and General Electives/Specialization courses.

BACHELOR OF BUSINESS ADMINISTRATION (BBA)

The Bachelor of Business Administration (BBA) program is designed to provide students with knowledge and skills to apply business principles and management practices. The program covers current business practices in modern business organizations with knowledge of current practice.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate the proper use of effective oral and written communication and professional presentations
- Explain the importance of leadership, organizational culture and human relationships in organizations
- Identify and analyze managerial and organizational information needs and use appropriate information technologies to assist in business decision making
- Apply quantitative and qualitative skills for solving business problems and appreciate the value of statistical techniques and information technologies in business decision making
- Apply principles of planning, organizing, and leading business operations
- Explain the importance of integrity and professional ethics in business settings
- Design, develop, and implement strategies that enhance the marketing of products and services
- Define micro and macroeconomics and financial analysis and decision making
- Identify human resource management practices and such behavioral issues as motivation and diversity

Degree Requirements

General Specialization Courses - (Select 7 courses from the list below)

- FIN 224   Principles of Financial Management
- HCA 301   Fundamentals of Healthcare Systems
- HCA 315   Medical Assisting
- HCA 337   Statistics for Health Policy and Administration
- HCA 425   Healthcare Management, Organization, and Behavior
- HCS 430   Information Technology for the Healthcare Professional
- IST 227   Information Technology in Business
- IST 235   Legal Issues in Information Technology
- IST 423   Information System Analysis Design and Implementation
- IST 426   Advanced Systems Administration
- IST 430   Information Systems Management and Practice
- IST 433   Advanced Database Management
- IST 435   Information Systems Project Management
- IST 439   Enterprise Resource Management
- IST 445   Network Infrastructure and Services
- IST 446   Advanced Internet Security and Threats
- IST 450   Directory Services and Infrastructure
- IST 452   Messaging Infrastructure Management
- IST 458   Routing and Switching System
- MGT 228   Introduction to the Process of Management
- MGT 445   Strategic Management
- MGT 448   Human Resource Management
- MGT 450   Project Management
- MGT 460   Leadership in Organizations

- MGT 462   Small Business Entrepreneurs
- MKT 450   Global Marketing
- MKT 452   Advertising
- MKT 456   Consumer Behavior
- Elective 200/300/400

Degree Plan	Bachelor of Business Administration (BBA)				
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
BUS 225	Fundamentals of Business Ethics	3	3		
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
	Elective (100/200)	3			3
Semester 4					
BUS 215	Business Communications	3	3		
BUS 201	Business and Society	3	3		
BUS 214	Business Statistics	3	3		
Semester 5					
ECO 215	Survey of Economics	3	3		
ACC 222	Financial Accounting	3	3		
ECO 220	Macroeconomics	3	3		
Semester 6					
MKT 226	Principles of Marketing	3	3		
MGT 251	Organizational Behavior	3	3		
GEN 105	Algebra	3		3	
Semester 7					
IST 221	Fundamentals of Computing	3		3	
	Elective (200/300)	3			3
IST 228	Data Communication and Distributive Networks	3	3		
Semester 8					
BUS 314	Business Law	3	3		
ACC 421	Managerial Accounting	3	3		
FIN 224	Principles of Financial Management	3	3		

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 9					
BUS 425	Business Ethics	3	3		
ECO 418	Microeconomics	3	3		
BUS 426	Quantitative Methods in Business	3	3		
Semester 10					
MGT 448	Human Resource Management	3	3		
IST 439	Enterprise Resource Management	3	3		
MGT 228	Introduction to the Process of Management	3	3		
Semester 11					
BUS 416	Business Negotiations	3	3		
	Elective (200/300)	3			3
MGT 440	Operations Management	3	3		
Semester 12					
MGT 445	Strategic Management	3	3		
MGT 450	Project Management	3	3		
	Elective (300/400)	3			3
Semester 13					
	Elective (300/400)	3			3
	Elective (300/400)	3			3
MGT 460	Leadership in Organizations	3	3		
Semester 14					
	Elective (300/400)	3			3
Total Credits:		120	72	27	21

BACHELOR OF BUSINESS ADMINISTRATION IN HEALTHCARE ADMINISTRATION (BBA-HCA)

The Bachelor of Business Administration in Healthcare Administration (BBA-HCA) program is designed to provide students with knowledge and skills to apply business principles and management practices with specialization in healthcare administration. The program covers current business practices in modern business organizations with knowledge of current practice.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate the proper use of effective oral and written communication and professional presentations
- Explain the importance of leadership, organizational culture and human relationships in a healthcare organization
- Identify and analyze managerial and organizational information needs and use appropriate information technologies to assist in business decision making within a healthcare environment
- Apply quantitative and qualitative skills for solving business problems and appreciate the value of statistical techniques and information technologies in business decision making
- Apply principles of planning, organizing, and leading healthcare operations
- Explain the importance of integrity and professional ethics as applied within a healthcare setting
- Design, develop, and implement strategies that enhance the marketing of products and services
- Define micro and macroeconomics and financial analysis and decision making
- Identify human resource management practices and such behavioral issues as motivation and diversity

Degree Requirements

Specialization Courses in Healthcare Administration

- HCA 301   Fundamentals of Healthcare Systems
- HCA 315   Medical Assisting
- HCA 337   Statistics for Health Policy and Administration
- HCA 425   Healthcare Management–Organization and Behavior
- HCS 430   Information Technology for the Healthcare Professional

Degree Plan	Bachelor of Business Administration in Healthcare Administration (BBA-HCA)				
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
BUS 225	Fundamentals of Business Ethics	3	3		
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
	Elective (100/200)	3			3

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 4					
BUS 215	Business Communications	3	3		
BUS 201	Business and Society	3	3		
BUS 214	Business Statistics	3	3		
Semester 5					
ECO 215	Survey of Economics	3	3		
ACC 222	Financial Accounting	3	3		
ECO 220	Macroeconomics	3	3		
Semester 6					
IST 221	Fundamentals of Computing	3		3	
MKT 226	Principles of Marketing	3	3		
IST 228	Data Communication and Distributive Networks	3	3		
Semester 7					
MGT 251	Organizational Behavior	3	3		
BUS 314	Business Law	3	3		
GEN 105	Algebra	3		3	
Semester 8					
ACC 421	Managerial Accounting	3	3		
FIN 224	Principles of Financial Management	3	3		
BUS 425	Business Ethics	3	3		
Semester 9					
ECO 418	Microeconomics	3	3		
BUS 426	Quantitative Methods in Business	3	3		
MGT 448	Human Resource Management	3	3		
Semester 10					
HCA 301	Fundamentals of Healthcare Systems	3			3
IST 439	Enterprise Resource Management	3	3		
MGT 228	Introduction to the Process of Management	3	3		
Semester 11					
HCA 315	Medical Assisting	3			3
BUS 416	Business Negotiations	3	3		
HCA 337	Statistics for Health Policy and Administration	3			3
Semester 12					
MGT 44	Operations Management	3	3		
MGT 450	Project Management	3	3		
HCA 425	Healthcare Management-Organization and Behavior	3			3
Semester 13					
MGT 445	Strategic Management	3	3		
HCS 430	Information Technology for the Healthcare Profession	3			3
	Elective (100/200)	3			3
Semester 14					
MGT 460	Leadership in Organizations	3	3		
Total Credits:		120	72	27	21

BACHELOR OF BUSINESS ADMINISTRATION IN INTERNET MARKETING AND ENTREPRENEURSHIP (BBA-IME)

The Bachelor of Business Administration in Internet Marketing and Entrepreneurship (BBA-IME) program is designed to provide students with knowledge and skills to apply business principles and management practices with specialization in internet marketing and entrepreneurship. The program covers current business practices in modern business organizations with knowledge of current practice.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate the proper use of effective oral and written communication and professional presentations
- Explain the importance of leadership, organizational culture and human relationships in organizations
- Identify and analyze managerial and organizational information needs and use appropriate information technologies to drive marketing decision making
- Apply quantitative and qualitative skills for solving business problems and appreciate the value of statistical techniques and information technologies in business decision making and entrepreneurial applications
- Apply principles of planning, organizing, and leading business operations
- Explain the importance of integrity and professional ethics in business settings
- Design, develop, and implement strategies that enhance the marketing of internet products and services
- Define micro and macroeconomics and financial analysis and decision making
- Identify human resource management practices and such behavioral issues as motivation and diversity

Degree Requirements

Specialization Courses in Internet Marketing and Entrepreneurship

- MGT 462   Small Business Entrepreneurs
- MKT 450   Global Marketing
- MKT 452   Advertising
- MGT 456   Consumer Behavior

Degree Plan	Bachelor of Business Administration in Internet Marketing and Entrepreneurship (BBA-IME)					
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
BUS 225	Fundamentals of Business Ethics	3	3		
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
	Elective (100/200)	3			3

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 4					
BUS 215	Business Communications	3	3		
BUS 201	Business and Society	3	3		
BUS 214	Business Statistics	3	3		
Semester 5					
ECO 215	Survey of Economics	3	3		
ACC 222	Financial Accounting	3	3		
ECO 220	Macroeconomics	3	3		
Semester 6					
MKT 226	Principles of Marketing	3	3		
MGT 251	Organizational Behavior	3	3		
GEN 105	Algebra	3		3	
Semester 7					
IST 221	Fundamentals of Computing	3		3	
	Elective (200/300)	3			3
IST 228	Data Communication and Distributive Networks	3	3		
Semester 8					
BUS 314	Business Law	3	3		
ACC 421	Managerial Accounting	3	3		
FIN 224	Principles of Financial Management	3	3		
Semester 9					
BUS 425	Business Ethics	3	3		
ECO 418	Microeconomics	3	3		
BUS 426	Quantitative Methods in Business	3	3		
Semester 10					
MGT 448	Human Resource Management	3	3		
MGT 462	Small Business Entrepreneurs	3			3
IST 439	Enterprise Resource Management	3	3		
Semester 11					
MGT 228	Introduction to the Process of Management	3	3		
MKT 450	Global Marketing	3			3
BUS 416	Business Negotiations	3	3		
Semester 12					
MKT 452	Advertising	3			3
MGT 440	Operations Management	3	3		
MGT 450	Project Management	3	3		
Semester 13					
MKT 456	Consumer Behavior	3			3
MGT 445	Strategic Management	3	3		
	Elective (300/400)	3			3
Semester 14					
MGT 460	Leadership in Organizations	3	3		
	Total Credits:	120	72	27	21

BACHELOR OF ENGINEERING INFORMATION TECHNOLOGY IN NETWORKING AND SYSTEMS SECURITY (BEIT-NSS)

The Bachelor of Engineering Information Technology in Networking and Systems Security (BEIT-NSS) program is designed to provide students with knowledge and skills to apply business principles and management practices with specialization in networking and systems security. Students pursuing this specialization will learn about information technology, knowledge management, information security, and information systems.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate effective oral and written communication skills
- Select and apply appropriate knowledge, skills, and tools associated with engineering technology activities including practical internet skills in organizational settings
- Demonstrate the ability to function effectively as a member or leader on a technical team
- Apply the knowledge and skills necessary to exercise and improve managerial decision making
- Identify theories, models, and appropriate concepts for analyzing and solving information technology problems
- Show sensitivity to professional and ethical responsibilities and a respect for diversity
- Demonstrate understanding of the impact of engineering technology solutions in both domestic and global contexts

Degree Requirements

Specialization Courses in Networking and Systems Administration

- IST 426   Advanced Systems Administration
- IST 445   Network Infrastructure and Services
- IST 450   Directory Services and Infrastructure
- IST 452   Messaging Infrastructure Management
- IST 458   Routing and Switching Systems

Degree Plan	Bachelor of Engineering Information Technology – Networking and Systems Security (BEIT-NSS)				
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
	Elective (100/200)	3		3	
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
MKT 226	Principles of Marketing	3	3		

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 4					
BUS 215	Business Communications	3	3		
ECO 215	Survey of Economics	3	3		
GEN 105	Algebra	3		3	
Semester 5					
BUS 201	Business and Society	3	3		
ECO 220	Macroeconomics	3	3		
IST 228	Data Communication and Distributive Networks	3	3		
Semester 6					
IST 234	Fundamentals of Database Management	3	3		
IST 227	Information Technology in Business	3	3		
IST 235	Legal Issues in Information Technology	3	3		
Semester 7					
IST 221	Fundamentals of Computing	3		3	
MGT 251	Organizational Behavior	3	3		
ACC 222	Financial Accounting	3	3		
Semester 8					
BUS 314	Business Law	3	3		
ACC 421	Managerial Accounting	3	3		
FIN 224	Principles of Financial Management	3	3		
Semester 9					
BUS 214	Business Statistics	3	3		
IST 225	Computer Systems Architecture	3	3		
BUS 425	Business Ethics	3	3		
Semester 10					
IST 426	Advanced systems Administration	3			3
MGT 228	Introduction to the Process of Management	3	3		
IST 346	Computer Security Fundamentals	3	3		
Semester 11					
IST 445	Network Infrastructure and Services	3			3
GEN 106	Calculus	3		3	
MGT 440	Operations Management	3	3		
Semester 12					
IST 450	Directory Services and Infrastructure	3			3
IST 423	Information System Analysis Design & Implementation	3	3		
MGT 460	Leadership in Organizations	3	3		
Semester 13					
IST 452	Messaging Infrastructure Management	3			3
IST 430	Information Systems Management and Practice	3	3		
IST 458	Routing and Switching Systems	3			3
Semester 14					
IST 447	Software Engineering	3	3		
Total Credits:		120	72	33	15

BACHELOR OF ENGINEERING INFORMATION TECHNOLOGY IN PROJECT MANAGEMENT (BEIT-PM)

The Bachelor of Engineering Information Technology in Project Management (BEIT-PM) program is designed to provide students with knowledge and skills to apply business principles and management practices with specialization in project management. Students pursuing this specialization will learn about information technology, knowledge management, information security, and project management.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate effective oral and written communication skills
- Select and apply appropriate knowledge, skills, and tools associated with project management activities in organizational settings
- Demonstrate the ability to function effectively as a member or leader on a project team
- Apply the knowledge and skills necessary to exercise and improve managerial decision making within project management
- Identify theories, models, and appropriate concepts for analyzing and solving project management problems
- Show sensitivity to professional and ethical responsibilities and a respect for diversity
- Demonstrate understanding of the impact of project management solutions in both domestic and global contexts

Degree Requirements

Specialization Courses in Project Management

- IST 433   Advanced Database Management
- IST 435   Information Systems Project Management
- IST 439   Enterprise Resource Management
- IST 446   Advanced Internet Security and Threats
- MGT 450   Project Management
- Three Electives 200/300/4000

Degree Plan	Bachelor of Engineering Information Technology – Project Management (BEIT-PM)				
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
	Elective (100/200)	3		3	
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
MKT 226	Principles of Marketing	3	3		

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 4					
BUS 215	Business Communications	3	3		
ECO 215	Survey of Economics	3	3		
GEN 105	Algebra	3		3	
Semester 5					
BUS 201	Business and Society	3	3		
ECO 220	Macroeconomics	3	3		
IST 228	Data Communication and Distributive Networks	3	3		
Semester 6					
IST 234	Fundamentals of Database Management	3	3		
IST 227	Information Technology in Business	3	3		
IST 235	Legal Issues in Information Technology	3	3		
Semester 7					
IST 221	Fundamentals of Computing	3		3	
MGT 251	Organizational Behavior	3	3		
ACC 222	Financial Accounting	3	3		
Semester 8					
BUS 314	Business Law	3	3		
ACC 421	Managerial Accounting	3	3		
FIN 224	Principles of Financial Management	3	3		
Semester 9					
BUS 214	Business Statistics	3	3		
IST 225	Computer Systems Architecture	3	3		
BUS 425	Business Ethics	3	3		
Semester 10					
IST 426	Advanced Systems Administration	3			3
MGT 228	Introduction to the Process of Management	3	3		
IST 346	Computer Security Fundamentals	3	3		
Semester 11					
IST 445	Network Infrastructure and Services	3			3
GEN 106	Calculus	3		3	
MGT 440	Operations Management	3	3		
Semester 12					
IST 450	Directory Services and Infrastructure	3			3
IST 423	Information System Analysis Design & Implementation	3	3		
MGT 460	Leadership in Organizations	3	3		
Semester 13					
IST 452	Messaging Infrastructure Management	3			3
IST 430	Information Systems Management and Practice	3	3		
IST 458	Routing and Switching Systems	3			3
Semester 14					
IST 447	Software Engineering	3	3		
Total Credits:		120	72	33	15

BACHELOR OF SCIENCE IN MANAGEMENT INFORMATION SYSTEMS (BS-MIS)

The Bachelor of Science in Management Information Systems (BS-MIS) program is designed to provide students with knowledge and skills to apply business principles and management practices with specialization in management information systems. Students pursuing this specialization will learn about designs and enterprise development and applications, management skills for technological organizations, and management decision making.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate effective oral and written communication skills
- Demonstrate basic skills in programming, databases, operating systems, and networking
- Determine appropriate approaches, tools and techniques for the applications in organizational settings
- Apply software management skills to test product quality
- Demonstrate the skills to design and develop applications using Relational Databases, .Net Development, and Web Programming and Development Tools
- Demonstrate effective skills in designs and enterprise development and applications using
  - o Relational Databases
  - o Active Server Pages and
  - o Web Programming and Development Tools
- Show sensitivity to professional and ethical responsibilities and a respect for diversity
- Demonstrate management skills necessary for technological organizations
- Identify the information and systems needed for management decision making in an organizational setting

Degree Requirements

Specialization Courses in Management Information Systems

- IST 433 — Advanced Database Management
- IST 435 — Information Systems Project Management
- IST 439 — Enterprise Resource Management
- IST 446 — Advanced Internet Security and Threats
- MGT 450 — Project Management

Degree Plan	Bachelor of Science in Management Information Systems (BS-MIS)				
Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 1					
ACE 100	Accelerate, Connect, Equip	3		3	
GEN 101	English Composition I	3		3	
	Social Science Elective (100/200)	3		3	
Semester 2					
GEN 201	English Composition II	3		3	
IST 221	Fundamentals of Computing	3		3	
GEN 102	United States History	3		3	
Semester 3					
GEN 103	United States Government	3		3	
GEN 104	Mathematics	3		3	
	Elective (100/200)	3			3

Course Number	Course Name	Credits	Foundations/ Core	GE	Elective/ Specialization
Semester 4					
BUS 215	Business Communications	3	3		
	Elective (100/200)	3			3
GEN 105	Algebra	3		3	
Semester 5					
BUS 201	Business and Society	3	3		
ECO 215	Survey of Economics	3	3		
IST 228	Data Communication and Distributive Networks	3	3		
Semester 6					
IST 234	Fundamentals of Database Management	3	3		
ECO 220	Macroeconomics	3	3		
IST 235	Legal Issues in Information Technology	3	3		
Semester 7					
MKT 226	Principles of Marketing	3	3		
IST 447	Software Engineering	3	3		
ECO 418	Microeconomics	3	3		
Semester 8					
MGT 251	Organizational Behavior	3	3		
ACC 222	Financial Accounting	3	3		
IST 225	Computer System Architecture	3	3		
Semester 9					
MGT 228	Introduction to the Process of Management	3	3		
FIN 224	Principles of Financial Management	3	3		
ACC 421	Managerial Accounting	3	3		
Semester 10					
BUS 314	Business Law	3	3		
IST 423	Information System Analysis Design and Implementation	3			3
BUS 425	Business Ethics	3	3		
Semester 11					
IST 346	Computer Security Fundamentals	3	3		
IST 430	Information Systems Management and Practice	3			3
GEN 106	Calculus	3		3	
Semester 12					
MGT 440	Operations Management	3	3		
IST 433	Advanced Database Management System	3			3
IST 444	Web Interface Design	3	3		
Semester 13					
MGT 450	Project Management	3	3		
IST 435	Information Systems Project Management	3			3
IST 439	Enterprise Resource Management	3	3		
Semester 14					
IST 446	Advanced Internet Security and Threat	3			3
	Total Credits:	120	69	30	21

GRADUATE CERTIFICATE PROGRAMS

California Intercontinental University offers the following Graduate Certificate Programs:

- Banking and Finance (GC-BF)
- General Business (GC-GEN)
- Healthcare Leadership (GC-HCL)
- Knowledge Management (GC-KM)
- Marketing (GC-MKTG)
- Human Resource Management (GC-HRM)
- Leadership (GC-LDRSHP)
- Organizational Behavior and Development (GC-OBD)
- Project Management (GC-PM)
- Six Sigma and Total Quality Management (GC-SSTQM)

Recipients of the Graduate Certificate must complete at 12 semester units and maintain good standing.

GRADUATE CERTIFICATE IN BANKING AND FINANCE (GC-BF)

This certificate program provides the foundation and skills necessary for students to master the competencies of a banking and finance professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of banking and finance for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in banking and finance
- Use data to drive decision making and propose solutions presented in banking and finance
- Create solutions that consider global competition and various cultural perspectives in the industry of banking and finance

Certificate Requirements

Degree Plan	Graduate Certificate in Banking and Finance (GC-BF)	
Course Number	Course Name	Credits
FIN 512 OR	International Financial Management	3
FIN 515	Entrepreneurial Finance	3
FIN 530	Bank Management	3
FIN 533	Commercial Banking	3
FIN 540	Capital Markets	3
	Total Credits:	12

GRADUATE CERTIFICATE IN GENERAL BUSINESS (GC-GEN)

This certificate program provides the foundation and skills necessary for students to master the general competencies of a business professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of general business for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in business
- Use data to drive decision making and propose solutions presented in general business
- Create solutions that consider global competition and various cultural perspectives in the business industry

Certificate Requirements

Degree Plan	Graduate Certificate in General Business (GC-GEN)	
Course Number	Course Name	Credits
ACC 501	Accounting	3
ECO 518	Economics for Decision Making	3
MGT 545	Strategic Management and Competitive Globalization	3
MKT 517	Marketing	3
	Total Credits:	12

GRADUATE CERTIFICATE IN HEALTHCARE LEADERSHIP (GC-HL)

This certificate program provides the foundation and skills necessary for students to master the competencies of a healthcare leadership professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of healthcare leadership for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in healthcare leadership
- Use data to drive decision making and propose solutions presented in healthcare leadership
- Create solutions that consider global competition and various cultural perspectives in the industry of healthcare leadership

Certificate Requirements

Degree Plan	Graduate Certificate in Healthcare Leadership (GC-HL)	
Course Number	Course Name	Credits
HCM 503	Accounting	3
HCM 507	Economics for Decision Making	3
HCM 523	Strategic Management and Competitive Globalization	3
HCM 512 OR	Healthcare Economics	3
HCS 533	Healthcare Information Systems	3
	Total Credits:	12

GRADUATE CERTIFICATE IN HUMAN RESOURCE MANAGEMENT (GC-HRM)

This certificate program provides the foundation and skills necessary for students to master the competencies of a human resource management professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of human resource management for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in human resource management
- Use data to drive decision making and propose solutions presented in human resource management
- Create solutions that consider global competition and various cultural perspectives in the industry of human resource management

Certificate Requirements

Degree Plan	Graduate Certificate in Human Resource Management (GC-HRM)	
Course Number	Course Name	Credits
MGT 517	Organizational Development	3
MGT 523	Human Factors and Team Dynamics for PM	3
MGT 528	Human Resource Management, Case analysis and Readings	3
MGT 566	Training and Human Capital Development	3
	Total Credits:	12

GRADUATE CERTIFICATE IN KNOWLEDGE MANAGEMENT (GC-KM)

This certificate program provides the foundation and skills necessary for students to master the competencies of a knowledge management professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of knowledge management for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in knowledge management
- Use data to drive decision making and propose solutions presented in knowledge management
- Create solutions that consider global competition and various cultural perspectives in the industry of knowledge management

Certificate Requirements

Degree Plan	Graduate Certificate in Knowledge Management (GC-KM)	
Course Number	Course Name	Credits
IST 535	Information Technology in Project Management	3
IST 528	Knowledge Management	3
IST 540	Knowledge Management for E-Learning	3
IST 555	Management of Information Security	3
	Total Credits:	12

GRADUATE CERTIFICATE IN LEADERSHIP (GC-LDRSHP)

This certificate program provides the foundation and skills necessary for students to master the competencies of a business leadership professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of business leadership for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in business leadership
- Use data to drive decision making and propose solutions presented in business leadership
- Create solutions that consider global competition and various cultural perspectives in business leadership

Certificate Requirements

Degree Plan	Graduate Certificate in Leadership (GC-LDRSHP)	
Course Number	Course Name	Credits
MGT 542	Leadership Development in Organization	3
MGT 545	Strategic Management and Competitive Globalization	3
MGT 553	Project Management for Professionals	3
MGT 566	Training and Human Capital Development	3
	Total Credits:	12

GRADUATE CERTIFICATE IN MARKETING (GC-MKTG)

This certificate program provides the foundation and skills necessary for students to master the competencies of a marketing professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of marketing for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in marketing
- Use data to drive decision making and propose solutions presented in marketing
- Create solutions that consider global competition and various cultural perspectives in the industry of marketing

Certificate Requirements

Degree Plan	Graduate Certificate in Marketing (GC-MKTG)	
Course Number	Course Name	Credits
MKT 517	Marketing and Brand Management	3
MKT 525	Integrated Retail Management	3
MKT 545	Purchasing and Supply Chain Management	3
MKT 558	Global Marketing Policy	3
	Total Credits:	12

GRADUATE CERTIFICATE IN ORGANIZATIONAL BEHAVIOR AND DEVELOPMENT (GC-OBD)

This certificate program provides the foundation and skills necessary for students to master the competencies of an organizational behavior and development professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of organizational behavior and development for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in organizational behavior and development
- Use data to drive decision making and propose solutions presented in organizational behavior and development
- Create solutions that consider global competition and various cultural perspectives in the industry of organizational behavior and development

Certificate Requirements

Degree Plan	Graduate Certificate in Organizational Behavior and Development (GC-OBD)	
Course Number	Course Name	Credits
MGT 517	Organizational Development	3
MGT 523	Human Factors and Team Dynamics for PM	3
MGT 533	International Organizational Behavior	3
MGT 542	Leadership Development in Organization	3
	Total Credits:	12

GRADUATE CERTIFICATE IN PROJECT MANAGEMENT (GC-PM)

This certificate program provides the foundation and skills necessary for students to master the competencies of a project management professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of project management for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in project management
- Use data to drive decision making and propose solutions presented in project management
- Create solutions that consider global competition and various cultural perspectives in the industry of project management

Certificate Requirements

Degree Plan	Graduate Certificate in Project Management (GC-PM)	
Course Number	Course Name	Credits
MGT 523	Human Factors and Team Dynamics for PM	3
MGT 553	Project Management for Professionals	3
MGT 575	Total Quality Management	3
IST 535	Information Technology in Project Management	3
	Total Credits:	12

GRADUATE CERTIFICATE IN SIX SIGMA AND TOTAL QUALITY MANAGEMENT (GC-SSTQM)

This certificate program provides the foundation and skills necessary for students to master the competencies of a Six Sigma and Total Quality Management professional. Coursework focuses on providing students who desire additional training after the baccalaureate degree to gain further skill development. Students who have completed graduate level work or completed a graduate program will also benefit from this certificate program.

Program Competencies and Learning Objectives

Upon successful completion of this certificate program, students will be able to:

- Apply knowledge of the functional area of Six Sigma and Total Quality Management for the development of solutions to organizational challenges
- Demonstrate the ability to assess and evaluate issues in Six Sigma and Total Quality Management
- Use data to drive decision making and propose solutions presented in Six Sigma and Total Quality Management
- Create solutions that consider global competition and various cultural perspectives in the industry of Six Sigma and Total Quality Management

Certificate Requirements

Degree Plan	Graduate Certificate in Six Sigma and Total Quality Management (GC-SSTQM)	
Course Number	Course Name	Credits
MGT 545	Strategic Management and Competitive Globalization	3
MGT 570	Quality Design for Six Sigma	3
MGT 575	Total Quality Management	3
GRC 605	Problem Analysis and Research Methods	3
	Total Credits:	12

MASTER OF BUSINESS ADMINISTRATION

California Intercontinental University offers the following Master of Business Administration Degrees:

- MBA General (MBA-GEN)
- MBA Banking and Finance (MBA-BF)
- MBA Healthcare Management and Leadership (MBA-HCML)
- MBA International Management and Marketing (MBA-IMM)
- MBA Information Systems and Knowledge Management (MBA-ISKM)
- MBA Organizational Development and Human Resource Management (MBA-ODHRM)
- MBA Project and Quality Management (MBA-PQM)

Recipients of the Master of Business Administration degree must complete at least 36 semester units and maintain good standing. In general, the 36 semester units shall be achieved by completing 24 units of required core courses and 12 units of specialization courses.

MASTER OF BUSINESS ADMINISTRATION (MBA)

The Master of Business Administration (MBA) program is designed to provide students with the general business knowledge and skills to apply the principles and management practices within a technology-driven world. This program prepares students for advanced and executive level careers in various fields of business and technology. The MBA program also emphasizes the application of business and leadership theories in effective management with practical skills.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate management theories and practices to improve organizational performance
- Construct and optimize business opportunities in competitive markets
- Assess business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize business growth and development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions to organizational and financial problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

General Specialization Courses – (Select 4 courses below)

- FIN 512   International Financial Management
- FIN 530   Bank Management
- FIN 533   Commercial Banking
- FIN 540   Capital Markets
- HCM 503   Leadership in Healthcare
- HCM 507   Healthcare HR Management
- HCM 512   Healthcare Economics
- HCM 523   Ethics of Healthcare
- HCM 533   Healthcare Information Systems
- IST 535   Information Technology in Project Management
- IST 538   Knowledge Management
- IST 540   Knowledge Management and E-Learning
- IST 555   Management of Information Security
- MGT 518   Global Business Management
- MGT 523   Human Factors and Team Dynamics
- MGT 528   Human Resource Management, Case Analysis & Readings
- MGT 542   Leadership Development in Organization
- MGT 566   Training and Human Capital Development
- MGT 570   Quality Design for Six Sigma

- MGT 575 Total Quality Management
- MKT 525 Integrated Retail Management
- MKT 545 Purchasing and Supply Chain Management
- MKT 558 Global Marketing Policy

Degree Plan	Master of Business Administration (MBA-GEN)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
Elective 1	Choose from the list of specialization courses	3		3
Semester 4				
Elective 2	Choose from the list of specialization courses	3		3
Elective 3	Choose from the list of specialization courses	3		3
Elective 4	Choose from the list of specialization courses	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN BANKING AND FINANCE (MBA-BF)

The Master of Business Administration with a specialization in Banking and Finance (MBA-BF) program is designed to prepare students for careers in the financial district and banking management, money management, financial consulting, and financial institutional operations. Students pursuing this specialization will focus on financial organizational behavior, commercial banking resource management, and cultural perspectives in banking and finance. Individuals who prefer working with people and developing a financial and banking career and are ready for a financial venture will find this specialization worthwhile.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate financial theories and practices to improve organizational performance.
- Construct and optimize financial opportunities in competitive markets
- Assess financial challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize financial growth and development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions for financial problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of financial business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

Specialization Courses in Banking and Finance

- FIN 512   International Financial Management
- FIN 530   Bank Management
- FIN 533   Commercial Banking
- FIN 540   Capital Markets

Degree Plan	Master of Business Administration in Banking and Finance (MBA-BF)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
FIN 512	International Financial Management	3		3
Semester 4				
FIN 530	Bank Management	3		3
FIN 533	Commercial Banking	3		3
FIN 540	Capital Markets	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN HEALTHCARE MANAGEMENT AND LEADERSHIP (MBA-HCML)

The Master of Business Administration in Healthcare Management and Leadership (MBA-HCML) program is designed to prepare students for careers in the fields of managed care supervision, patient care management, healthcare services manager, regulatory analysis, and resource specialist. Students pursuing this specialization will learn about healthcare management, healthcare economics, healthcare information systems, and the ethics of healthcare. Individuals currently working in the healthcare industry and considering a career advancement in management will find this specialization rewarding.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate management theories and practices to improve healthcare organizational performance
- Construct and optimize business opportunities in healthcare markets
- Assess business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize healthcare growth and development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions to healthcare and financial problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of healthcare business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving within a healthcare setting
- Measure the economic performance of healthcare organizations

Degree Requirements

Specialization Courses in Healthcare Management and Leadership

- HCM 503   Leadership in Healthcare
- HCM 507   Healthcare HR Management
- HCM 512   Healthcare in Economics or HCM 523 Ethics of Healthcare
- HCS 533   Healthcare Information Systems

Degree Plan	Master of Business Administration in Healthcare Management and Leadership (MBA-HCML)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
HCM 503	Leadership in Healthcare	3		3
Semester 4				
HCM 512	Healthcare Human Resource Management	3		3
HCM 512	Healthcare Economics			
OR		3		3
HCS 533	Healthcare Information Systems			
HCM 523	Ethics of Healthcare	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN INTERNATIONAL MANAGEMENT AND MARKETING (MBA-IMM)

The Master of Business Administration in International Management and Marketing (MBA-IMM) program is designed to prepare students for careers in the fields of international management consulting, managing multicultural and multinational workforce management, and provides a global perspective of business marketing. Students pursuing this specialization will focus on theories, practices, and ethics of leadership, risk management, global business management and marketing. Individuals with leadership inclinations and eager for a business venture will benefit from this specialization.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate marketing theories and practices to improve organizational performance
- Construct and optimize international business opportunities in competitive markets
- Assess business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize international business growth and development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions to organizational and financial problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of financial business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

Specialization Courses in International Management and Marketing

- FIN 512   International Financial Management or MGT 518 Global Business Management
- MKT 525   Integrated Retail Management
- MKT 545   Purchasing and Supply Chain Management
- MKT 558   Global Marketing Policy

Degree Plan	Master of Business Administration in International Management and Marketing (MBA-IMM)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
FIN 512	International Financial Management			
OR		3		3
MGT 518	Global Business Management			
Semester 4				
MKT 525	Integrated Retail Management	3		3
MKT 545	Purchasing and Supply Chain Management	3		3
MKT 558	Global Marketing Policy	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN INFORMATION SYSTEMS AND KNOWLEDGE MANAGEMENT (MBA-ISKM)

The Master of Business Administration in Information Systems and Knowledge Management (MBA-ISKM) program is designed to prepare students for careers in the fields of configuration management, server administration, knowledge management, business systems analysis, and control systems management. Students pursuing this specialization will focus on information technology, knowledge management, information security, and information systems. Individuals with an interest in computers and information systems who are looking for a career in business management will benefit from this specialization.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate information systems and knowledge management theories and practices to improve organizational performance
- Construct and optimize information systems business opportunities in competitive markets
- Assess information systems business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize business growth and information systems development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions to information systems problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of financial business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

Specialization Courses in Information Systems and Knowledge Management

- IST 535   Information Technology in Project Management
- IST 538   Knowledge Management
- IST 540   Knowledge Management and E-Learning
- IST 555   Management of Information Security

Degree Plan	Master of Business Administration in Information Systems and Knowledge Management (MBA-ISKM)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
IST 535	Information Technology in Project Management	3		3
Semester 4				
IST 538	Knowledge Management	3		3
IST 540	Knowledge Management and E-Learning	3		3
IST 555	Management of Information Security	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN ORGANIZATIONAL DEVELOPMENT AND HUMAN RESOURCE MANAGEMENT (MBA-ODHRM)

The Master of Business Administration in Organizational Development and Human Resource Management (MBA-ODHRM) program is designed to prepare students for careers in the fields of learning and development management, human resource management, business development management, organizational effectiveness consulting, and personnel training management. Students pursuing this specialization will learn about organizational development, leadership and development, international organization behavior, and enterprise resource management. Individuals who prefer working with people and developing human capital and are ready for a business management career will find this specialization worthwhile.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate human resource management theories and practices to improve organizational performance
- Construct and optimize human resource business opportunities in competitive markets
- Assess human resource business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize business growth and development opportunities.
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex human resource concepts and explore alternative solutions to organizational and financial problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of human resource issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

Specialization Courses in Organizational Development and Management

- HRM 528   Human Resource Management and Case Analysis and Readings
- MGT 533   International Organizational Behavior
- MGT 542   Leadership Development in Organizations
- MGT 566   Training and Human Capital Development

Degree Plan	Master of Business Administration in Organizational Development and Human Resource Management (MBA-ODHRM)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
MGT 528	HRM and Case Analysis & Readings	3		3
Semester 4				
MGT 533	International Organizational Behavior	3		3
MGT 542	Leadership Development in Organization	3		3
MGT 566	Training and Human capital Development	3		3
	Total Credits:	36	24	12

MASTER OF BUSINESS ADMINISTRATION IN PROJECT AND QUALITY MANAGEMENT (MBA-PQM)

The Master of Business Administration in Project and Quality Management (MBA-PQM) is designed to prepare students for careers in the fields of total quality management, project management, project controlling, business analyst, quality control management, and project implementation management. Students pursuing this specialization will focus on information technology project management, human factors and team management dynamics, quality design for Six Sigma, and total quality management. Individuals with a leadership inclination and oriented toward task management will benefit greatly from this specialization.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Integrate project management theories and practices to improve organizational performance
- Construct and optimize project management business opportunities in competitive markets
- Assess business challenges and opportunities associated with the global economy, competition, change, and uncertainty
- Utilize applied research methods and business strategies to maximize business growth and development opportunities
- Foster interdisciplinary team work and collaborative work environments
- Identify and analyze complex business concepts and explore alternative solutions to organizational and project management problems
- Apply critical thinking skills and proven management theories and practices to analyze, evaluate, and decide on a wide range of project management business issues
- Demonstrate effective written and oral communication skills
- Facilitate the use of appropriate technologies for inquiry and problem solving
- Measure the economic performance of organizations

Degree Requirements

Specialization Courses in Project Quality Management

- IST 535   Information Technology in Project Management
- MGT 523   Human Factors and Team Dynamics
- MGT 570   Quality Design for Six Sigma
- MGT 575   Total Quality Management

Degree Plan	Master of Business Administration in Project and Quality Management (MBA-PQM)			
Course Number	Course Name	Credits	Core	Major
MKT 517	Marketing	3	3	
MGT 517	Organizational Development	3	3	
IST 530	Management Information Systems	3	3	
Semester 2				
ACC 501	Accounting	3	3	
ECO 518	Economics for Decision Making	3	3	
FIN 515	Entrepreneurial Finance	3	3	
Semester 3				
MGT 553	Project Management for Professionals	3	3	
MGT 545	Strategic Management and Competitive Globalization	3	3	
IST 535	Information Technology in Project Management	3		3
Semester 4				
MGT 523	Human Factors and Team Dynamics for Project Management	3		3
MGT 570	Quality Design for Six Sigma	3		3
MGT 575	Total Quality Management	3		3
	Total Credits:	36	24	12

DOCTORATE OF BUSINESS ADMINISTRATION

California Intercontinental University offers the following Doctorate of Business Administration Degrees:

- DBA General (DBA-GEN)
- DBA Entrepreneurship and Business Management (DBA-EBM)
- DBA Global Business and Leadership (DBA-GBL)
- DBA Healthcare Management and Leadership (DBA-HCML)
- DBA Information Systems and Enterprise Resource Management (DBA-ISERM)

Recipients of the Doctorate of Business Administration degree must complete at least 60 semester units and maintain good standing. In general, the 60 semester units shall be achieved by completing 30 units of required core courses, 15 units of specialization courses, and 15 units of dissertation courses. Further, all recipients must engage and pass the Comprehensive Competency Assessment (CCA).

Students must complete all core and specializations courses and the CCA to begin their dissertation phase. The dissertation phase contains the following courses:

- GRC 641 Dissertation Introduction, Chapter 1 (3 units)
- GRC 642 Dissertation Literature Review, Chapter 2 (3 units)
- GRC 643 Dissertation Methodology, Chapter 3 (3 units)
- GRC 644 Dissertation Results and Findings, Chapter 4 (3 units)
- GRC 645 Dissertation Conclusions and Recommendations, Chapter 5 (3 units)

The dissertation topic and research problem must be agreed upon by the student (also known as a *Candidate*) and Chair while constructing the dissertation's premise statement during GRC 641. Further, the requirements of the dissertation program will include the production of a properly formatted and defended dissertation containing: (a)prospectus; (b) literature review; (c) methodology; (d) findings; and (e) reflection/recommendation chapters. All completed and successfully defended dissertations are archived in the university electronic ETS database.

Candidates may take a dissertation course up to four times—for a total of 24 weeks or approximately one-half academic year. However, no matter the number of times a dissertation course is repeated, passing the course will result in three earned units. Failing to complete a dissertation course after the fourth attempt results in dismissal from the program. However, dismissed candidates may appeal the dismissal. If successful, the appealing candidate shall return to the dissertation course deemed appropriate by the Dean of Graduate studies or Chief Academic Officer.

All GRC courses utilize a Pass/No Credit (P/NC) grading system. Such a system does not affect GPA; however, the three units associated with a GRC course are only earned when obtaining a passing (P) grade.

DOCTORATE OF BUSINESS ADMINISTRATION (DBA)

The Doctorate of Business Administration (DBA) program prepares graduates for advancement in their current employment or new business career opportunities. While learning the most advanced decision-making skills and techniques, doctorate candidates also develop and hone research and writing skills required for high- level responsibility in academic and business environments. The program encourages executives, college or university professors, and consultants to use their professional backgrounds to explore, design, and manage large systems in the complex organizations of increasingly multifaceted and multi-sectored economy.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate mastery of content knowledge in specialized fields for a higher level of understanding for decision making in complex organizational environments
- Demonstrate critical thinking and communication skills for local and global business planning and decision making.
- Integrate knowledge across disciplines in the use of quantitative and qualitative research methodologies for business problem solving
- Identify and evaluate business issues and opportunities that enhance prospects for optimum return on investments and creating value
- Demonstrate an entrepreneurial mindset and skills for starting and growing new ventures
- Demonstrate creative research approaches to data collection, analysis, and synthesis for organizational effectiveness, change, and continuous improvement
- Demonstrate informational literacy and computational thinking for effective and efficient use of technology
- Demonstrate effective leadership skills for innovative and collaborative economic development
- Develop diverse teams and foster teamwork through effective techniques through human resource management
- Review business case studies and prepare theoretically-grounded arguments using peer-reviewed journals and appropriate scholarly writing styles

Degree Requirements

General Specialization Courses – (Select 5 courses below)

- HCM 603   Strategies for Healthcare Leadership
- HCM 612   Economic Evaluation in Healthcare: Merging Theory with Practice
- HCM 620   Managing Disaster: Perspectives for Healthcare Leaders
- HCM 625   Healthcare Marketing: Tools and Techniques
- HCM 630   Quality Management in Healthcare: A Systems Approach
- IST 630   Information Technology in Organizations
- IST 635   Managing IT Projects
- IST 638   Knowledge Management: Concepts and Practices
- IST 639   Enterprise Resource Planning and Management
- IST 655   Effective Security Management
- MGT 610   Mastering Leadership: Theories and Concepts
- MGT 618   International Business
- MGT 620   Risk Management
- MGT 630   Business Logistics: Theory and Practice
- MGT 650   Project Management

- MGT 655   Financing Entrepreneurial Ventures
- MGT 657   Case Studies in Global Entrepreneurship
- MGT 660   Strategic Entrepreneurship
- MGT 662   Entrepreneurship and Small Business Management
- MGT 665   Exploring Entrepreneurship and Economics

Degree Plan	Doctorate of Business Administration (DBA)			
Course Number	Course Name	Credits	Core	Major
Semester 1				
GRC 600	Doctoral Academic Study and Writing	3	3	
GRC 605	Business Research Methodology and Quantitative Statistics	3	3	
ECO 615	Global Economy	3	3	
Semester 2				
MGT 616	Organizational Change & Development in Management	3	3	
MGT 626	Managing Innovation Integrating Technology	3	3	
MKT 645	Marketing Research in Consumer Behavior	3	3	
Semester 3				
FIN 605	Global Business Finance	3	3	
MKT 640	E-Commerce Models and Applications	3	3	
MGT 635	Merger and Acquisition: Due Diligence Report	3	3	
Semester 4				
MGT 645	Strategic Management: A Global Approach	3	3	
Elective 1	Choose from the list of specialization courses	3		3
Elective 2	Choose from the list of specialization courses	3		3
Semester 5				
Elective 3	Choose from the list of specialization courses CCA	3		3
Elective 4	Choose from the list of specialization courses CCA	3		3
Elective 5	Choose from the list of specialization courses	3		3
Semester 6				
GRC 641	Dissertation Introduction	3	3	
GRC 642	Dissertation Literature Review	3	3	
GRC 643	Dissertation Methodology	3	3	
Semester 7				
GRC 644	Dissertation Results and Findings	3	3	
GRC 645	Dissertation Conclusions and Recommendations/ Dissertation Presentation and Oral Defense	3	3	
	Total Credits:	60	45	15

DOCTORATE OF BUSINESS ADMINISTRATION IN ENTREPRENEURSHIP AND BUSINESS MANAGEMENT (DBA-EBM)

The Doctorate of Business Administration in Entrepreneurship and Business Management (DBA-EBM) program is designed to help students perform applied research and transforms mature learners into leaders. While focusing on advanced decision-making skills and techniques, doctorate candidates also hone the research and writing skills that are required for the high-level of responsibility in academic and business environments. It enables students to improve their analytical ability, strategic thinking, process implementation, beyond industry applications. The program prepares students for careers in the fields of business management, venture analysis, business relations management, business development consulting, business broker/owner, and business banker. Students pursuing this specialization will focus on new venture creation, international entrepreneurship, strategic and business entrepreneurship and economic principles of entrepreneurship. Individuals with inclination and aspiration for leadership and new business ventures and are ready for a business management and consulting career will receive more credibility and recognition from the market place.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate mastery of content knowledge in specialized fields for a higher level of understanding for decision making in complex organizational environments
- Demonstrate critical thinking and communication skills for local and global business mew venture planning and decision making
- Integrate knowledge across disciplines in the use of quantitative and qualitative research methodologies for business problem solving
- Identify and evaluate business issues and opportunities that enhance prospects for optimum return on investments and creating value
- Demonstrate an entrepreneurial mindset and skills for starting and growing new ventures
- Demonstrate creative research approaches to data collection, analysis, and synthesis for organizational effectiveness, change, and continuous improvement
- Demonstrate informational literacy and computational thinking for effective and efficient use of technology.
- Demonstrate effective leadership skills for innovative and collaborative economic development
- Develop diverse teams and foster teamwork through effective techniques through human resource management
- Review business case studies and prepare theoretically-grounded arguments using peer-reviewed journals and appropriate scholarly writing styles

Degree Requirements

Specialization Courses in Entrepreneurship and Business Management

- MGT 655   Financing Entrepreneurial Ventures
- MGT 657   Case Studies in Global Entrepreneurship
- MGT 660   Strategic Entrepreneurship
- MGT 662   Entrepreneurship and Small Business Management
- MGT 665   Exploring Entrepreneurship and Economics

Degree Plan	Doctorate of Business Administration in Entrepreneurship and Business Management (DBA-EBM)				
Course Number	Course Name		Credits	Core	Major
Semester 1					
GRC 600	Doctoral Academic Study and Writing		3	3	
GRC 605	Business Research Methodology and Quantitative Statistics		3	3	
ECO 615	Global Economy		3	3	
Semester 2					
MGT 616	Organizational Change & Development in Management		3	3	
MGT 626	Managing Innovation Integrating Technology		3	3	
MKT 645	Marketing Research in Consumer Behavior		3	3	
Semester 3					
FIN 605	Global Business Finance		3	3	
MKT 640	E-Commerce Models and Applications		3	3	
MGT 635	Merger and Acquisition: Due Diligence Report		3	3	
Semester 4					
MGT 645	Strategic Management: A Global Approach		3	3	
MGT 655	Financing Entrepreneurial Ventures		3		3
MGT 557	Case Studies in Global Entrepreneurship		3		3
Semester 5					
MGT 660	Strategic Entrepreneurship	CCA	3		3
MGT 662	Entrepreneurship and Small Business Management	CCA	3		3
MGT 665	Exploring Entrepreneurship and Economics		3		3
Semester 6					
GRC 641	Dissertation Introduction		3	3	
GRC 642	Dissertation Literature Review		3	3	
GRC 643	Dissertation Methodology		3	3	
Semester 7					
GRC 644	Dissertation Results and Findings		3	3	
GRC 645	Dissertation Conclusions and Recommendations/ Dissertation Presentation and Oral Defense		3	3	
	Total Credits:		60	45	15

DOCTORATE OF BUSINESS ADMINISTRATION IN GLOBAL BUSINESS AND LEADERSHIP (DBA-GBL)

The Doctorate of Business Administration in Global Business and Leadership (DBA-GBL) program is designed to help students perform applied research and transform mature learners into leaders. While focusing on advanced decision-making skills and techniques, doctorate candidates also hone the research and writing skills that are required for the high-level of responsibility in academic and business environments. It enables students to improve their analytical ability, strategic thinking, process implementation, beyond industry applications. The program prepares students for careers in the fields of global business management and consulting, enterprise architecture, content management, development specialist, and application architecture. Students pursuing this specialization will focus on theories, practices, and ethics of leadership, risk management, global leadership business interaction and project management. Individuals with inclination and eager for a business and consulting career will receive more credibility and recognition from the market place.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate mastery of content knowledge in specialized fields for a higher level of understanding for decision making in complex global organizational environments
- Demonstrate critical thinking and communication skills for local and global business planning and decision making
- Integrate knowledge across disciplines in the use of quantitative and qualitative research methodologies for global business problem solving
- Identify and evaluate global business issues and opportunities that enhance prospects for optimum return on investments and creating value
- Demonstrate an entrepreneurial mindset and skills for starting and growing new ventures
- Demonstrate creative research approaches to data collection, analysis, and synthesis for global organizational effectiveness, change, and continuous improvement
- Demonstrate informational literacy and computational thinking for effective and efficient use of technology
- Demonstrate effective global leadership skills for innovative and collaborative economic development
- Develop diverse teams and foster teamwork through effective techniques through human resource management
- Review business case studies and prepare theoretically-grounded arguments using peer-reviewed journals and appropriate scholarly writing styles

Degree Requirements

Specialization Courses in Global Business and Leadership

- MGT 610   Mastering Leadership: Theories and Concepts
- MGT 618   International Business
- MGT 620   Risk Management
- MGT 630   Business Logistics: Theory and Practice
- MGT 650   Project Management

Degree Plan	Doctorate of Business Administration in Global Business and Leadership (DBA-GBL)				
Course Number	Course Name		Credits	Core	Major
Semester 1					
GRC 600	Doctoral Academic Study and Writing		3	3	
GRC 605	Business Research Methodology and Quantitative Statistics		3	3	
ECO 615	Global Economy		3	3	
Semester 2					
MGT 616	Organizational Change & Development in Management		3	3	
MGT 626	Managing Innovation Integrating Technology		3	3	
MKT 645	Marketing Research in Consumer Behavior		3	3	
Semester 3					
FIN 605	Global Business Finance		3	3	
MKT 640	E-Commerce Models and Applications		3	3	
MGT 635	Merger and Acquisition: Due Diligence Report		3	3	
Semester 4					
MGT 645	Strategic Management: A Global Approach		3	3	
MGT 610	Mastering Leadership: Theories and Concepts		3		3
MGT 618	International Business		3		3
Semester 5					
MGT 620	Risk Management	CCA	3		3
MGT 630	Business Logistics: Theory and Practice	CCA	3		3
MGT 650	Project Management		3		3
Semester 6					
GRC 641	Dissertation Introduction		3	3	
GRC 642	Dissertation Literature Review		3	3	
GRC 643	Dissertation Methodology		3	3	
Semester 7					
GRC 644	Dissertation Results and Findings		3	3	
GRC 645	Dissertation Conclusions and Recommendations/ Dissertation Presentation and Oral Defense		3	3	
	Total Credits:		60	45	15

DOCTORATE OF BUSINESS ADMINISTRATION IN HEALTHCARE MANAGEMENT AND LEADERSHIP (DBA-HCML)

The Doctorate of Business Administration in Healthcare Management and Leadership (DBA-HCML) program is designed to help students perform applied research and transforms mature learners into leaders. While focusing on advanced decision-making skills and techniques, doctorate candidates also hone the research and writing skills that are required for the high-level of responsibility in academic and business environments. The program enables students to improve their analytical ability, strategic thinking, process implementation, beyond industry applications. The program prepares students for careers in the fields of managed care supervision, patient care management, healthcare services manager, regulatory analysis, and resource specialist. Students pursuing this specialization will focus on achieving Leadership in healthcare management, healthcare economics, healthcare information systems, and the ethics of healthcare. Individuals currently working in the healthcare industry and thinking about career advancement in management and consulting will receive more credibility and recognition from the market place.

Program Competencies and Learning Objectives
Upon successful completion of this program, students will be able to:

- Demonstrate mastery of content knowledge in specialized healthcare fields for a higher level of understanding for decision making in complex organizational environments
- Demonstrate critical thinking and communication skills for local and global healthcare business planning and decision making
- Integrate knowledge across disciplines in the use of quantitative and qualitative research methodologies for healthcare problem solving
- Identify and evaluate healthcare issues and opportunities that enhance prospects for optimum return on investments and creating value
- Demonstrate entrepreneurial mindset and skills for starting and growing new healthcare ventures
- Demonstrate creative research approaches to data collection, analysis, and synthesis for organizational effectiveness, change, and continuous improvement within a healthcare environment
- Demonstrate informational literacy and computational thinking for effective and efficient use of technology
- Demonstrate effective leadership skills for innovative and collaborative economic development
- Develop diverse teams and foster teamwork through effective techniques through human resource management
- Review business case studies and prepare theoretically-grounded arguments using peer-reviewed journals and appropriate scholarly writing styles

Degree Requirements
Specialization Courses in Healthcare Management and Leadership

- HCM 603   Strategies for Healthcare Leadership
- HCM 612   Economic Evaluation and Healthcare: Merging Theory with Practice
- HCM 620   Managing Risk in Healthcare Settings: Perspective for Healthcare Leaders
- HCM 625   Healthcare Marketing: Tools and Techniques
- HCM 630   Quality Management in Healthcare: A Systems Approach

Degree Plan	Doctorate of Business Administration in Healthcare Management and Leadership (DBA-HCML)				
Course Number	Course Name		Credits	Core	Major
Semester 1					
GRC 600	Doctoral Academic Study and Writing		3	3	
GRC 605	Business Research Methodology and Quantitative Statistics		3	3	
ECO 615	Global Economy		3	3	
Semester 2					
MGT 616	Organizational Change & Development in Management		3	3	
MGT 626	Managing Innovation Integrating Technology		3	3	
MKT 645	Marketing Research in Consumer Behavior		3	3	
Semester 3					
FIN 605	Global Business Finance		3	3	
MKT 640	E-Commerce Models and Applications		3	3	
MGT 635	Merger and Acquisition: Due Diligence Report		3	3	
Semester 4					
MGT 645	Strategic Management: A Global Approach		3	3	
HCM 603	Strategies for Healthcare Leadership		3		3
HCM 612	Economic Evaluation and Healthcare: Merging Theory with Practice		3		3
Semester 5					
HCM 620	Managing Risk in Healthcare Settings: Perspective for Healthcare Leaders	CCA	3		3
HCM 625	Healthcare Marketing: Tools and Techniques	CCA	3		3
HCM 630	Quality Management in Healthcare: A Systems Approach		3		3
Semester 6					
GRC 641	Dissertation Introduction		3	3	
GRC 642	Dissertation Literature Review		3	3	
GRC 643	Dissertation Methodology		3	3	
Semester 7					
GRC 644	Dissertation Results and Findings		3	3	
GRC 645	Dissertation Conclusions and Recommendations/ Dissertation Presentation and Oral Defense		3	3	
		Total Credits:	60	45	15

DOCTORATE OF BUSINESS ADMINISTRATION IN INFORMATION SYSTEMS AND ENTERPRISE RESOURCE MANAGEMENT (DBA-ISERM)

The Doctorate of Business Administration in Information Systems and Enterprise Resource Management (DBA-ISERM) program is designed to help students perform applied research and transforms mature learners into leaders. While focusing on advanced decision- making skills and techniques, doctorate candidates hone the research and writing skills that are required for the high-level of responsibility in academic and business environments. The program enables students to improve their analytical ability, strategic thinking, process implementation, beyond industry applications. The program prepares students for careers in high level management and consulting in Information Systems planning, development and support. Students pursuing this specialization will focus on information technology, knowledge management, information security, and information systems impact at all levels of an organization. This specialization prepares students to be decision makers, planners, and evaluators of information systems options, platforms, and performance. Individuals with experience in computers and information systems and who are looking for a career in business management and consulting will receive more credibility and recognition from the market place.

Program Competencies and Learning Objectives

Upon successful completion of this program, students will be able to:

- Demonstrate mastery of content knowledge in specialized fields for a higher level of understanding for decision making in complex organizational and information systems environments
- Demonstrate critical thinking and communication skills for local and global business and information systems planning and decision making
- Integrate knowledge across disciplines in the use of quantitative and qualitative research methodologies for business and information systems problem solving
- Identify and evaluate information systems business issues and opportunities that enhance prospects for optimum return on investments and creating value
- Demonstrate an entrepreneurial mindset and skills for starting and growing new ventures
- Demonstrate creative research approaches to data collection, analysis, and synthesis for organizational effectiveness, change, and continuous improvement
- Demonstrate informational literacy and computational thinking for effective and efficient use of information technology
- Demonstrate effective leadership skills for innovative and collaborative economic development
- Develop diverse teams and foster teamwork through effective techniques through human resource management
- Review business case studies and prepare theoretically-grounded arguments using peer-reviewed journals and appropriate scholarly writing styles

Degree Requirements

Specialization Courses in Information Systems and Enterprise Resource Management

- IST 630   Information Technology in Organizations
- IST 635   Managing IT Projects
- IST 638   Knowledge Management: Concepts and Practices
- IST 639   Enterprise Resource Planning and Management
- IST 655   Effective Security Management

Degree Plan	Doctorate of Business Administration in Information Systems and Enterprise Resource Management (DBA-ISERM)			
Course Number	Course Name	Credits	Core	Major
Semester 1				
GRC 600	Doctoral Academic Study and Writing	3	3	
GRC 605	Business Research Methodology and Quantitative Statistics	3	3	
ECO 615	Global Economy	3	3	
Semester 2				
MGT 616	Organizational Change & Development in Management	3	3	
MGT 626	Managing Innovation Integrating Technology	3	3	
MKT 645	Marketing Research in Consumer Behavior	3	3	
Semester 3				
FIN 605	Global Business Finance	3	3	
MKT 640	E-Commerce Models and Applications	3	3	
MGT 635	Merger and Acquisition: Due Diligence Report	3	3	
Semester 4				
MGT 645	Strategic Management: A Global Approach	3	3	
IST 630	Information Technology in Organizations	3		3
IST 635	Managing IT Projects	3		3
Semester 5				
IST 638	Knowledge Management: Concepts and Practices CCA	3		3
IST 639	Enterprise Resource Planning and Management CCA	3		3
IST 655	Effective Security Management	3		3
Semester 6				
GRC 641	Dissertation Introduction	3	3	
GRC 642	Dissertation Literature Review	3	3	
GRC 643	Dissertation Methodology	3	3	
Semester 7				
GRC 644	Dissertation Results and Findings	3	3	
GRC 645	Dissertation Conclusions and Recommendations/ Dissertation Presentation and Oral Defense	3	3	
	Total Credits:	60	45	15

STANDARD OCCUPATIONAL CLASSIFICATION CODES

Pursuant to the revised 2017 regulations from the Bureau for Private Postsecondary Education (BPPE), we are required to provide Standard Occupational Classification (SOC) codes. The SOC system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. Below are various occupations that may be pursued with the corresponding degree.

Program	Employment Position	Standard Occupational Classification
AABA	Accounting Clerk	43-3031.00
	Executive Administrative Assistant	43-6011.00
	Human Resources Assistant	43-4161.00
	Loan Officer	13-2072.00
	Payment Coordinator	43-3011.00
	Procurement Clerk	43-3601.00
AAGS	Call Center Representative	43-4051.00
	Customer Service Representative	43-4051.00
	Emergency Dispatch Operator	43-5031.00
	Police Records Technician	33-3021.02
	Teller	43-3071.00
AAIT	Computer Support Specialist	15-1151.00
	Computer Systems Analyst	15-1121.00
	IT Helpdesk Technician	15-1151.00
	IT Specialist	43-9011.00
BBA-GEN	General and Operations Managers	11-1021.00
BBA-IME	General and Operations Managers	11-1021.00
BBA-HCA	Medical and Health Services Managers	11-9111.00
BEIT-PM	Computer and Information Systems Managers	11-3021.00
BEIT-NSS	Computer and Information Systems Managers	11-3021.00
BS-MIS	Computer and Information Systems Managers	11-3021.00
	Computer Programmers	15-1131.00
MBA-GEN	Chief Executives	11.1011.00

Program	Employment Position	Standard Occupational Classification
MBA-BF	Financial and Investment Analysts	13-2051.00
	Personal Financial Advisors	13-2052.00
	Financial Examiners	13-2061.00
MBA-HCML	Medical and Health Services Managers	11-9111.00
MBA-ISKM	Computer and Information Systems Managers	11-3021.00
MBA-IMM	Marketing Managers	11-2021.00
MBA-ODHRM	Training and Development Specialists	13-1151.00
MBA-PQM	Computer and Information Systems Managers	11-3021.00
	Industrial Production Managers	11-3051.00
	Quality Control Systems Managers	11-3051.01
DBA-GEN	Chief Executives	11.1011.00
DBA-EBM	Chief Executives	11.1011.00
DBA-GBL	Chief Executives	11.1011.00
	General and Operations Managers	11-1021.00
DBA-HCML	Medical and Health Services Managers	11-9111.00
DBA-ISERM	Computer and Information Systems Managers	11-3021.00

SOC Codes are available at:
https://www.bls.gov/soc/2018/home.htm

COURSE DESCRIPTIONS

Accounting

ACC 222 – Financial Accounting

This course introduces students to the organization's accounting cycle, transaction analysis, and preparation of journal entries, trial balances, work sheets and financial statements. Accounting for sole proprietorships is emphasized including special journal accounting procedures, analysis of accounts receivable, notes payable, notes receivable, merchandise inventory, property, plant, equipment, and long-term bonds. Accounting for partnerships and corporations is also covered. 3 semester credits

ACC 421 – Managerial Accounting

This course concentrates on the development and use of accounting information for management planning and control, and the development of cost information for financial reports, thus assisting management in utilizing an organization's resources effectively and efficiently. Concepts and techniques for planning, performance evaluation, and control are introduced, with an emphasis on the classification and analysis of costs for decision making. It also helps in providing an examination of techniques, systems and procedures applicable to the managerial use of accounting information for planning, decision making and control. Topics include budgeting and analysis of variances, evaluation of managerial performance, and transfer pricing, as well as new developments in management accounting concepts and techniques. 3 semester credits

ACC 501 – Accounting

This course is an introduction to the basics of accounting. Students will learn how to work with journals, ledgers, balance sheets, and income and capital statements of a self-owned business. It is designed to provide the essential terms and information needed for understanding budgeting, financial records and business records. The students will be exposed to reporting transactions for service and merchandising businesses and their basic financial and managerial accounting concepts and principles. 3 semester credits

ACC 511 – Financial Statement Analysis

This course examines the role of financial statement analysis in the evaluation of a company and the prediction of its future financial viability. A major emphasis is placed on using financial statements for performance evaluation, equity valuation, credit analysis, and business decision-making. 3 semester credits

Business

BUS 201 – Business and Society

This course provides the students with an understanding of the inevitable interdependence of Business with Society. It examines central issues such as the role of diverse businesses in society, the nature of corporate responsibility, business ethics practices, and the complex roles of government and business in a global community. The course also covers the applicable laws governing smooth functioning of businesses. 3 semester credits

BUS 214 – Business Statistics

This course introduces the application of statistical methods to solving business problems. Topics include descriptive statistics, elementary probability, random variables and probability distributions, the binomial, Poisson, and normal and "t" distributions. Estimation and hypothesis testing; type I and II errors and their control are also covered. Topics also include chi-square analysis, the F distribution, one-way and two-way analysis of variance, correlation analysis, introduction to forecasting with regression models; and the use of computer programs in solving statistical problems will also be discussed. 3 semester credits

BUS 215 – Business Communication

This course presents students with fundamental skills to communicate through a variety of channels and audiences in professional settings. Topics covered include the planning, writing, and analysis of written and verbal messages such as memorandums, letters, emails, reports, proposals, and presentations. Other topics include team work, communication barriers, nonverbal and intercultural communication approaches, and career development strategies. The course provides opportunities for students to apply problem solving strategies, employ analytical skills, and support the principles of grammar, writing mechanics, and research through written assignments. 3 semester credits

BUS 216 – Fundamentals of Business Negotiation

This course provides an integrated, big-picture view of what do and what to avoid at the bargaining table based on the latest research findings. It presents a unified and comprehensive overview of the insights, strategies, and practices inherent in successful negotiations, and addresses the most common myths and pitfalls that plague negotiators. It weaves together a wide range of disciplines in its study of negotiation, including economics, psychology, sociology, and organizational behavior. 3 semester credits

BUS 225 – Fundamentals of Business Ethics

This course explores concepts underpinning business ethics to determine what is right or wrong in human behavior and conduct in the workplace by surveying several ethical theories with an emphasis on the normative approach. Upon completion of the course, students will have shaped their understanding of foundational ethical principles and applied them to cases commonplace in professional environments. 3 semester credits.

BUS 314 – Business Law

This course provides an overview of business law and introduces fundamental legal principles encountered in the business environment. Topics include state and federal business regulations, court of law and jurisdiction, contract law, tort law, commercial paper, bankruptcy, security and accounting liability. 3 semester credits

BUS 416 – Business Negotiations

This course provides an integrated, big-picture view of what to do and what to avoid at the bargaining table, based on the latest research findings. It presents a unified and comprehensive overview of the insights, strategies, and practices inherent in successful negotiations, and addresses the most common myths and pitfalls that plague negotiators. It weaves together a wide range of disciplines in its study of negotiation, including economics, psychology, sociology, and organizational behavior. 3 semester credits

BUS 425 – Business Ethics

This course explores the various concepts and principles of business ethics. It highlights the moral reasoning and moral issues in business. Students will learn concepts of relativism, utilitarianism, moral duties and responsibilities, American capitalism, whistle blowing, discrimination and reverse discrimination, worker's rights and duties. Students will also understand the changes brought in business by computers and Internet. The moral issues in international business will also be presented. 3 semester credits

BUS 426 – Quantitative Methods in Business

This course introduces the learner to basic mathematical and statistical methods and models, as well as their software applications for solving business problems and/or in making decisions. Includes such topics as statistics fundamentals, probability, probability distributions, both continuous and discrete, and the use of decision trees for decision analysis. Linear, non-linear, and discrete optimization techniques are examined. Various aspects of CPM/PERT methods will be studied. 3 semester credits

Economics

ECO 215 – Survey of Economics
This course introduces students to the basics of economics and is designed as a beginning economics course. It covers modern economics evolution, supply and demand, national income accounting, money and banking, market structures and contemporary economic issues. Both macroeconomic and microeconomic principles are also covered with applications and analysis of economic variables in relation to real world issues. 3 semester credits

ECO 220 – Macroeconomics
This course covers the concepts and tools of aggregate economic analysis, inflation, unemployment, balance of payments, national output, determinants of economic activity, money and banking, role of government, determination of national income, theories of aggregate consumption, investment, unemployment, price level, national income and product accounts, and the theory of growth. It is a study of the measurement, growth, and fluctuation of aggregate economic activity with emphasis on static and dynamic theoretical techniques to ascertain the effectiveness of fiscal and monetary policies in dealing with unemployment and inflation. 3 semester credits

ECO 418 – Microeconomics
This course focuses on microeconomic analysis, supply and demand analysis, and theories of the company and individual behavior, competition and monopoly, and welfare economics. Students learn to appreciate the basic theory of consumer behavior, production and costs, partial equilibrium analysis of pricing in competitive and monopolistic markets, general equilibrium, welfare, and externalities. The course also covers the economy of the United States and economic policies as applied by the government of various democratic nations. It deals with aggregate data analysis and problems relating to current economic policies. Topics of interest include level of output and income, level of employment and unemployment, level of prices, as well as fiscal and monetary policies. 3 semester credits

ECO 518 – Economics for Decision Making
This course deals with tools, concepts, and factual data used by economists in solving specific business problems; it includes case method applications of principles, analytical tools, and sources of economic information to practical business situations. Topics include capital budgeting and risk, international applications, and break-even analysis with assessment of demand. Included are current topics like game theory, asymmetric information and auctions that have become more noticeable in recent years with the auctioning of 3G licenses to wireless telecom services and the initial public offering of Google stock shares. 3 semester credits

ECO 615 – Global Economy
This course covers economic and political theories that bear on the critical analysis of contemporary economic problems, including the Asian financial crisis, the stagnation of wages in the United States, the monetary union in Europe, and economic integration in the USA. The course assists the students/learners to familiarize themselves with the empirical reality of the world economy and provides a basic tool kit, simple models to explain how the world economy evolves, and finally offers empirical evidences to evaluate the models' prediction. The political economy of trade policy and borders are emphasized with the domestic political process that determines national trade policies. 3 semester credits

Finance

FIN 224 – Principles of Financial Management
This course covers the theory and practice of financial management of an organization. The intent of this course is to develop individual capabilities in the analysis of financial operations and the efficient management of corporate financial resources. It provides insights to the role of the financial manager; whose primary responsibility consists of acquiring funds (cash) needed by the firm and directing these funds into projects that will maximize the company value for its owners. To that end, financial managers perform such varied roles/tasks as budgeting, financial forecasting, cash management, and credit administration and funds procurement. Students will study the quantitative tools used in the decision-making process. 3 semester credits

FIN 512 – International Financial Management
This course covers the foundations of international finance, including financial markets, foreign exchange and financial operations of multinational companies. Emphasis is placed on the application of concepts and theory to business situations and real-time case analysis will be used in the study of every topic. Students are exposed to international financial management and financial reporting with particular emphasis placed on international accounting and reporting standards, accounting for foreign standards, and international financial statement analysis. 3 semester credits

FIN 515 – Entrepreneurial Finance
This course uses a business life cycle approach that is targeted to entrepreneurs who innovate, recruit, and strategize to build new organizations. This course emphasizes business plan development and how to finance, manage, and evaluate a startup. Subject matter will cover forms of business ownership, valuation, financing, weighted average cost of capital, financial statements (income statements, balance sheets, statements of cash flows), forecasting, working capital and inventory management, planning and financing new projects, operations including human resources, taxation, and finally exit strategies. 3 semester credits

FIN 530 – Bank Management
This course explores concepts of risk management and financial planning in the banking industry with respect to overall profitability or loss. It explores the role of banking executives in developing and implementing strategies that maximize stockholder's value. The course also deals with essential risk concepts in interest rate, foreign exchange rate, banking operation, market fluctuation, asset liquidity, credit risk, capital risk in effective financial decisions. The course finally covers the relationship between banking risk profile and potential profitability and growth. 3 semester credits

FIN 533 – Commercial Banking
This course examines the banking growth from various aspects of commercial banking, banking regulations, assets and liability management, and credit evaluation. It covers banking valuation practices and techniques of assets and liability management through futures, options and swaps. Commercial real estate and consumer lending will be explored, as well as, securities, investment and insurance services. The course further covers the practice of lending from the perspective of the lending institution and the borrower. 3 semester credits

FIN 540 – Capital Markets
This course explores the ways financial institutions interact to influence and develop global financial markets. It covers essential areas in global monetary and regulatory policies, as well as computing foreign exchange rates, interest rates, and the exposure to risk investing. The course emphasizes the Federal Funds Market, repurchase agreements, and the interrelationship of Euro currencies. It also provides students with knowledge in letters of credit, certificates of deposit, commercial papers, government securities, corporate bonds as well as financial options, futures, forward contracts, swaps, and mortgage-backed securities. 3 semester credits

FIN 605 – Global Business Finance
This course covers the economics of global financial markets to include valuation models and asset returns, inter-temporal assets allocation, foreign exchange market, exchange rate, etc., all supported by behavior models, empirical evidence and financial and economic research. The course also offers research cases with examples on functional areas of business. 3 semester credits

General Education

ACE 100 – Accelerate, Connect, Equip
This course is designed to provide students with valuable skills and strategies that are essential to academic success. Students will apply a variety of learning strategies to advance their knowledge in six areas: using learning resources effectively, communication techniques, study skills, personal growth, academic writing skills, and critical thinking and research. Through engaging activities, application, and reflection the material covered in this course will support student success throughout their program. 3 semester credits.

GEN 101 – English Composition I
This course is designed to assist students in improving their English language writing skills through the clear, concise, and creative construction of paragraphs, essays, and reports. Students will learn to raise relevant questions and intellectual inquiries, collect primary data, locate secondary information sources, and gain insights to original research insights. Students will read and analyze narrative and expository texts to improve their abilities to recognize main ideas and supporting details. Grammar and vocabulary are assessed to cover American English grammar construction. The writing process is emphasized as an integral aspect of thinking and learning and will be a pervasive activity. 3 semester credits

GEN 102 – United States History - Part I
This course covers a broad survey of American history from New World exploration and settlement through post-Civil War reconstruction. It exposes students to events, ideas, and developments that have shaped American history and provides a basic understanding as to how the past has influenced the dynamics of today's society. The course explores such topics as colonization and cultural interactions between Europeans and Indians, the rise of slavery, the American Revolution, the beginning of industrialization, westward expansion, and the Civil War. 3 semester credits

GEN 103 – United States Government
This course introduces students to the fundamentals of American government and politics focusing on the historical evolution of government and policies, the major institutions, and the major processes. Course goals include developing an interest and understanding of today's government, policy development, and politics as well as to develop critical thinking and information literacy skills in government and politics areas. Topics include the Constitution, federalism, civil rights and civil liberties, the structure and processes of the three branches of government, political socialization, interest groups and public opinion, political parties and the election process, as well as basic U.S social, economic, and foreign policy. 3 semester credits

GEN 104 – Mathematics
This basic mathematics course is designed to help students make the transition from Arithmetic to Algebra and prepares them for college mathematics courses. Topics include operations on integers, fractions, mixed numbers and decimals; ratio, proportion and percentages; working with variable expressions; interpretation of statistical graphs; and operations of arithmetic. 3 semester credits

GEN 105 – Algebra

This course presents students with the key concepts of college algebra. Students will be introduced to linear and quadratic equations; the Cartesian plan and graphing; use of a graphing utility' functions; graphs and models and polynomial and rational functions. 3 semester credits

GEN 106 – Calculus

This class introduces the basic elements of applied calculus using an intuitive definition of the limit, mechanical application of differentiation rules, integration using the power rule, and other calculus-based techniques appearing in economics classes. The class concludes upon the application of basic calculus techniques to problems involving elasticity, EOQ, market clearing, and other concepts commonly found in economics classes. 3 semester credits

GEN 112 – World History

This course provides students with a better understanding of world civilization from cradle to the present time, as well as the people and societies. A broader understanding of our power struggles in societies and the mechanism of human survivorship will help us to overcome barriers and achieve our goals. 3 semester credits

GEN 113 – Introduction to Psychology

This course is an introductory survey of the Psychology field with consideration of the biological bases of behavior, sensory and perceptual processes, learning and memory, human growth and development, social behavior, and normal and abnormal behavior. It examines and integrates the current leading perspectives on human thought and behavior and encourages their application to everyday living. 3 semester credits

GEN 201 – English Composition II

This course builds on lessons learned in English Composition I. In addition to reviewing the writing process, students learn research techniques, citation techniques, documentation formats, and critical analysis of written topics. 3 semester credits

GEN 212 – Introduction to Philosophy

This course covers an overview of the classical and modern problems of philosophy. A consideration of the nature of knowledge, views of the cosmos or world and the problems of truth, beauty, ethics and theology will also be discussed. 3 semester credits

GEN 213 – Introduction to World Religions

This course is a philosophical overview of the world's great religions including the historical origin and growth of each religion, major doctrines, and influence. Religions that are studied include Primitive, Hinduism, Jainism, Buddhism, Taoism, Confucianism, Judaism, Christianity, and Islam. Atheism will also be mentioned. 3 semester credits

Graduate Level Research

GRC 505 – Problem Analysis and Research Methods

This course provides the students with an understanding about the basic differences between quantitative research (statistical findings) and qualitative research (opinion and attitude findings) that are used in research work or investigative work. Students are directed toward critical thinking and effective analysis that serve as foundation for scholarly activity and research work. 3 semester credits

GRC 600 – Doctoral Academic Study and Writing

This course introduces the student to academic writing techniques utilized throughout the doctorate program. Techniques include the creation of single source, multiple source, research and critical analysis papers. Students will become familiar with the online environment at CALUNIVERSITY, master usage of the LIRN collection and interpretative qualitative studies and research. Emphasis is placed on learning the academic writing competencies to support successful writing throughout the student's doctorate program. 3 semester credits

GRC 605 – Business Research Methodology and Quantitative Statistics

This course covers the essentials of the business-orientated research and hypothesis testing. Topics include the philosophy of business-orientated research, research ethics, the hypothetico-deductive method, problem statements, hypothesis development and testing, variable types, survey-based research, and using PSPP to conduct a correlational test, Chi-square test of independence, and simple linear regression. Completion of the course provides an emerging researcher with the basic tools of quantitative analysis commonly found in dissertation proposals. 3 semester credits

GRC 641 – Dissertation Introduction

This course assists with the creation of dissertation prospectus (Chapter 1). Successful completion of the course culminates in the creation and submission of a completed draft of Chapter 1. Completion of the course results in the creation of an APA compliant dissertation prospectus utilizing multiple source essay and research paper techniques. 3 semester credits

GRC 642 – Dissertation Literature Review

This course introduces the basic techniques and concepts facilitating the preparation of a literature review. Topics covered include the purpose of a literature review, searching for sources, reading and note-taking strategies, organizing information, structuring a literature review, and the foregrounding of voice. Completion of the course results in the creation of an APA compliant literature review utilizing multiple source essay and research paper techniques. 3 semester credits

GRC 643 – Dissertation Methodology

This course assists with the creation of the methodology chapter and the conclusion of the proposal phase. Successful completion of the course culminates upon the creation and submission of a completed draft proposal, proof of PHRP certification, and submitted IRB application. 3 semester credits

GRC 644 – Dissertation Results and Findings

This course assists with the presentation of results as Chapter 4 of the dissertation. The milestones forming this class cover basic interpretive qualitative studies, mixed methods studies, and hypothesis-driven quantitative studies. Successful completion of the class will manifest as a 15-30-page draft of Chapter 4. 3 semester credits

GRC 645 – Dissertation Conclusions and Recommendations

This course aids in the creation of Chapter 5, utilizes APA (Writing Center) and Panel reviews of the entire dissertation and requires an oral defense and dissertation archiving activity as to conclude the dissertation process. Completion of the class results in a panel approved and successfully defended dissertation suitable for archiving. 3 semester credits

Healthcare

HCA 301 – Fundamentals of Healthcare Systems
This course introduces the students to the basic information and skills needed in the healthcare profession. It covers the fundamentals of medical ethics and laws and medical principles in human growth and development, nutrition, and safety. Finally, the course examines the role of the caregiver in nursing, home health assistance, physical therapy, and environmental services. 3 semester credits

HCA 315 – Medical Assisting
This course introduces students to the basic concepts of record keeping and billing. The course also covers compliance with the Health Insurance Portability and Accountability Act (HIPAA) to address security and privacy of health data, prevention of healthcare fraud and abuse, and transactions and Code Sets Rule. The use of required forms (Consent Form, Lien, Form HCFA, Check Endorsement form, etc.) and record keeping for Worker's Compensation Insurance, Private Insurance, primary insurance, secondary insurance, Medicare, etc. will also be covered. 3 semester credits

HCA 337 – Statistics for Healthcare Policy and Administration
This course introduces students to the fundamentals of statistical analysis in health policy and health administration fields. It covers methods of statistical analysis and interpretation of study results. The course covers sampling populations, means analysis, probability and dispersion, "t" testing, multivariate analysis, and regression analysis. 3 semester credits

HCA 425 – Healthcare Management, Organization, and Behavior
This course covers organizational principles, practices and insight to the management of health services organizations. The clinical enterprise model is presented with actual situations and challenges for the learner to appreciate. Strategic management with conflict management and negotiation are covered along with organizational design, change, innovation and learning. 3 semester credits

HCM 503 – Leadership in Healthcare
This course explores the role of leadership in maintaining an efficient healthcare business environment. It identifies and describes the key needed areas for managers to transition into a more effective leadership management style. Finally, the course covers critical leadership areas in defining positive communication and profitable business management skills versus barriers that prevent managers from achieving their goals. 3 semester credits

HCM 507 – Healthcare Human Resource Management
This course explores ways to effectively utilize and manage the personnel in the healthcare field. It covers state and federal compliance (Equal Opportunity, Privacy, Labor Laws, etc.), personnel issues, and the management of the work force and professionals in various health care settings including hospitals, nursing homes, clinics, and physical therapy and rehabilitation facilities. Finally, the course covers the impact of human resource management in private companies and organizations requiring healthcare administration. 3 semester credits

HCM 512 – Healthcare Economics
This course covers the evaluation and effectiveness of healthcare services with respect to costs of therapies and available modalities. It covers the role of physicians in influencing both the supply and demand of healthcare options and how the patient's decision for medical treatment is thereby affected or influenced. Finally, the course examines how economics have influenced health policies in different countries. 3 semester credits

HCM 523 – Ethics of Healthcare

This course explores a variety of contemporary issues affecting the ethical treatment of patients in the healthcare profession. It provides analysis, cases, and professional insight into modern medical ethics including diagnostic procedures, beneficence, justice, confidentiality, and death. Finally, the course covers ethical concerns in transplants, medical testing, and biomedical research. 3 semester credits

HCM 603 – Strategies for Healthcare Leadership

Leadership in healthcare provides critical leadership development suitable for many sections of healthcare such as acute care, long term care, ambulatory, and or community-based settings. The development of leadership skills rests with essential knowledge and skills that provide preparation in human resources, healthcare economics, systems, program planning, organizational development, and the political, ethical, and regulatory aspects in healthcare. This course provides strategic planning and a problem-solving strategy for managers, creates processes in the workplace, and promotes team-building. The course also covers the changing environment of organizations, demographic changes, personal values, and perspectives that affect the healthcare work place. 3 semester credits

HCM 612 – Economic Evaluation in Healthcare: Merging Theory with Practice

This course covers economic factors that influence healthcare policies, procedures, regulations and the options available to licensed healthcare practitioners and patients. The course also presents ways healthcare policies can change or be influenced by different economical or regional factors. Finally, the course lists the essential methods for determining cost-effectiveness to fairly distribute healthcare services and manage regulatory issues. 3 semester credits

HCM 620 – Managing Risk in Healthcare Settings: Perspective for Healthcare Leaders

This course is designed to provide present and future leaders with an understanding of the importance of a risk management program within a healthcare setting. It focuses on the role of leadership in managing external and internal threats to the organization. Theories, concepts, and practices are utilized to examine issues that many healthcare leaders face with regard to risk. These programs enable organizational leaders to manage and lead risk management initiatives, analyze information related to possible risks, and work with various staff members to address potential risks from organizational practices and procedures. It also provides exposure to several techniques that have proven successful in lessening the adverse effects of incidents brought on by risk-related events.

HCM 625 – Healthcare Marketing: Tools and Techniques

Healthcare marketing requires a comprehensive introduction to current theories and practices of marketing. The methods used to evaluate organizational performance and productivity, analyze internal and external resources, and perform needs assessment are covered as well as various models and methods for planning and positioning of healthcare services. Students will analyze various marketing strategies appropriate to the healthcare industry, establish a competitive marketing plan for a specific healthcare facility, conduct and evaluate market research appropriate to the industry. 3 semester credits

HCM 630 – Quality Management in Healthcare: A Systems Approach

This course provides present and future leaders with an understanding of the political, economic, and financial aspects of the healthcare systems. It focuses on the role of leadership in quality management in healthcare organizations. Theories, concepts and practices are utilized to examine issues in healthcare work environments. It covers concepts for managing and leading quality improvement initiatives to design, organize and analyze information related to quality improvement, risk management and utilization. The course explores the problem-solving skills necessary to analyze issues related to quality; organizational change; and the development of integrated systems for quality control, utilization, and risk management involving organizational structures and team participation. 3 semester credits

HCS 430 – Information Technology for the Healthcare Professional

This course provides an introduction to computer and information technology that is required for the health care field. It covers the fundamentals of hardware and software, communications and networking, ethical issues, and privacy concerns. Finally, it examines the impact that information technology is having throughout the medical fields including: radiology, dentistry, surgery, pharmacy, and medical devices. 3 semester credits

HCS 533 – Healthcare Information Systems

This course explores the key principles, methods, and applications required to provide access to relevant healthcare information. It covers information on the foundation of healthcare management, its evolution though current times, and the challenges faced by evolving information management. The course covers ways information management affects quality of care and how it affects healthcare regulations, standards, and laws. Finally, the course deals with the security measures required to protect patient confidentiality. 3 semester credits

Independent Studies

ISG 590 – Graduate Independent Study

An independent study course provides students an opportunity to work individually with instructors on special topics, projects or proposals supporting learning experiences and knowledge enrichment. The course enables students to apply knowledge, research, and skills to an approved project or defined set of topics. 3 semester credits

Information Technology

IST 221 – Fundamentals of Computing

This course provides an overview of computer information systems. It provides an introduction to basic skills and problem solving involved with computer hardware, operating systems, and application programs, with a special emphasis on conventions and skills universal to a variety of computing settings and skills that promote portability between systems and applications. Extensive coverage of terminology constitutes a general introduction to computer systems and how they are used. 3 semester credits

IST 225 – Computer Systems Architecture

This course provides an overview of computer organization and architecture and presents how computer design has evolved. It examines the major components of a computer and related interconnections and outlines the internal structure of the processor's control unit and the use of microprogramming. Parallel organization, including symmetric multiprocessing and clusters are also covered. 3 semester credits

IST 227 – Information Technology in Business

This course covers an introduction to information systems in business that managers and executives must face in changing market conditions, evolving business processes and new information technologies. This course will assist them in making informed decisions about information systems. 3 semester credits

IST 228 – Data Communication and Distributed Networks

The course introduces students to network technologies and data communication services. It covers essential concepts of data communication, network architecture, and protocols to educate students in Internet structures and the functionality of Internet protocols. The course focuses on the hierarchical TCP/IP protocol stack as well as telecommunications suitability for different data communications hardware and software. 3 semester credits

IST 234 – Fundamentals of Database Management

This course covers basic concepts of Database Management, a growing field in the IT industry. Data storing and retrieving is one of the many features of database. As confidential data are increasingly stored, it is essential to secure them. This course covers the entity– relationship diagram and places emphasis on database design and integrity model. 3 semester credits

IST 235– Legal Issues in Information Technology

This course covers ethical and legal issues in Information Technology that include copyright, security issues, managing digital property rights, security of information, transactions, and online liability. Students will have an overview of current technologies and their legal implications on business. 3 semester credits

IST 247 – Introduction to Information Systems Analysis, Design, and Implementation

This course provides a rich, new student resource with a wealth of online learning materials on information systems analysis design and implementation. The course will cover introductory topics in systems design, management, and implementation. It provides an introduction to basic skills and problem solving involved with system design and implementation. 3 semester credits

IST 256 – Introduction to Internet Security and Threats

This course provides an overview of computer information systems. It provides an introduction to basic skills and problem solving involved with computer hardware, operating systems, and application programs, with a special emphasis on conventions and skills universal to a variety of computing settings and skills that promote portability between systems and applications. Extensive coverage of terminology constitutes a general introduction to computer systems and how they are used. 3 semester credits

IST 346 – Computer Security Fundamentals

Computer Security is the foundation of this course. This course will introduce the students to the different strategies of securing information on the computer at various level of classification. The possible ways of hacking and its prevention will be presented as well as how to avoid fraudulent practices in the cyber industry. 3 semester credits

IST 423 – Information Systems Analysis Design and Implementation

This course covers business problem-solving and computer applications with emphasis on the fundamental concepts of Information System development that provides background for system design and implementation. The course also covers the configuration of Information Systems, activities and methods of system analysis, system support, and system implementation, as well as data flow diagrams describing the essential business processes in a system. 3 semester credits

IST 426 – Advanced Systems Administration

This course provides the students with advanced topics on the monitoring and maintenance of large, distributed, cluster systems. It provides students with the necessary knowledge and skills to perform network basics, manage virtual file systems and core dumps, manage storage volumes, control access and configure system messaging, set up naming services, and also to perform installation procedures. Students will be instructed in essential system administration skills, including configuring network interfaces, managing swap configurations, crash dumps, and core files. 3 semester credits

IST 430 – Information Systems Management and Practice
This course helps students to understand the essentials of managing information in a digital world. It covers the associated ethical and social issues and walks the learners through the infrastructure and support systems of the IT industry. It provides an understanding of the value of a system by allowing students to design a system after analyzing the business processes and requirements. It also focuses on change management with case scenarios to acquaint students to real-time situations. 3 semester credits

IST 433 – Advanced Database Management Systems
This course concentrates mainly on the enhanced entity modeling concepts and the object-oriented conceptual model of databases that are used extensively in commercial organizations. Business applications of any significance will invariably use databases. Hence, it is necessary for students to understand both technical and managerial implications of database systems and application development. This course covers concepts underlying database systems including XML data storing and retrieving techniques. Topics also include exploring the object-oriented databases and ways to map the object-oriented conceptual model to the relational data model and web and semi structured data. 3 semester credits

IST 435 – Information Systems Project Management
This course focuses on program and project management in Information Technology (IT) and Information Systems (IS). It provides the proven tools and techniques for successfully managing an IT project throughout its life cycle from concept to closure, and to continually improve the project management process. This course focuses on: planning IT projects using a proven step-by step process; estimating project costs, resources and time; examining risk management; using tools and techniques to control IT projects; using project management software and software tools to examine risk and alternatives. It also examines the IT management reforms as mandated by the Clinger-Cohen Act, including best management practices such as the CMM model and Raines' Rules. 3 semester credits

IST 439 – Enterprise Resource Management
This course describes the importance of information systems and effective enterprise solution for medium and large organizations. It covers the E-business models and presents enterprise resource planning (ERP) as effective back-office software. The course includes the planning and implementation of enterprise systems in the context of ERP and also examines the client server architecture, tools, and functionality of leading enterprise systems. The ERP process encompasses the life cycle and methodologies for process and systems integration, including system selection, scoping and planning, project teams and sponsorship, change management, process reengineering, data and systems conversion, testing, user training, and post implementation strategies. 3 semester credits

IST 444 – Web Interface Design
This course allows students to acquire basic skills in web interface and to appreciate concepts of web designing. Students will gain experience in Web page design and gain a critical insight for evaluating Web site designs. The course also introduces the Cascading Style Sheets and the XHTML concepts to enable students in developing websites and, thus, having a solid foundation in the design techniques. 3 semester credits

IST 445 – Network Infrastructure and Services
This course introduces the basic concepts and principles that underlie computer networking, from the simplest peer-to-peer local area networks to the vastly complex wide area networks that reach across international boundaries around the world. This includes an overview of networking terminology; an examination of different network architectures; a focus on the physical components of computer networks, including server and client computers, and cabling and connectors. It also includes network connectivity, the nuts and bolts of designing and rolling out a complete network, and a review of environmental factors that affect networks, as well as administering, upgrading, troubleshooting, and relocating networks. 3 semester credits

IST 446 – Advanced Internet Security and Threats

This course provides essential information in Internet Security for project managers and those who want to know more about computer security. This course focuses on providing a thorough understanding on computer and network security. The course also covers advanced forensic analysis and a thorough understanding of system communication and protocols. An understanding of the planning, testing, and implementation for thorough security needs is provided with an emphasis on penetration testing techniques. 3 semester credits

IST 447 – Software Engineering

This course is designed to help students explore the various concepts, principles, and phases of the software engineering process. Students will be exposed to and will learn different methods, tools, and techniques used in structured systems analysis and design. They will also gain an overview of different process models, testing principles used for the development of a system. The course also covers ways to estimate the costs for developing a particular system considering all associated factors. Students will be exposed to risk management in building an effective system. 3 semester credits

IST 450 – Directory Services and Infrastructure

This course enables students to learn and apply the basics of Windows environment, data organization and management, e-services, the Internet, the World Wide Web, e-mail, networking and systems administration. 3 semester credits

IST 452 – Messaging Infrastructure Management

This course is designed to introduce students to the basics of installing, configuring, and managing messaging infrastructures such as e- mail, collaboration, document management, and real-time communication systems in modern business organizations. Students are introduced to the concepts underlying messages and their creation, use, management, and storage throughout organizations including the security devices used to protect confidential business data. 3 semester credits

IST 458 – Routing and Switching Systems

Advanced Routing and Switching is a course in advanced networking topics and technologies available to large enterprises to build a large intranet infrastructure. The topology of the internet is discussed, along with current and emerging technologies. Topics include: core routers and routing protocols, queuing, layer 2 and layer 3 switching, multicast routing and the MBONE, variable length subnet masking, IP address depletion, wide backbone routers, and emerging protocols. 3 semester credits

IST 530 – Management Information Systems

This course describes the organizational and managerial foundations of information systems which in turn focus on the critical role played by various types of information systems in organizations, sweeping changes created by the Internet and digital integration of the enterprise, and the need to demonstrate the business value of information system investments. The course also provides the technical foundation for understanding information systems by examining technologies and managerial issues in the firm's information technology infrastructure. The role of information systems in enhancing business processes and decision making across the enterprise are also emphasized. 3 semester credits

IST 535 – Information Technology in Project Management

This course focuses on how information technology impacts the development of project management techniques in diverse industries such as healthcare, government, education and banking. It introduces students to the process of using project management (PM) to streamline and improve productivity by emphasizing the role of the project manager in organizations as a replacement for mid-level managers in lean businesses. The core concepts of the course focus on factors of project quality, scope, time, cost, human resources, communications, risk, procurement, and integration utilizing information technology resources. 3 semester credits

IST 538 – Knowledge Management

This course covers the development of a state-of-the-art enterprise Knowledge Management platform that can allow leverage of a company's existing investments in intranets, data warehousing, data mining, groupware, and other technologies. The course will guide the students in developing steps to build business value and how to build on the work that preceded it. 3 semester credits

IST 540 – Knowledge Management for e-Learning

This course is designed for professionals who are responsible for the management of an effective enterprise operation in a corporate setting. The course covers ways to specifically apply knowledge management principles, practices, and technologies to the intelligence domain. The course also emphasizes that advances in technology and the way workers access and share information have created the need for a knowledge management framework to help senior management make better, more informed business decisions to increase a competitive edge and response to evolving customer needs. An emphasis in E-learning techniques is included. 3 semester credits

IST 555 – Management of Information Security

This course focuses on information security management. It emphasizes the fundamental tenet that information security in modern times is a management issue that technology alone cannot resolve. The course covers information security in modern Information Systems to understand the foundation of managing information security by securing computers, network hardware and software, data, and networks. Students learn about common cybersecurity and privacy-related challenges faced by businesses. Topics include viruses, Trojan, worms, malware, access control mechanisms, password security, cryptography, and common security policies. 3 semester credits

IST 630 – Information Technology in Organizations

This course covers information systems applications and management in a business environment that includes personal productivity, basic technology, and infrastructure, developmental design, management of computer information systems, and impacts of technology on business practices. Also, this course covers a comprehensive view of management information systems, their tactical, operational, and strategic importance, and how they affect and relate to business processes of an organization. 3 semester credits

IST 635 – Managing IT Projects

This course covers the basic principles and best practices of IT project management. It provides the students the necessary knowledge to deliver IT projects on time, within budget and to specification. During this course, the students will examine all aspects of IT projects, including hardware, software, and human resources through all stages of project managements. The students will learn to determine project scope, set and manage stakeholder expectations, identify and manage IT risks, and meet quality standards. Past IT projects are studied to understand reasons for high rate of failure and through them; the students will learn how to overcome the most common pitfalls of IT projects. 3 semester credits

IST 638 – Knowledge Management: Concepts and Practices

This course covers the essential concepts and practices of knowledge management (KM), including the practical, business aspects of knowledge management, by examining the effective approaches that contribute to corporate competitiveness and those that do not. Students will know how a business can be optimized by using KM techniques and strategies. This course also provides them with an overview of the numerous factors that need to be considered when transferring knowledge. 3 semester credits

IST 639 – Enterprise Resource Planning and Management

This course covers enterprise resource planning (ERP) and the necessary background for strategic success in today's marketplace utilizing computer planning systems and management technology together to create a competitive advantage. Emphasis is placed on the need for businesses and companies to focus on processes rather than functions. Students learn how integrated information systems can be a critical tool to improve the processes used and performed by many businesses and companies. 3 semester credits

IST 655 – Effective Security Management

This course enables students to understand and manage both the strategic and operational aspects of information security which helps them address the current requirements and incentives for organizations to implement information security. This course was designed to give an in-depth background in security fundamentals, including terrorism and incident response, cyber-security education, mobile device security management, information protection, and critical infrastructure. Several management topics including hierarchical model of organizational work in the sphere of information security and theories of security management are also covered. Scenarios that build on career experience in retail, security, crime prevention, safety or criminal justice are presented to provide a context for enhancing the security management of a business/organization. 3 semester credits

Management

MGT 228 – Introduction to the Process of Management

This course covers the conceptual framework of management processes. It highlights the essence of ethical and effective management and effective provision of goods and services. Students will be introduced to the legal framework for safe, fair, and effective business management. This course encapsulates the performance difference between the traditional versus current management practices and framework. The range of management theories, organizational structures and cultures will also be examined. 3 semester credits

MGT 248 – Fundamentals of Human Resource Management

This course addresses management of human resources in the current international business environment. It covers job design, human resource planning, health and safety, recruitment, equal employment opportunity, career planning, performance appraisal, pay, and training. This course will enable students to understand issues associated with the management of human resources. The course covers current practice and trends in the field of human resource management. 3 semester credits

MGT 251 – Organizational Behavior

This course offers an understanding of organization theory, behavior, and interpersonal communication; concepts of power, authority and influence; and the role of philosophy and values in organizations. It incorporates the topics of globalization and cross-cultural differences, workforce diversity, and ethics related to the management of organizations. Areas to be considered from the standpoint of both individual and organizational performance are communication, motivation, conflict, decision making, goal setting, leadership, organizational design, climate, development and control. This course enables students to understand and identify organizational problems. 3 semester credits

MGT 262 – Introduction to Small Business Management

Entrepreneurship and small business management is a focused business course designed to provide students with the needed skills to effectively organize, develop, create, and manage their own business. It introduces the traits and characteristics of successful Entrepreneurs. The course provides necessary information to determine the suitability of starting and running a business, measure expectations with practical aspects of running a business, formulate a step-by-step approach for conceiving, executing, and launching a business venture, and develop skills in finance, employee relations, and marketing. It helps the Entrepreneur to select and shape a new venture business idea with emphasis placed on identifying and evaluating entrepreneurial opportunities. 3 semester credits

MGT 440 – Operations Management

This course emphasizes tactical and operational decisions of operational management, as well as important interactions with other functional areas. It effectively helps the individual in examining the concepts for designing, planning, and improving manufacturing and service organizations. Emphasis will be placed on obtaining a better understanding of the problems associated with operations planning and control. 3 semester credits

MGT 443 – Sustainable Entrepreneurship

This course addresses various aspects of sustainable entrepreneurship including the opportunities available to startups and large businesses to establish sustainable enterprises in the global environment. The course explores how companies address the triple bottom line using the three Ps: People, Profit, Planet. Students will study how entrepreneurs assess new opportunities, the challenges they encounter and how to enhance the long-term ecological system while sustaining a profitable business. The course also explores the roles of government policy, technological advances, private investor preferences, and public opinion that affect the economics of sustainable entrepreneurship. 3 semester credits

MGT 445 – Managing Business Strategy

This course covers important current issues in strategic management. It deals with modern analytical approaches and enduring successful strategic practices. It is designed with a technological and global outlook that highlights the significant emerging trends in strategic management. The course is intended to provide students with a pragmatic approach that will guide the formulation and implementation of corporate, business, and functional strategies. 3 semester credits

MGT 448 – Human Resource Management

This course addresses issues relating to the acquisition and maintenance of resources in the current international business environment. It covers job analysis and design, human resource planning, health and safety, selection and recruitment including equal employment opportunity, career planning, performance appraisal, remuneration, training and development, and global international HRM issues. This course will enable students to understand issues associated with the management of human resources. The course provides current practice, trends and constraints in the field of human resource management and industrial relations. 3 semester credits

MGT 450 – Project Management for Managers

This course enhances the students' ability to function in a leadership role. Project management software is used to design project schedules using bar charts, program evaluation review techniques (PERT) and critical path method (CPM) to produce project plans applicable to the solution of case studies. Students gain experience in budget and timeline management while they explore the project life cycle. 3 semester credits

MGT 456 – International Management

This course addresses the strategic and operational issues that arise from the international nature of multinational corporations' activities. Issues covered include alternative internationalization strategies, interaction between firms and governments, dealing with global competitors, and staffing and organizational implications of cross-border operations. 3 semester credits

MGT 460 – Leadership in Organizations

This course covers the core leadership theories that have been proposed and documented by theorists with varying degrees of success over the years, and then subjects them to measured analysis. Competing views of organizational leadership from sociologists, critical management theorists, feminists, and others add contrast and additional perspectives. Context refers to anything from specific tasks; followers are engaged into broader initiatives, such as reengineering organizations. 3 semester credits

MGT 462 – Small Business Entrepreneurs

This course provides basic entrepreneurial concepts and ways to create and develop an effective business plan. It covers the essential steps involved in launching and managing a new business venture. The different types of startup businesses including minority-owned businesses, home-based businesses, and family-run businesses are discussed. 3 semester credits

MGT 517 – Organizational Development

This course covers key areas of organizational development within an organization or institution. It will explore effective intervention activities, action research, and action learning. This course emphasizes the potential causes for structural transformation efforts that sometimes fail to produce desired results. The course provides step-by-step processes to create effective transformation within an organization. 3 semester credits

MGT 518 – Global Business Management

This course provides the fundamentals of strategic management from the perspective of both large and small organizations operating internationally. It builds directly on prior studies in international business and focuses on corporate and business level strategies. 3 semester credits

MGT 523 – Human Factors and Team Dynamics for Project Management

This course examines the abilities and limitations of human performance with respect to how individuals interact with objects in their environment. It covers an introduction about human factors, how they react in the physical environment, designing and evaluation methods, human workload, and risk management. This course supports skill development in creating effective, productive work teams, managing meetings, and getting things done while building long term mutually beneficial relationships. The course is designed to give the participant the skills needed to manage team processes in a way that helps the organization reach its objectives. 3 semester credits

MGT 525 – Strategic Human Resource Management

This course is designed to explore trends that affect strategic human resource management practices. This course explores the design of work systems and relevant employment laws that influence the practice of managing people in organizations. Strategic issues are examined while developing specific programs and policies related to traditional functional areas of HR such as staffing, training, performance management, compensation, labor relations, employee separation, and managing a global workforce. 3 semester credits

MGT 528 – Human Resource Management, Case Analysis and Readings

This course covers a variety of factors and situations that are commonly encountered in the field of human resource management. The course addresses critical personnel issues including: recruiting, training, management systems, wages, benefits, pay systems, and disciplinary actions. The course offers real world case studies to give students an opportunity to explore different concepts in overcoming HR problems and provide productive solutions to personnel issues and conflicts. 3 semester credits

MGT 533 – International Organizational Behavior

This course explores the key characteristics of organizational behavior in a global setting. It will focus on differing cultural views that effect both teamwork and business environments internationally. The course also covers in depth group focus and teamwork, motivation and human resource management. 3 semester credits

MGT 542 – Leadership Development in Organizations

This course addresses the fundamentals of leadership and ways for managers to effectively enhance their leadership skills. It covers the various methods used by companies to provide an environment that promotes effective leadership qualities in its workforce. The course also covers areas of effective feedback, developing relationships, job assignments, and evaluation of leadership development. 3 semester credits

MGT 545 – Strategic Management and Competitive Globalization

This course focuses on the application of conceptual models that underline interactions related to external competition, firm positioning, patterns of technological and market change, and the nature and development of internal firm capabilities. Students are required to develop a set of tools and methodologies essential for the formulation and management of a winning technology strategy. 3 semester credits

MGT 553 – Project Management for Professionals

This course offers tools, techniques, tips, and other information to assist the student in the preparation of the Project Management for Professionals (PMP) certification examination. The emphasis is on reconciling the student approach to the Project Management Institute's (PMI) view point and perspective. This is not a guide to general project management but rather a specific study area following the PMI's approach to Project Management as set forth in the PMBOK, 3rd Edition. Project initiation, planning, execution, control, and closing are the core topics covered in this course. 3 semester credits

MGT 566 – Training and Human Capital Development

This course introduces the students to the study process of acquiring and managing human capital. It focuses on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees. Emphasis is given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics. 3 semester credits

MGT 570 – Quality Design for Six Sigma

Six Sigma is an accelerated performance improvement method and business strategy rapidly spreading throughout the corporate world. Students will apply the concepts of Six Sigma to an organization. They will identify problems, customer requirements, and tools to address organizational issues and increase customer satisfaction. It is being adopted by some of the world's most respected companies which have recognized Six Sigma as the tool to improve the capability of their processes to satisfy customer need, improving their earnings, shareholders returns and many more benefits. Students will learn to improve any existing business process by constantly reviewing and re-tuning the process. To achieve this, they will use a methodology known as DMAIC (Define opportunities, Measure performance, analyze opportunity, Improve performance, Control performance). 3 semester credits

MGT 575 – Total Quality Management

Total Quality Management (TQM) is a guided tour along the road to total quality. This course reviews the history of quality and examines the wide variety of philosophies, concepts, and techniques for managing, controlling and improving quality. Students will also describe the foundations of quality management, present the tools and methods for process improvement studies, explain the administrative systems required for quality management, and finally explain about the Six Sigma management. 3 semester credits

MGT 610 – Mastering Leadership: Theories and Concepts

This course covers classical and contemporary theories and styles of leadership and their application to a variety of professional and global settings. Ethical leadership is covered to provide a foundation for value clarification and responsible organizational leadership in society. The course examines the principal underpinnings of leadership, such as one's values, philosophy of life, and beliefs about the nature of humankind. Students/Learners are exposed to a variety of ethical questions/situations and will learn to take responsive actions within the organizations and communities. 3 semester credits

MGT 616– Organizational Change and Development in Management

This course covers organizational change through the lens of micro (individual-level) organizational behavior. It identifies the pros and cons of perception, decision-making, motivation, and diversity/individual differences. It covers analysis and development of organizational theories, with emphasis on environmental dependencies, socio-technical systems, structural design, and control of the performance of complex systems. Organizational changes such as barriers to change, appropriateness of intervention strategies and techniques, organizational, and evaluation of formal change programs will be covered. Finally, the course provides a diagnostic approach for the students/Learners to explore the nature and impact of change. 3 semester credits

MGT 618 – International Business

This course surveys the international relationships of world business operations, explores globalization trends, international trade theories, regulations affecting trade, regional economic integration, and the impact these factors have on developing nations. The course covers how a business/company functions using marketing, finance and effective management to operate in the international setting. Special emphasis is placed on strategy development, the role of culture, and the problems and challenges facing multi-national corporations, with regard to their strategies and policies. 3 semester credits

MGT 620 – Risk Management

This course introduces risk and its management within a systematic framework. Topics include the nature of risk, roles of (co)insurance contracts, contract payouts, traditional valuation, legal and ethical considerations involved with contract selection and marketing, health insurance, IRA/social insurance, and underwriting principles. Upon completion of this class, the student should be able to discuss the utility and costs of government-regulated risk management strategies and related insurance contracts. 3 semester credits

MGT 626 – Managing Innovation Integrating Technology

This course covers technological changes to specific strategic challenges and provides diverse elements of innovation process and how they are managed. The relationship between advanced technology and the growing workforce is covered along with the challenges of managing global innovation. The course focuses on the understanding of managing creativity and innovation in organizations by examining the relationships among organizational structure, group dynamics, and individual psychology in problem-solving organizations. 3 semester credits

MGT 630 – Business Logistics: Theory and Practice

This course covers acquisition, distribution, utilization, sustention, and disposition of logistical resources. It also addresses design, operations and control of logistics systems for producing and servicing firms. Emphasis is placed on customer service and the management of activities involved in moving products, services and information from point of origin to point of use and as a means of achieving a sustainable competitive edge. It covers a critical appreciation of the role of logistics within organizations and the benefits of integrating functions involved in supply chain. This course stimulates students to assess and evaluate the consequences of logistical decisions on the environment and an awareness of related legal implications. 3 semester credits

MGT 635 – Merger and Acquisition: Due Diligence Report

This course covers the complex procedures associated with mergers and acquisitions that require a sound and effective due diligence process to undercover potential problems or inconsistencies. Acquisition risk that includes financial, operational, transactional, legal and many more factors are considered and elaborated. Helpful check lists and legal cases are also presented. 3 semester credits

MGT 645 – Strategic Management: A Global Approach

This course provides an accurate, relevant, and complete presentation of strategic management in today's world. It covers modern analytical approaches and enduring successful strategic practices designed with a technological and global outlook. This course is intended to provide the students with a pragmatic planned approach that guides the formulation and implementation of corporate affairs, business practices, and functional strategies. These concepts require appropriate terms and languages applicable to strategic management situations in performing the strategic management process, and to important issues when organizing a strategic management plan. 3 semester credits

MGT 650 – Project Management

This course enhances students' ability to function in a project leadership role. While exploring the project life cycle, they gain experience in project portfolio management including budgeting and timeline management. Projects are designed using project modeling methods that may include graphs or bar charts, and will include program evaluation review techniques (PERT) and critical path method (CPM) to produce project plans that are applicable to solutions for the business world. 3 semester credits

MGT 655 – Financing Entrepreneurial Ventures

This course covers important tools and skills necessary to create and grow a successful new venture. New venture creation practices challenge students to think critically about the process of becoming an Entrepreneur, and to become immersed in the dynamics of launching and growing a new business/company. This course explores entrepreneurship, innovation, new venture creation, entrepreneurial process, information sources, advisory services using consultants, the role of government, preparing the business plan, financial issues in new ventures, legal issues in new venture creation, acquiring an existing business, deal structure, and managing the growth enterprise. 3 semester credits

MGT 657 – Case Studies in Global Entrepreneurship

This course covers the entrepreneurial "mindset" and essential strategic needs of entrepreneurial ventures in a cross-global context. Also, the course covers global models, and working knowledge of global orientation toward entrepreneurial strategy. The student benefits from direct experience with various entrepreneurial companies through cases, where they take on the role of Consultants to address significant management and strategy problems identified by the companies. Cultural differences in approaching entrepreneurship in a team setting across the globe are also covered. 3 semester credits

MGT 660 – Strategic Entrepreneurship

This course covers the role of entrepreneurship in business development, management, and leadership. It offers the key elements, different personality styles, and decision-making strategies that entrepreneurs display. The course covers the nature of business opportunity and ways to recognize, create, and distribute wealth. Emphasis is placed on the resources available to entrepreneurs, types of markets and hierarchies, networks and extended organizations. 3 semester credits

MGT 662 – Entrepreneurship and Small Business Management

Entrepreneurship and small business management is a focused business course designed to provide students with the needed skills to effectively organize, develop, create, and manage their own business. It introduces the traits and characteristics of successful entrepreneurs. The course provides necessary information to determine the suitability of starting and running a business; measure expectations with practical aspects of running a business; formulate a step-by-step approach for conceiving, executing, and launching a business venture; and develop skills in finance, employee relations, and marketing. It helps the entrepreneur to select and shape a new venture business idea, with emphasis placed on identifying and evaluating entrepreneurial opportunities. 3 semester credits

MGT 665 – Exploring Entrepreneurship and Economics

This course covers the relationship between economics and potential entrepreneurial endeavors. It lists the essential areas of business ventures, financing business ventures, and capital structure of business start-ups. Also, the course examines the factors that can change an effective business plan into a profitable business venture. 3 semester credits

Marketing

MKT 226 – Principles of Marketing

This is an introductory course in the field of Marketing. Students will learn the components of the marketing system and marketing decision making and how these components relate to the marketing mix (product, price, place, and promotion). Additional topics include consumerism, the legal environment, consumer behavior, and the international market and its effect on marketing. 3 semester credits

MKT 450 – Global Marketing

This course is designed to provide a structure to formulate and implement international marketing strategies. It also covers the analysis of the contemporary global marketing environment, marketing mix issues and decisions in international markets, global competitive analysis and strategy, organizing for international marketing, and current problems and practices in multinational firms. 3 semester credits

MKT 452 – Advertising

This course covers the principles and practices of advertising and strategic planning in advertising as well as the effects of advertising in the marketing concept. The course emphasizes the strengths and weaknesses of media alternatives, budgeting procedures, buying interaction, and negotiation with media sales personnel. 3 semester credits

MKT 456 – Consumer Behavior

This course emphasizes the understanding of the processes that influence the acquisition, consumption, and disposition of private and public sector goods and services. A comprehensive study of behavioral models and concepts to help understand, evaluate, and predict consumer behavior in terms of marketing implications will also be covered. Determinants of consumer behavior are explored to gain understanding of the complex forces that affect the marketplace. 3 semester credits

MKT 517 – Marketing

This course introduces the students to the marketing management's role as an important component of an organization's total business strategy It includes intensive study of marketing management with an emphasis on the marketing environment, development of marketing strategies, and integration of marketing with other functional areas of business. From a broader perspective, this course explores the importance of marketing and how it has influenced the various companies and industries. Tactical decisions for successful marketing are also covered, including connecting with customers, shaping market offers, branding, and more. 3 semester credits

MKT 525 – Integrated Retail Management

This course presents an integrated approach to retail management that includes a combination of activities associated with selling goods and providing services directly to the final consumer for personal and household use. Topics include the activities of retail establishments such as retail strategy development, understanding the customer, retail information systems, market and location selection, merchandise buying and handling, financial operations management, human resource management, operations management, store layout and design, law and ethics, and retail tactics. 3 semester credits

MKT 545 – Purchasing and Supply Chain Management

This course covers the many ways supply chain performance influences operational and financial risks along with reputation risks. The challenges of managing costs containment and improvement along with revenue enhancement are emphasized. Other topics include creating a superior internal relationship and meeting knowledge management needs. 3 semester credits

MKT 558 – Global Marketing Policy

This course provides students with systematic ways to formulate effective global marketing strategies. Topics include ways to select country markets; enter markets; develop branding, product, services, pricing, distribution and communications strategies that are global in scope; and create a global marketing organization. The analysis of the contemporary global marketing environment, marketing mix issues and decisions in international markets, global competitive analysis and strategy, organizing for international marketing, current problems and practices in multinational firms are also included. 3 semester credits

MKT 640 – e-Commerce Models and Applications

This course covers the essentials of electronic commerce from implementation to management as well as assessment of the major opportunities, limitations, issues, and risks. It covers systematic knowledge of e-commerce environments from a technological and business strategy and marketing viewpoint. It embarks on appraising emerging technologies in all aspects of e-commerce and legislative developments. Upshots are based on three broad areas such as cognitive knowledge, managerial know-how, and technical skills. The course provides the entrepreneur with necessary skills to develop entrepreneurship qualities, create, articulate, and market an E-Commerce initiative, as well as developing leadership skills. 3 semester credits

MKT 645 – Marketing Research in Consumer Behavior

This course covers the need to understand consumer behavior in order to effectively formulate a marketing strategy that includes research in consumer behavior in the market place. Ethical issues, cultural differences, and consumers as decision makers are presented to support a sound marketing effort. 3 semester credits

APPENDIX A:
INTELLECTUAL PROPERTY

APPENDIX A: INTELLECTUAL PROPERTY

The following policy is excerpted from California Intercontinental University's internal policy manual.

Intellectual Property Policy

This policy provides guidance regarding the use and creation of intellectual property at California Intercontinental University. While the definition of intellectual property, very broadly, means the legal rights which result from intellectual activity in the industrial, scientific, literary and artistic fields, this policy is focused on products related to course and program development and instructional practices in the online learning environment. It is the responsibility of all faculty, staff, students and anyone using the facilities or resources of California Intercontinental University to read, understand and follow this policy.

Definitions

Copyright: The exclusive right of an author to reproduce and create derivative works from original works of authorship that are fixed in a tangible medium which are not in the Public Domain and thus, protected under United States Copyright Law Title 17 of the U.S. Code.

Covered Individuals: All individuals employed or under contract by the College, enrolled at the College, attending courses at the College, and/or using the facilities or resources of the College are subject to this policy.

Intellectual Property: Includes, but is not limited to, any works of authorship, computer software, invention, discovery, creation, know- how, trade secret, technology, scientific or technological development, research data, regardless of whether subject to legal protection such as copyright.

Public Domain: The status of work that are not protected by copyright.

Work Made for Hire: Work prepared by an employee within the scope of employment, or work under contract that specifies the product to be a work for hire.

Compliance with Copyright and Intellectual Property Law

Anyone who believes that any faculty, staff, or student of the College has infringed on their rights as a copyright owner should contact the Chief Academic Officer with the following information:

- Complete name, mailing address, email address, phone and fax numbers
- Information about the copyrighted material (URL, book title, etc.)
- The URL of the College site which has the infringing material
- Any other information supporting the claim.

California Intercontinental University will apply measures to protect against unauthorized access (e.g. limiting transmission to students enrolled in a particular course) and requires that only lawfully acquired copies of copyrighted works are used.

APPENDIX B:
TRADEMARK POLICY

APPENDIX B: TRADEMARK POLICY

The following policy is excerpted from California Intercontinental University's internal policy manual.

Policy on Using California Intercontinental University Logos, Trademarks and Licensed Graphics, and Web Templates

- To ensure proper use and application of California Intercontinental University trademarks
- To strengthen the California Intercontinental University brand through relationships with retailers, licensees, campus departments, student organizations, alumni, and friends

California Intercontinental University has an established policy to control the use of the name, abbreviations, symbols, emblems, logos, slogans, and other terminology associated with the University. California Intercontinental University protects and enhances its reputation by assuring that its trademarks appear only on quality products with minimal liabilities to both California Intercontinental University and any purchasers of these products. These include the use of the name, abbreviations, symbols, emblems, logos, slogans, and other terminology associated with the University. Any use of a California Intercontinental University trademarks without the University's express written consent is prohibited. Unauthorized use is a trademark infringement. Any productions or sale of unauthorized products or services is a violation of the federal Lanham Trademark Act of 1946, the federal Trademark Act of 1984. All standard graphics, photographs, and text of the California Intercontinental University Home Page and connected pages displaying the California Intercontinental University logos and logotype are copyrighted and trademarked by California Intercontinental University. Redistribution or commercial use are prohibited.

APPENDIX C:
STATE AUTHORIZATION

APPENDIX C: STATE AUTHORIZATION

Alabama
Alabama Commission on Higher Education, Office of Institutional Effectiveness and Planning
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Alabama Department of Postsecondary Education, Office of Private School Licensing Division
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Alabama Office of the Secretary of State
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Alaska
Alaska Commission on Postsecondary Education, Program Coordinator for Institutional Authorization
Status: Exempt

California Intercontinental University is exempt from authorization under AS 14.48 because the program is online or distance delivered and does not have a physical presence in the state. 20 AAC 17.900 (a)(12) defines physical presence as presence of a facility, faculty, or staff within the state; in this paragraph, "faculty" and "staff" do not include site supervisors or mentors for local internships or practice, or adjunct personnel.

Arizona
Arizona State Board for Private Postsecondary Education
Status: Not regulated

Arkansas
Arkansas Department of Higher Education
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Arkansas State Board of Private Career Education
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

California
California Bureau for Private Postsecondary Education
Status: Approved

Colorado
Colorado Department of Higher Education, Division of Private Occupational Schools
Status: Not regulated

Colorado Commission on Higher Education, Degree Authorization Act
Status: Not regulated

Connecticut
Connecticut Office of Higher Education, Office of Financial and Academic Affairs for Higher Education
Status: Not regulated

Delaware
Delaware Department of Education
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

District of Columbia
DC Education Licensure Commission
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Florida
Florida Department of Education, Commission for Independent Education
Status: Not regulated

Georgia
Georgia Nonpublic Postsecondary Education Commission
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Idaho
Idaho State Board of Education
Status: Not regulated

Illinois
Illinois Board of Higher Education
Status: Authorized

Illinois State Board of Education
Status: Authorized

Indiana
Indiana Commission for Higher Education
Status: Authorized

Indiana Board for Proprietary Education
Status: Authorized

Indiana Department of Workforce Development, Office for Career and Technical Schools (OCTS)
Status: Not regulated

Iowa
Iowa College Student Aid Commission
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Kansas
Kansas Board of Regents
Status: Not regulated

Kentucky
Kentucky Commission on Proprietary Education
Status: Not regulated

Kentucky Council on Postsecondary Education
Status: Not regulated

Louisiana
Louisiana Board of Regents
Status: Not regulated

Maine
Maine Department of Education, Office of Higher Education
Status: Exempt

Maryland
Maryland Higher Education Commission
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Massachusetts
Massachusetts Department of Higher Education
Status: Not regulated

Michigan
Michigan Department of Licensing and Regulatory Affairs, Bureau of Commercial Services, Licensing Division
Status: Licensed

Minnesota
Minnesota Office of Higher Education
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Mississippi
Commission on Proprietary School and College Registration
Status: Not regulated

Mississippi Commission on College Accreditation
Status: Not regulated

Missouri
Missouri Department of Higher Education
Status: Not regulated

Montana
Montana University System, Office of the Commissioner of Higher Education
Status: Authorized

Nebraska
Nebraska Coordinating Commission for Postsecondary Education
Status: Not regulated

Nebraska Department of Education, Private Postsecondary Career Schools
Status: Not regulated

Nevada
Nevada Commission on Postsecondary Education
Status: Exempt

New Hampshire
New Hampshire Department of Education, Division of Higher Education
Status: Exempt

New Jersey
New Jersey Department of Labor and Workforce Development
Status: Not regulated

New Jersey Secretary of Higher Education
Status: Not regulated

New Mexico
New Mexico Higher Education Department
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

New York
New York State Department of Education, Bureau of Proprietary School Supervision
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

New York State Department of Education, Office of College and University Evaluation
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

North Carolina
North Carolina Community College System, Office of Proprietary School Services
Status: Not regulated

The University of North Carolina Board of Governors, General Administration
Status: Not regulated

North Dakota
North Dakota Department of Career and Technical Education
S*tatus:* Not regulated

North Dakota State Board for Higher Education
Status: Exempt

Ohio
Ohio Board of Regents
Status: Not regulated

Ohio State Board of Career Colleges and Schools
Status: Not regulated

Oklahoma
Oklahoma Board of Career and Technology Education
Status: Not regulated

Oklahoma State Regents for Higher Education
Status: Not regulated

The Oklahoma Board of Private Vocational Schools
Status: Not regulated

Oregon
Oregon Department of Education, Private and Career Schools Office
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Oregon Higher Education Coordinating Commission, Oregon Office of Degree Authorization
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

Pennsylvania
Pennsylvania Department of Education
Status: Registered

Rhode Island
Rhode Island Board of Governors for Higher Education, Rhode Island Office of Higher Education, Academic and Student Affairs
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

South Carolina
South Carolina Commission on Higher Education
Status: Not regulated

South Dakota
South Dakota Secretary of State, Postsecondary Education
Status: Not regulated

Tennessee
Tennessee Higher Education Commission
Status: Not regulated

Texas
Texas Higher Education Coordinating Board
Status: Not regulated

Texas Workforce Commission
Status: Not regulated

Utah
Utah Division of Consumer Protection
Status: Exempt

Vermont
Vermont State Board of Education
Status: Not regulated

Virginia
State Council for Higher Education in Virginia, Private and Out-of-State Postsecondary Education
Status: Not regulated

Washington
Washington Student Achievement Council
Status: Not regulated

Washington Workforce Training and Education Coordinating Board
Status: Exempt

Washington D.C.
DC Education Licensure Commission
Status: Not currently pursuing new students in this state; current students will be allowed to complete their program

West Virginia
West Virginia Higher Education Policy Commission
Status: Exempt

West Virginia Council for Community and Technical College Education
Status: Not regulated

Wisconsin
Wisconsin Educational Approval Board
Status: Exempt

Wyoming
Wyoming Department of Education
Status: Authorized

APPENDIX D:
REGULATORY DISCLOSURE

APPENDIX D: REGULATORY DISCLOSURE

Pursuant to the revised 2017 regulations from the Bureau for Private Postsecondary Education (BPPE), we are required to disclose that California Intercontinental University does not have any pending petitions in bankruptcy, is not operating as a debtor in possession, has not filed a petition within the preceding five years and has not had a petition in bankruptcy filed against the institution within the preceding five years that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code (111 U.S. C. Sec 1101 et seq.).