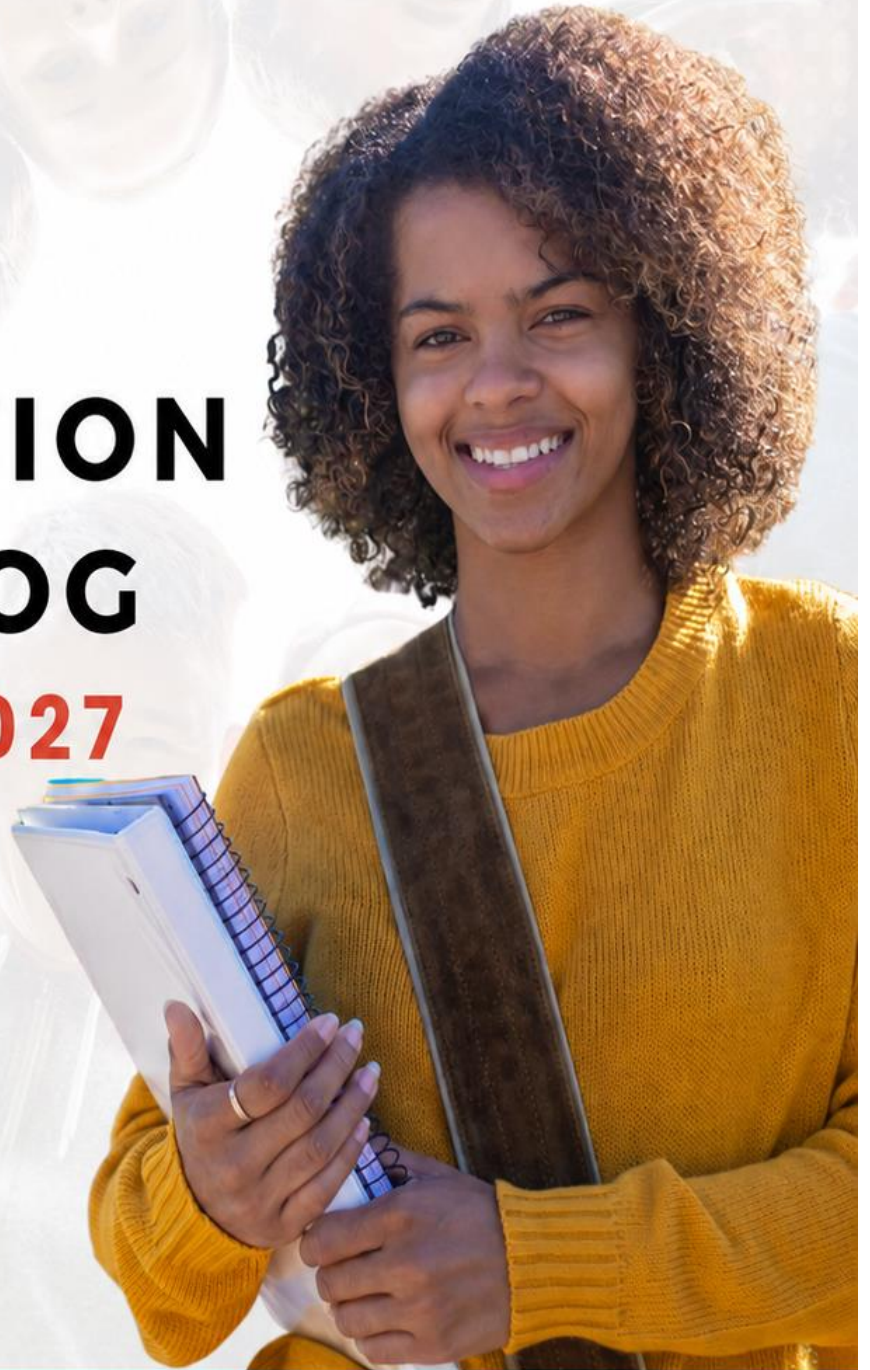


Effective November 2026



WORLD ADVANCED UNIVERSITY

INSTITUTION CATALOG 2026 - 2027



VOL. IV

 (305) 796-9227  www.wau.university  info@wau.university

8200 NW 41st Street, Suite 200, Office 225, Doral, Florida 33166

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MESSAGE FROM OUR PRESIDENT



Welcome to World Advanced University!

We are a global community made up of individuals, students, professors, administrators, and community members, all united by an ambitious mission to develop, select and impart practical knowledge to students in the United States and around the world.

Our goal is to prepare our students to create value for themselves, their families, their organizations, and their communities. We achieve this by creating online learning environments that are student-centered, flexible and accessible, providing effective learning experiences. The most crucial aspect of the mission is to impart high-quality education that prepares our students for work and life.

At the World Advanced University, our students are our main focus in everything we do. Learning is a bridge to the future: it is an engine of transformation, an opportunity to change lives and a commitment to the development of society. We teach the skills our students need, working diligently to establish a mutual commitment to our mission and the success of each member of the community.

Success in this journey depends on your effort, discipline, and passion for learning.

Sincerely,

Miguel Muñoz

Dr. Miguel Muñoz

Rector

GENERAL INFORMATION

OUR MISSION

World Advanced University's mission is to educate professionals with a high human component and social commitment, generate knowledge and transfer it to society with the intention of impacting its development through the role played by instructors, students, and graduates.

OUR VISION

World Advanced University aspires students in their effort toward their pivotal success, focusing on sustainable development and human rights.

LEGAL CONTROL

World Advanced University is a DBA privately owned by **World Advanced University LLC** registered with the Florida Department of Corporations as a For-Profit company. **World Advanced University LLC** is wholly owned by **World Education Consultants, Inc., Mr. Marcelino Munoz Sanchez** owns 51% of **World Education Consultants, Inc.**

FACILITIES

World Advanced University has its administrative office located at **8200 NW 41st Street, Suite 200, Office 225 Doral, Florida 33166**. The school is located in the beautiful city of Doral, Florida and encompasses **1,100 sq. ft.** of classroom space, including staff quarters, two shared meeting rooms and a shared lounge. A reception area and shared copy room, along with a cafeteria area can also be found on the premises. The school also has private bathrooms and access to elevators and stairs. The location is secured with building PIN entrance for access outside of office hours. Wi-Fi access is open for personnel and visitors throughout the facility. The building is in full compliance with all required safety, fire, and sanitization departments with disability access throughout and free parking garage.

STATEMENT OF LICENSURE

World Advanced University is licensed by the Florida Commission for Independent Education, Florida Department of Education, License #**13013**. Additional information regarding this institution may be obtained by contacting the Commission at: 325 West Gaines St., Suite 1414 Tallahassee, FL, 32399-0400; Toll Free telephone number (888) 224-6684 (www.fldoe.org/cie).

ACADEMIC CALENDAR

World Advanced University operates on a Semester-based calendar. Each academic year is divided into three semesters of 16 weeks, each described as Fall, Spring, and Summer. Each semester has four (4) Terms (Term A, Term B, Term C, Term D). Programs are designed so students may enroll at the beginning of any semester.

Spring 2026		
Registration Period	12/01/2025	12/21/2025
Last day to add/drop classes	01/12/2026	
Semester Schedule	01/05/2026	04/26/2026
SAP Checkpoint - Term A	01/05/2026	02/01/2026
SAP Checkpoint - Term B	02/02/2026	03/01/2026
SAP Checkpoint - Term C	03/02/2026	03/29/2026
SAP Checkpoint - Term D	03/30/2026	04/26/2026
<u>Observed Holidays</u> Martin Luther King Day January 19, 2026		

President's Day February 16, 2026
 Spring Break: April 27 – May 03, 2026

Summer 2026		
Registration Period	04/01/2026	05/03/2026
Last day to add/drop classes	05/11/2026	
Semester Schedule	05/04/2026	08/23/2026
SAP Checkpoint - Term A	05/04/2026	05/31/2026
SAP Checkpoint - Term B	06/01/2026	06/28/2026
SAP Checkpoint - Term C	06/29/2026	07/26/2026
SAP Checkpoint - Term D	07/27/2026	08/23/2026
<u>Observed Holidays</u> Memorial Day May 25, 2026 Independence Day July 3, 2026, Juneteenth June 19, 2026 Summer Break: August 24 – August 30, 2026		

Fall 2026		
Registration Period	08/01/2026	08/30/2026
Last day to add/drop classes	09/14/2026	
Semester Schedule	08/31/2026	12/20/2026
SAP Checkpoint - Term A	08/31/2026	09/27/2026
SAP Checkpoint - Term B	09/28/2026	10/25/2026
SAP Checkpoint - Term C	10/26/2026	11/22/2026
SAP Checkpoint - Term D	11/23/2026	12/20/2026
<u>Observed Holidays</u> Labor Day September 7, 2026 Columbus Day October 12, 2026 Veterans Day November 11, 2026 Thanksgiving November 26 - 27, 2026 Winter Break December 21 – January 4, 2027		

Spring 2027		
Registration Period	12/01/2026	12/21/2026
Last day to add/drop classes	01/11/2027	
Semester Schedule	01/04/2027	04/25/2027
SAP Checkpoint - Term A	01/04/2027	01/31/2027
SAP Checkpoint - Term B	02/01/2027	02/28/2027
SAP Checkpoint - Term C	03/01/2027	03/28/2027
SAP Checkpoint - Term D	03/29/2027	04/25/2027
<u>Observed Holidays</u> Martin Luther King Day January 18, 2027 President's Day February 15, 2027 Spring Break: April 26 – May 02, 2027		

INSTRUCTIONAL SEMESTER

- **Full-Time Student:** Can take between 9 to 12 Credits per semester.
- **Part-Time Student:** Can take between 3 to 6 Credits per semester.
- **Academic Year:** Beginning September 1st through August 31st.
- **Semester:** There are three semesters which contain 16 weeks of instruction.
- **Semester Descriptions:** Fall, Spring, and Summer.
- **Add-Drop Period:** Occurs during the first week (7 days) of each semester.

LANGUAGE OF DELIVERY

World Advanced University programs are offered in Spanish and English languages.

COMPLETING A COURSE OR PROGRAM IN ANOTHER LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

OFFICE HOURS

World Advanced University Administrative Office is open Monday through Friday, from 9:00 AM to 5:00 PM EST. For your convenience, our email system operates 24/7. Students may send inquiries at any time to support@world-advanced.university

TUITION

Graduate Programs	Tuition/Credit	Credits	Tuition Cost
Master of Business Administration	\$120.00	36	\$4,320.00
Master of Science in Educational Sciences	\$120.00	36	\$4,320.00
Master of Science in Social Science	\$120.00	36	\$4,320.00

Undergraduate Programs	Tuition/Credit	Credits	Tuition Cost
Bachelor of Science in Business Administration	\$100.00	120	\$12,000.00
Bachelor of Science in Information Technology	\$100.00	120	\$12,000.00
Bachelor of Science in Organizational Psychology	\$100.00	120	\$12,000.00

FEES

Fees	Cost
Application Fee (non-refundable as per the refund policy)	\$150.00
Foreign Credentials Evaluation	\$120.00
Transfer Credit	\$150.00
PLA Credit Grant Resolutions (Bachelor)	\$120.00
PLA Credit Grant Resolutions (Master)	\$100.00
Technology (each academic term)	\$20.00
Library Fee	\$5.00
Course Re-Entry (additional tuition fee may apply)	\$35.00
Late Payment Fee	\$35.00
Returned Checks	\$35.00
Withdrawal Processing Fee	\$35.00
Graduation Fee	\$250.00
Official Transcript (first one is free)	\$25.00
Hague Apostille	\$100.00

- Textbook(s) must be purchased by students separately and are not included in course tuition, a reasonable \$1,200.00 to \$1,900.00 for the graduate programs. Textbooks for undergraduate programs are \$1,900.00 to \$2,500.00
- Students must allow two weeks for processing receipts which are requested to be sent by mail or fax.
- Types of Payment: Visa, MasterCard, Bank Wire, Check or Flywire.
- Tuition is subject to change.

CANCELLATION & REFUND POLICY

If a student wishes to cancel his or her enrollment either prior to or after classes have begun, they must notify the institution in person, by electronic mail, or certified mail. The cancellation shall be effective on the date the notice is postmarked.

1. Cancellation can be made in person, by electronic mail, by certified mail, or last date of attendance by the student or date of written notice received.
2. All monies will be refunded if the school does not accept the applicant or if the student cancels within five (5) business days after signing the enrollment agreement and making initial payment.
3. Cancellation after the fifth (5th) Business Day, but before the first class, results in a refund of all monies paid, except for the Application fee (not to exceed \$150.00).
4. The drop/add period is the first week of classes. There will be a refund of all tuition and fees except Application fee if the student withdraws on or during the drop/add week. There will be no refund after the drop/add week.
5. **Termination Date:** In calculating the refund due to a student, the last date of actual attendance by the student is used in the calculation.
6. Refunds will be made within 30 days of termination of student enrollment or receipt of Cancellation Notice from student.

COURSE & PROGRAM CANCELLATION

Students who have registered for a course or a program that is cancelled by World Advanced University will be given the opportunity to register for another course or receive a full refund of tuition and fees associated with that course.

ACADEMIC INFORMATION

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION

Program Objective:

Upon completion of the program, students will be able to:

1. Demonstrate a comprehensive understanding of the strategic management process, including the ability to assess industry attractiveness and analyze the competitive environment.
2. Articulate how effective leaders employ interpersonal skills to drive change, communicate a compelling vision, provide clear direction, and inspire employees.
3. Effectively apply tools and techniques of managerial accounting for informed decision-making in both day-to-day operations and long-term tactical and strategic planning.
4. Demonstrate proficiency in utilizing tools and methodologies essential for solving marketing problems, encompassing the development of marketing plans and the implementation of diverse marketing strategies.
5. Identify and analyze key concepts and theories of law addressing ethical issues that may arise and demonstrating a solid understanding of the principles of legal reasoning.
6. Apply fundamental processes, theories, and methods in business communication within the workplace and contribute to overall writing initiatives with competence.

Program Description:

The Bachelor of Science in Business Administration Program is designed to provide students with a broad understanding of business administration, as well as an in-depth understanding of the specific businesses of agriculture, human resources, and healthcare. Students will have the opportunity to develop practical, theoretical, and leadership skills in these areas to prepare them for successful careers in the business world.

It provides students with a comprehensive understanding of business theories and models applicable to significant contexts, acquiring critical problem-solving skills considering the management of innovation projects, financial aspects, and empowering decision-making with the support of information technologies.

The program provides the opportunity to learn about business leadership, management techniques, conflict resolution, human talent management, ethical aspects applied to work environments, marketing, management, business logistics, and applied information technology.

Students learn to relate the concepts of business communication and public relations, emotional intelligence, knowledge management and innovation.

Students can choose between three major tracks:

- Major in Agribusiness Management
- Major in Human Resource Management
- Major in Healthcare Management

Program Breakdown:

Course Number	Course Title	Credit Hours
GENERAL EDUCATION COURSES		30
ENG 101	English Composition I	3
ALG 102	College Algebra	3
PSY 103	General Psychology	3
ENV 104	Environmental Science	3
COM 105	Introduction to Communication	3
ENG 201	English Composition II	3
STA 202	Applied Probability and Statistics	3
PHI 201	Introduction to Philosophy	3
COM 204	Principles of Public Speaking	3
PSY 205	Critical Thinking and Logic	3
CORE COURSES		66
BUS 210	Introduction to Administration	3
ETH 220	Ethics and Corporate Social Responsibility	3
ECO 230	Introduction to Economics	3
ORG 240	Organizational Behavior	3
BUS 250	Business Innovation Management	3
FIN 260	Financial Accounting	3
BUS 270	Business Sales and Marketing	3
MAN 280	Strategic Management	3
ISM 290	Business Information Systems	3
OPA 300	Operative Administration	3
MAR 310	E-commerce and Digital Marketing	3
BUS 320	Business Logistics and Supply Chain Management	3
MAN 330	Enterprise Quality Management	3
HRM 340	Human Resources Management	3
FIN 350	Business Finance	3

LED 360	Leadership and Business Decision Making	3
FIN 370	Financial Analysis	3
MAN 380	Business Project Management	3
COM 390	Communication and Business Public Relations	3
EIM 400	Emotional Intelligence and Managerial Skills	3
NTR 410	Negotiation Techniques and Conflict Resolution	3
MAN 420	Knowledge Management and Innovation	3
Students must choose a minimum of one (1) Concentration		
Agribusiness Management		24
MAN 450	Introduction to Agribusiness Management	3
MAN 455	Economics and Agrarian Policy	3
MAN 460	Agricultural and Livestock Production Systems	3
MAN 465	Marketing and Sales in the Agribusiness Industry	3
MAN 470	Logistics and Marketing of Agricultural Products	3
MAN 475	Financial Management of Agricultural Businesses	3
MAN 480	Risk Assessment and Management in Agribusiness	3
MAN 490	Agribusiness and Environment	3
Human Resource Management		24
HRM 450	Strategic Planning of Human Resources	3
HRM 455	Recruitment and Staff Selection	3
HRM 460	Performance Evaluation	3
HRM 465	Training and Staff Development	3
HRM 470	Compensation and Benefits for Staff	3
HRM 475	Design of Compensation Systems	3
HRM 480	Labor Relations and Conflicts at Work	3
HRM 490	Organizational Change Management	3
Healthcare Management		24
HLC 450	Introduction to Health Management	3
HLC 455	Health Systems and Public Policies	3
HLC 460	Management of Health Resources and Services	3
HLC 465	Information Systems and Technology in Health	3
HLC 470	Quality and Safety in Health Services	3
HLC 475	Planning and Evaluation of Health Services	3
HLC 480	Ethics and Social Responsibility in Health Management	3
HLC 490	Quality Management in the Healthcare Industry	3
TOTAL		120

BACHELOR OF SCIENCE IN INFORMATION TECHNOLOGY

Program Objective:

The Bachelor of Science in Information Technology Program will:

1. Provide students with a solid background in information technology and its application in a variety of business and technological contexts.
2. Develop abilities and skills in the administration of databases, networks, and information systems, to be able to work in complex environments.
3. Train students in critical and problem-solving skills to apply in solving business and technological problems.

4. Provide students with a thorough understanding of cybersecurity, including cyberattack prevention, intrusion detection, and incident response.
5. Train students in a deep understanding of cloud infrastructure and its application in the management and analysis of large data sets.
6. Provide students with a deep understanding of automation and control systems, their design, implementation, and management.
7. Foster critical thinking and students' ability to communicate their ideas effectively both orally and in writing.
8. Train students in communication and teamwork skills to work effectively in business and technological environments.

Program Description:

The Bachelor of Science in Information Technology Program helps students gain competencies, skills, and in-depth understanding of cutting-edge tools and technologies used in cybersecurity, cloud infrastructure, and automation and control.

The curriculum is designed for leaders who work with software, networks, data mining and analysis, information security, artificial intelligence, industrial process automation and in technological innovation ventures for organizations.

Provide students with a deep understanding of cloud infrastructure and its application in managing and analyzing large data sets, in designing and programming control systems to optimize production, and in developing innovative automation solutions.

Students will learn to identify and mitigate security risks, investigate security incidents, and implement controls to protect critical information and information systems.

Students can choose between three major tracks:

- Major in Cybersecurity
- Major in Cloud Infrastructure
- Major in Automation and Control

Program Breakdown:

Course Number	Course Title	Credit Hours
GENERAL EDUCATION COURSES		30
ENG 101	English Composition I	3
ALG 102	College Algebra	3
PSY 103	General Psychology	3
ENV 104	Environmental Science	3
COM 105	Introduction to Communication	3
ENG 201	English Composition II	3
STA 202	Applied Probability and Statistics	3
PHI 201	Introduction to Philosophy	3
COM 204	Principles of Public Speaking	3
PSY 205	Critical Thinking and Logic	3

CORE COURSES		66
INT 210	Computer Architecture	3
ETH 220	Ethics and Corporate Social Responsibility	3
INT 230	Programming I	3
ORG 240	Organizational Behavior	3
INT 250	Data Structure and Algorithms	3
INT 260	Analysis and Design of Systems	3
INT 270	Programming II	3
INT 280	Distributed Systems and Networks	3
ISM 290	Business Information Systems	3
INT 300	Information Security Fundamentals	3
INT 310	Web Programming	3
INT 320	Decision Support Systems	3
INT 330	Cloud Computing	3
HRM 340	Human Resources Management	3
INT 350	Data Analysis and Data Mining	3
LED 360	Leadership and Business Decision Making	3
FIN 370	Financial Analysis	3
INT 380	Audit and Information Security Management	3
COM 390	Communication and Business Public Relations	3
ARI 400	Introduction to Artificial Intelligence	3
ENT 410	Entrepreneurship and Technological Innovation	3
ITM 420	Information Technology Project Management	3
Students must choose a minimum of one (1) Concentration		
Major in Cybersecurity		24
CYB 450	Analysis of Risks and Threats	3
CYB 455	Cybersecurity Fundamentals	3
CYB 460	Cryptography and Information Security	3
CYB 465	Digital Forensic Analysis	3
CYB 470	Critical Infrastructure Protection	3
CYB 475	Cybersecurity Research	3
ETH 480	Ethical Hacking and Penetration Testing	3
CYB 490	Incident Management and Business Continuity	3
Major in Cloud Infrastructure		24
CLO 450	Cloud Infrastructure Services	3
CLO 455	Cloud Platform Services	3
CLO 460	Software Services	3
CLO 465	Implementation and Migration	3
CLO 470	Monitoring and Automation in the Cloud	3
CLO 475	Cloud Administration and Management	3
CLO 480	Security and Compliance in the Cloud	3
CLO 490	Cost Analysis and Optimization in the Cloud	3
Major in Automation and Control		24
AUT 450	Automation Fundamentals	3
AUT 455	Industrial Process Control	3
AUT 460	Programming of Programmable Logic Controllers (PLC)	3
AUT 465	Motion Control and Industrial Robotics	3
AUT 470	Automation of Manufacturing Processes	3
AUT 475	Control Systems Integration	3

AUT 480	Automation of Electrical and Electronic Systems	3
AUT 490	Maintenance and Diagnosis of Automated Systems	3
TOTAL:		120

BACHELOR OF SCIENCE IN ORGANIZATIONAL PSYCHOLOGY

Program Objective:

Graduates of the Bachelor of Science in Organizational Psychology will be able to:

1. Develop a theoretical and practical understanding of the principles of industrial and organizational psychology.
2. Provide practical skills in human resource management, including personnel selection and evaluation, training and skills development, job motivation and satisfaction, and organizational behavior.
3. Promote the ability to analyze and solve problems in the workplace, including decision-making and conflict resolution.
4. Develop effective communication and leadership skills to work with work teams and collaborate with other professionals in the work environment.
5. Foster a critical understanding of diversity and inclusion in the workplace and how to address the challenges related to globalization and work culture.
6. Provide an understanding of the ethical and social responsibility implications in the practice of industrial and organizational psychology.
7. Provide a solid foundation in research and statistics applied to industrial and organizational psychology, in order to improve data-based decision-making and evidence-based practice.
8. Prepare students to work in different sectors, including companies, nonprofit organizations, government institutions, and consulting.

Program Description:

The Bachelor of Science in Organizational Psychology Program is designed to prepare students to understand and apply the principles of psychology in the work environment. Students will acquire knowledge and practical skills in human resource management, personnel selection and evaluation, training and skills development, organizational behavior, communication, work culture, coaching and mentoring in work environments.

PLEASE NOTE: THIS PROGRAM WILL NOT LEAD OR QUALIFY STUDENTS TO LICENSURE UPON GRADUATION. IN ADDITION, THE TRANSFER OR ACCEPTABILITY OF CREDITS OR DEGREE IS AT THE DISCRETION OF THE ACCEPTING INSTITUTION.

Program Breakdown:

Course Number	Course Title	Credit Hours
GENERAL EDUCATION COURSES		30
ENG 101	English Composition I	3
ALG 102	College Algebra	3
PSY 103	General Psychology	3
ENV 104	Environmental Science	3
COM 105	Introduction to Communication	3
ENG 201	English Composition II	3
STA 202	Applied Probability and Statistics	3
PHI 201	Introduction to Philosophy	3

COM 204	Principles of Public Speaking	3
PSY 205	Critical Thinking and Logic	3
CORE COURSES		90
PSY 210	Industrial and Organizational Psychology	3
PSY 220	Research Methods in Psychology	3
PSY 230	Social Psychology	3
ORG 240	Organizational Behavior	3
PSY 250	Personality Theories	3
DAJ 260	Design and Analysis of Jobs	3
TDJ 270	Training and Development of Job Skills	3
SEP 280	Selection and Evaluation of Personnel	3
PSY 290	Psychology of Motivation and Leadership	3
PSY 300	Psychometry	3
ETH 310	Ethics of the Psychologist	3
ORG 320	Evaluation of the Organizational Climate and Culture	3
STA 330	Data Analysis in Psychology	3
PEF 340	Performance Evaluation and Feedback	3
EIN 350	Emotional Intelligence	3
TDA 360	Training and Development Needs Assessment	3
PSY 370	Psychology of Innovation and Creativity at Work	3
MAR 380	Consumer Behavior and Marketing	3
PSY 390	Psychology of Compensation and Benefits	3
HRM 400	Labor Relations and Collective Bargaining	3
LED 410	Theories of Motivation and Leadership	3
PSY 420	Educational Psychology	3
PSY 450	Occupational Health Psychology	3
PSY 455	Psychology of Work Groups and Teams	3
MAN 460	Decision Making and Conflict Resolution	3
BUS 465	Ethics and Social Responsibility at Work	3
PSY 470	Psychology of Diversity and Labor Inclusion	3
PSY 475	Psychology of Globalization and Cultural Diversity at Work	3
COA 480	Coaching and Mentoring at Work	3
MAN 490	Change Management in Organizations	3
TOTAL:		120

MASTER OF BUSINESS ADMINISTRATION

Program Objective:

Graduates of the Master of Business Administration will be able to:

1. Establish a logical order of the necessary steps to be followed to effectively achieve goals to ensure a project's success.
2. Develop the ability to have a 360-degree perspective and interpret reality to bridge the gap with the rest of the organization, and, thus, achieve common goals.
3. Determine monthly, weekly, or daily production of a company taking into account current conditions, such as the market, customer behavior, the performance of vendors, or possible changes.
4. Learn how to provide the best possible experience for your customers, with product and service positioning strategies to offer them value and connect with them, encouraging them not only to buy, but also to become part of your community.

5. Measure, process, analyze, and report information about what happens on a website to conclude, optimize, and develop new strategies that help you sell more or attract more customers and identify your audience and connect with it.
6. Optimize a company's operations by using technology to your advantage to reduce or eliminate redundancies, errors, and workflow delays, as well as speed up the automation of specific tasks.
7. Formulate and implement the main objectives and initiatives of organizations based on the consideration of their resources and an assessment of the ecosystems in which they compete so as to propose a path that involves developing policies and tailor-made plans.
8. Promote positive outcomes through your ability to identify a problem, take logical steps to find the desired solution, and monitor and evaluate the implementation of that solution.

Program Description:

The Master of Business Administration Program is designed to prepare students for leadership roles in the operational and managerial facets of projects. It provides individuals with the essential tools to guide organizations through technological innovation and high profitability.

The mission is to nurture the development of professionals who excel not only in managing project innovation and programs but also in developing and operationalizing project management systems and policies within organizations.

Within this program, students will develop the skills necessary to navigate and oversee projects in a fast-paced global business environment, utilizing contemporary techniques and virtual teams. The curriculum offers tools to master the technical aspects of the field while fostering skills in management and leadership.

Students have the option to choose from three major tracks:

- Business Administration
- Digital Marketing & E-commerce
- Project Innovation Management

Program Breakdown:

Course Number	Course Title	Credit Hours
CORE COURSES		24
BUS 500	Business in the Global Economy	3
LED 520	Leadership and Organizational Behavior	3
MAN 540	Operations Management	3
MAR 560	Marketing and Sales Management	3
FIN 600	Financial Decision Making	3
STA 610	Quantitative and Qualitative Methods for Decision Making	3
CIS 620	Information Technology Management	3
LEG 640	Business Law and Ethics	3
Students must choose a minimum of one (1) Concentration		
Business Administration		12
MAN 660	Managerial Skills	3
MAN 670	Corporate Finance	3
MAN 680	Financial Strategies	3
MAN 690	Business Planning Seminar	3
Digital Marketing & e-Commerce		12
MAR 660	Marketing Strategies	3

MAR 670	Global Trends in Digital Marketing	3
MAR 680	Marketing and Digital Sales	3
MAR 690	Marketing for E-commerce	3
Project Innovation Management		12
INV 660	Innovation Trend Analysis	3
INV 670	Applied Project Management	3
INV 680	Business and Innovation Strategies	3
INV 690	Quality Management	3
TOTAL:		36

MASTER OF SCIENCE IN EDUCATIONAL SCIENCES

Program Objective:

Graduates of the Master of Science in Educational Sciences Program will be able to:

1. Develop the ability to implement educational innovation projects, applying new information and communication technologies to design and develop content for teaching and learning processes.
2. Support the continuous improvement of teaching and learning processes at different levels and educational stages to respond to the new educational challenges posed by society and the globalized world.
3. Train students in the theory and practice of innovative and effective curriculum design and teaching strategies.
4. Promote critical reflection on the role of innovation in education and how it can be applied in various educational contexts.
5. Provide students with an in-depth understanding of the tools and technologies available for online education.
6. Develop skills in the planning, implementation, and evaluation of educational programs online.
7. Encourage critical reflection on the challenges and opportunities.

Program Description:

The Master of Science in Educational Sciences is a postgraduate program designed to prepare education professionals to lead and manage educational institutions and programs in an increasingly complex and changing educational environment. Students will acquire knowledge and skills in the management and leadership of education, the design and evaluation of study plans, the application of information technologies in education and the implementation of learning evaluation strategies.

Explores curriculum, instruction, and assessment issues within educational organizations. Courses in the program also address diverse issues and provide students with a global perspective on education.

This graduate program combines theory, practice, and research to develop the skills and knowledge necessary to lead and improve educational institutions, both traditional and online, and prepare students to meet the changing challenges of the educational field.

Students can choose between three major tracks:

- Major in Curriculum and Educational Innovation
- Major in Learning Assessment
- Major in Online Education Management

PLEASE NOTE: THIS PROGRAM WILL NOT LEAD OR QUALIFY STUDENTS TO LICENSURE UPON GRADUATION. IN ADDITION, THE TRANSFER OR ACCEPTABILITY OF CREDITS OR DEGREE IS AT THE DISCRETION OF THE ACCEPTING INSTITUTION.

Program Breakdown:

Course Number	Course Title	Credit Hours
CORE COURSES		24
SST 500	Strategic Studies Techniques	3
FED 520	Fundamentals of Education: Theories and Approaches	3
CDE 540	Curriculum Design and Educational Planning	3
ELD 560	Educational Psychology and Learning Development	3
CEG 600	Comparative Education and Globalization	3
LED 610	Communication and Educational Leadership	3
ERP 620	Educational Research and Program Evaluation	3
EPS 640	Educational Policies and Society	3
Students must choose a minimum of one (1) Concentration		
Curriculum and Educational Innovation		
CEI 660	Curriculum Foundations and Instructional Design	3
CEI 670	Innovative Teaching and Learning Models	3
CEI 680	Learning Assessment and Curriculum Improvement	3
CEI 690	Curriculum and Educational Transformation	3
Learning Assessment		12
LAS 660	Fundamentals of Learning Assessment	3
LAS 670	Design and Development of Evaluation Instruments	3
LAS 680	Analysis and Interpretation of Evaluation Data	3
LAS 690	Continuous Improvement of the Evaluation Process	3
Online Education Management		12
OEM 660	Online Education and Technology Management	3
OEM 670	Design and Development of Online Courses	3
OEM 680	Technological Platforms and Tools for Online Education	3
OEM 690	Management and Administration of Online Education	3
TOTAL:		36

MASTER OF SCIENCE IN SOCIAL SCIENCE

Program Objective:

Graduates of the Master of Social Science Program will be able to:

1. Train professionals with a deep understanding of the specific needs and challenges faced by older people.
2. Develop students' skills for the design, implementation, and evaluation of geriatric care programs and research projects in gerontology, social work, and occupational therapy.
3. Prepare students for interdisciplinary teamwork and foster an understanding of complementary perspectives and collaboration among specialists in gerontology, social work, and occupational therapy.
4. Develop advanced skills in social work and occupational therapy to improve the health, well-being, and quality of life of the population with special needs.
5. Promote a critical understanding of the ethical and cultural issues related to gerontology, social work, and occupational therapy.

6. Encourage curiosity, critical thinking, and creativity in the development of innovative solutions to improve the quality of life of people with special needs.

Program Description:

The Master of Social Science Program prepares students to acquire the necessary skills and knowledge to work with the geriatric population and improve their quality of life. Students will gain knowledge of senior health and wellness, health care, occupational therapy, social work, and the psychology of aging.

Students will learn through theoretical courses, practices and applied research work, the necessary skills to work with older people and improve their quality of life. They will address issues related to the role of the social worker in the care of the elderly, the identification of needs and the promotion of resources for care. Topics such as ethics in social work with the elderly, effective communication with the elderly and their families, and care service planning will also be covered.

The curriculum is logically organized, beginning with general courses that lay the foundation for social science understanding and research, and then focusing on specializations in gerontology, social work, and occupational therapy.

Students can choose between three major tracks:

- Major in Senior Adults
- Major in Community Work
- Major in Therapeutic Environments

PLEASE NOTE: THIS PROGRAM WILL NOT LEAD OR QUALIFY STUDENTS TO LICENSURE UPON GRADUATION. IN ADDITION, THE TRANSFER OR ACCEPTABILITY OF CREDITS OR DEGREE IS AT THE DISCRETION OF THE ACCEPTING INSTITUTION.

Program Breakdown:

Course Number	Course Title	Credit Hours
CORE COURSES		24
SST 500	Strategic Studies Techniques	3
SSC 520	Epistemology of the Social Sciences	3
SSC 540	Social Sciences Research Methodology	3
STA 560	Statistics Applied to the Social Sciences	3
ETH 600	Seminar on Ethics and Professional Practice	3
PSY 610	Social Studies Seminar	3
SOW 620	Social Work Seminar	3
OTH 640	Occupational Therapy Seminar	3
Students must choose a minimum of one (1) Concentration		
Senior Adults		12
GER 660	Research Methods in Older Adults	3
GER 670	Evaluation and Diagnosis of Older Adults	3
GER 680	Psychosocial Intervention for Older Adults	3
GER 690	Palliative Care in Older Adults	3
Community Work		12
SOW 660	Social Work and Social Change	3
SOW 670	Social Policies and Welfare Systems	3
SOW 680	Social Work with Vulnerable Populations	3

SOW 690	Advanced Social Work Practice	3
Therapeutic Environments		12
OTH 660	Research into Therapeutic Environments	3
OTH 670	Evaluation and Planning of Therapeutic Environments	3
OTH 680	Therapeutic Environments for Older Adults	3
OTH 690	Neurotherapeutic Environments	3
TOTAL:		36

ADMISSION REQUIREMENTS

UNDERGRADUATE ADMISSION REQUIREMENTS

All applicants must meet the following admission requirements:

1. Submit an official high school diploma or equivalent from an accredited, state licensed, or government recognized institution.
2. Submit an official valid government issued photo identification.
3. If applying with an associate degree, the applicant must submit official transcripts from an Accredited or Licensed institution. A certified translation is required of a foreign degree and must be equivalent to a U.S. Associate Degree.
4. Any document not in English must be accompanied by a certified translated copy.

Language Proficiency Assessment:

For programs offered in English: Official test results are required from one of the following:

- TOEFL internet-based score of 71+
- IELTS score of 6.0+
- Duolingo score of 100+
- PTE Academic score of 50+

The English language proficiency requirement may be waived if you meet one of the following:

- College/university English composition 101 or 102 subjects at a U.S. institution
- Completed high school program in the U.S. or Canada (except Quebec)
- 1B Higher Level English (minimum score of 4)
- AP English Literature (minimum score of 3)
- ELS Language Center Level 112 Certificate
- OHLA Advanced 2 level

For programs offered in Spanish: To assess the language skills for new or transfer students unable to provide evidence of college-level language competency, the student may be required to take an institutional language assessment.

The Spanish language proficiency requirement may be waived if you meet one of the following:

- College/university Spanish composition at a U.S. institution
- Completed high school program in Spanish
- Advanced Placement Exam (AP) in Spanish Composition with score of 3 point or higher
- An associate degree from an accredited Spanish speaking college or university

GRADUATE ADMISSION REQUIREMENTS

All applicants must meet the following admission requirements:

1. Submit an official transcript or original foreign evaluation showing successful completion of a US equivalent bachelor's degree from an accredited college or university or equivalent recognition.

2. Submission of a valid government-issued photo identification.
3. Any document not in English must be accompanied by a certified translated copy.

Language Proficiency Assessment

For programs offered in English: Official test results are required from one of the following:

- TOEFL internet-based score of 71+
- IELTS score of 6.0+
- Duolingo score of 100+
- PTE Academic score of 50+

The English language proficiency requirement may be waived if you meet one of the following:

- College/university English composition 101 or 102 subjects at a U.S. institution
- Completed high school program in the U.S. or Canada (except Quebec)
- 1B Higher Level English (minimum score of 4)
- AP English Literature (minimum score of 3)
- ELS Language Center Level 112 Certificate
- OHLA Advanced 2 level

For programs offered in Spanish: To assess the language skills for new or transfer students unable to provide evidence of college-level language competency, the student may be required to take an institutional language assessment. The Spanish language proficiency requirement may be waived if you meet one of the following:

- College/university Spanish composition at a U.S. institution
- Completed high school program in Spanish
- Advanced Placement Exam (AP) in Spanish Composition with score of 3 point or higher
- A bachelor's degree from an accredited Spanish speaking college or university

APPLICATION FOR ADMISSION

All persons interested in applying for admission to the **World Advanced University** should complete an application which must be accompanied by a **non-refundable** required Application fee of a **\$150.00** (check, money order, or credit card) to process the application. The check/money order should be made payable to World Advanced University. Applicants must submit all required application documents to be considered for admission. Once a decision is made, an email will be sent to the candidate with further instructions. Candidates will be contacted by their admissions agent regularly to ensure the completed documents are received by the office.

REACTIVATION OF ADMISSION APPLICATION

An individual who has been accepted for admission to **World Advanced University**, but who has not attended any courses, has their original application and fee active for one (1) year from the term in which the individual was first accepted. In situations longer than one (1) year the application process must be started again with a new application and fee paid.

REGISTRATION

Students are required to register for classes either through email or in person, registration period is listed above on the institution's calendar.

ORIENTATION

Prior to attending classes, new students, as well as those returning to the University after one term or more of non-attendance, are required to participate in an orientation program. **Attendance is mandatory.** This program is designed to acquaint students with the policies of the University. Students are also required to attend a library orientation during their first term.

GRADUATION REQUIREMENTS

To graduate from World Advanced University, and to receive a degree, the student must:

- Complete all credits as stated in the catalog.
- Earn a minimum of **2.5** cumulative grade point average for **undergraduate** level and/or earn a minimum **3.0** cumulative grade point average for **graduate** level.
- Have met Satisfactory Academic Progress (SAP).
- Fulfill all financial obligations to **World Advanced University**.

CREDENTIALS AWARDED

Program	Credits Required	Credential Awarded
Business Administration	36	Master of Business Administration
Educational Sciences	36	Master of Science
Social Science	36	Master of Science
Business Administration	120	Bachelor of Science
Information Technology	120	Bachelor of Science
Organizational Psychology	120	Bachelor of Science

DEFINITION OF A UNIT OF CREDIT

The university follows the **Carnegie Unit** calculation method for awarding course credit. As an example, we calculate 1 Credit Hour to be **15 theory hours**.

To that end, our courses are typically **3 credit courses** and will require **45 hours of total instruction**. Additionally, the student must be prepared to complete assignments, research, and other course related activities.

COURSE CANCELLATION POLICY

World Advanced University requires that there be a minimum number of students in an online course. In rare circumstances, the University may cancel an online course on the first day of class due to low enrollment. Every effort will be made to move students to either another online course which meets their educational requirements or a similar class. Even if a student has logged into the online environment prior to course start, the student will incur no financial liability if the course is cancelled.

COURSE WITHDRAWAL POLICY

- To apply for a withdrawal, students will provide notification of intent to withdraw, in writing or orally, to the Registrar's Office. The Registrar will document the reasons and date of the student request.
- **Withdrawals with Refund:** Courses in which the student applies for withdrawal during the drop/add period will be refunded according to the Cancellation and Refund Policy.
- **Withdrawals without Refund:** When students request a withdrawal from a course, after the due date established by the institution for withdrawals with refund, it may affect the student's academic progress.

WITHDRAWAL POLICY

A student may withdraw from a class and obtain the notation of "W" until the day before the final exam.

- Unsatisfactory academic performance following the above deadline will not be accepted as a reason for withdrawal.
- Students who are seeking a withdrawal for medical reasons must provide appropriate medical information using the "Withdrawal Form" available at the World Advanced University website.
- If a withdrawal for medical reasons is approved, an "I" will be recorded for each course.

- Students who receive a withdrawal for medical reasons may be placed “on hold” until the University determines that the student is ready to return. If a withdrawal for medical reasons is not approved, but the situation justifies a withdrawal, the request may be approved as a late withdrawal, and grade of “W” will be recorded.
- If a student withdraws from a course while an alleged academically dishonest act is under review, and the case is not resolved in favor of the student, the academic department, in conjunction with faculty and appropriate University committee, reserves the right to assign the appropriate grade for the course.

MAKE-UP WORK POLICY & REPEATING COURSES

Students who are unable to complete work by the end of the course may be granted an incomplete grade (I) with the instructor’s approval. Make-up work policy is granted on a case-by-case basis. Arrangements must be completed within three (3) days of the end of the course. Failure to make such arrangements without administrative approval will result in a failing grade.

TRANSFER OF CREDITS

Transfer applicants must meet all the admission requirements of **World Advanced University**. The university’s transfer policy is designed to recognize previously earned credits. Individuals who have earned credit at other institutions are encouraged to find out which courses may apply. Students may qualify to transfer up to **90 Credits** towards the **bachelor’s degree** and **18 credits** towards the **master’s degree**. Qualified credits will only be accepted if the grade earned was at least a “**B**”. A transfer of credit is at the discretion of **World Advanced University**.

Transfer of Credits from World Advanced University to another university is at the discretion of the receiving institution. It is the students’ responsibility to confirm whether credits will be accepted by another institution of their choice.

PRIOR LEARNING ASSESSMENT (PLA)

- World Advanced University (WAU) recognizes that students may have acquired college-level knowledge and competencies through professional experience, military service, or independent study outside of a traditional academic setting. The Prior Learning Assessment (PLA) process allows students to demonstrate this learning and earn academic credits toward their degree program, provided the knowledge is equivalent to the learning outcomes of WAU’s regular courses.
- **Equivalency Principle** WAU does not grant credit for experience alone; credit is awarded only for college-level learning that has been properly verified and documented. Students must demonstrate, both theoretically and practically, that they have mastered the contents of the course syllabus for which they are seeking credit.
- **Credit Limits and Eligibility** The maximum number of credits that may be awarded through PLA is limited to 25% of the total credits required for graduation from the respective program:
- **Undergraduate Programs (Bachelor - 120 credits):** A maximum of 30 credits.
- **Graduate Programs (Master - 36 credits):** A maximum of 9 credits.
- To be eligible for Portfolio Assessment, students must document a minimum of three (3) or more years of relevant, high-level professional experience in the specific field of study.
- **Methods of Assessment** WAU provides three formal pathways for the validation of prior learning:

- **Proficiency / Challenge Exams:** Students may request to take a comprehensive final exam for a specific course without enrolling in it. A minimum passing grade, as determined by the faculty, is required to earn credit.
- **Professional Certifications:** Direct recognition may be granted for valid, high-rigor industry licenses or professional certifications (e.g., PMP, Cisco, or recognized Teaching Diplomas).
- **Experiential Learning Portfolio:** Students create a digital dossier including a narrative essay mapping their experience to course learning outcomes and providing documentary evidence such as strategic plans, performance evaluations, or work products.
- **Evaluation and Academic Record** Assessments are conducted exclusively by Subject Matter Experts (SMEs) among the university faculty. Approved credits will appear on the student's official transcript under the "PLA" designation. These credits certify academic proficiency but do not affect the student's cumulative Grade Point Average (GPA).

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

Federal and State laws restrict the release of confidential student records and information. Students have a right to inspect their educational records and are protected from release of information without their written consent, except for subpoenaed requests from courts with appropriate jurisdiction. Students must make written requests for transcripts and other academic information. Requests by unauthorized third parties and telephone requests will not be honored.

ONLINE DELIVERY

The World Advanced University online term is sixteen (16) weeks long for the graduate level and encompasses multiple hours of asynchronous instruction per week via Internet and discussions including assignments, assigned readings and projects.

TECHNOLOGY REQUIREMENTS

Once a student is registered, their only necessary equipment is a personal computer with internet access, a student can access the eLearning platform from anywhere in the world. To maintain privacy and security, each student is provided with a **username** and **password** which allows them to reach their own **personal page** within the **Moodle Learning Management System**.

It is important to maintain student interaction with the instructor and the learning community. The online platform will allow these interactions to be more flexible regarding time and space, yet the outcome should be similar or better. It is important to outline the following criteria:

1. The professor has knowledge in online instructional technology so that they can not only easily use it to teach students but also help students who have any issues.
2. The student earns flexibility in distance and time. Based on the course syllabus, the student can plan and organize his/her learning plan for the subject.
3. The online process opens many avenues for study; self-study takes an enhanced role. Also, they can have interactions with the professor and the rest of the students through forums, chats, web- conferencing and such.
4. The student follows the course agenda and works guided by the professor's advice. Students are accountable for semester work.

OUR LEARNING MANAGEMENT SYSTEM

Our learning platform is **Moodle**, this platform replaces the classroom and provides the student with the tools to engage the learning process in an enjoyable, easy to use and efficient environment. The platform has been

standardized to familiarize the student with the learning process and avoid confusion. Some of the elements contained in the platform are:

- **Course Syllabus:** Outlines the path to the class.
- **Chats:** Allows for the student to interact with other students and the professor.
- **Forums:** This asynchronous tool allows the class participants to create threads of information that will be available throughout the class. Great tools for studying down the road.
- **Calendar:** Reminds the students how the class has advanced and reminds them of tasks, quizzes, or exams ahead.
- **Document Load Zone:** Throughout the course the student will have places to load assignments in a clear and convenient way.

COURSE CONTENT

Once the students log in to their personal page, and open their course, they can see different web tools they can use to study. The main one they will use is the documents & links tab which contain their downloadable syllabus, lectures, audio or video streams and any other relevant learning materials. Students will follow their syllabus to organize their weekly studies and will use the assignments tab to review deadlines, download exams, submit homework, case studies, or projects and upload their work. Special instructional activities may be scheduled at specific times convenient to both students and faculty members, in which case the announcement tab is the tool used by the faculty to give directions. If a student has a question related to the course, they can directly post it in the discussion posts where both the professor and fellow students can respond so that everyone benefits from the answer. If a student has a question not related to the course, they can directly email their professor through the address given in the syllabus, Zoom-chat or call them as disclosed in the syllabus.

EVALUATIONS

The use of forums, chats, and other communication tools gives instructors the opportunity to provide continuing evaluation and feedback to students as they prepare their formal evaluations.

Formal evaluations are implemented using assignments or quizzes. For assignments, the student submits a text file; the instructor corrects it, gives feedback, and assigns a grade. Quizzes are corrected automatically, and the grading is instantaneous.

All exams are administered through our password protected online platform. Students are expected to adhere to the timeline provided by the course professor in the course syllabus. Any retakes are at the discretion of the professor.

Faculty members will have access online to post assignments and exams. Faculty will have 48 hours to post grades for assignments during the term and 5 days to post grades for finals electronically.

RESPONSE TIME

When a student sends a message with a question, or posts a message in a forum, the instructor is expected to respond within 24 hours during weekdays and weekends. Response time for evaluations that require the instructor's review, grading, and feedback will be 48 hours during weekdays and weekends.

ONLINE COMMUNICATION

It is essential that online students communicate with their instructors frequently. Students with questions must write emails to their instructors asking the many questions they may have. They may request additional chat sessions to clarify information. The instructor will schedule a time to meet with you in a chat room, by phone, or in person at the campus location. Students should expect that each communication will be followed up with a

written summary of the discussion generated by the instructor. Such communications will be provided to the student by email.

ATTENDANCE AND CLASS SCHEDULE

Online Campus

The university is in session throughout the year, except for the holidays listed above in the Calendar section. Delivery of classes will be asynchronous through the World Advanced University's Learning Management System (LMS). Students will be required to participate in chats and discussions on a weekly basis previously prepared by their instructors and shared via the Chat and Discussion Boxes. Attendance is mandatory and students are expected to log in to their classes at least **three times a week** to be considered in attendance. Special instructional activities may be scheduled at specific times convenient to both students and faculty members. Students who do not regularly attend any of their registered classes during the term may be administratively withdrawn from the University and placed on probation or dismissed.

STUDENT SERVICES

Student will receive advisement and or counseling with the following topics: **Academic Planning** which includes **academic advising**, inquiry about additional online course offerings, registration for courses, completion of administrative forms, the purchase of textbooks and library access.

Student services also include Financial Advisement and Personal Academic issues. In addition, the student will also receive career services assistance, which will consist of identifying opportunities and advising the student on appropriate means of attempting to realize those opportunities.

ACADEMIC ADVISING

Upon enrollment, **World Advanced University** provides academic advising by assigning an academic advisor who assists the student in attaining his/her educational goals and fulfilling our University requirements. Students will be given the advisor's phone number and e-mail address. The advisor will be able to offer a more valuable insight into the student educational planning, by contacting the student and having a greater understanding of the student expectations and experience. The academic advisor is responsible for providing professional and personal academic supervision to a student enrolled in a program at the university. The academic advisor will work directly on a personal basis with each student to provide academic advisement, guidance, and prompt feedback to each student who enrolls at the University or asks for assistance.

ACADEMIC COUNSELING

Academic counseling is available to all students during the admission process, and throughout the program. Any problems the University is not able to address will be referred to community organizations and agencies to better meet the students' needs.

CAREER SERVICES

The University does not make any guarantees of graduate employment or salary upon graduation. The University will offer career services, which will consist of identifying employment opportunities and advising on appropriate means of attempting to realize these opportunities. The Career Services advisor will help the student in creating a resume, sharpen students' interviewing skills, and advise on strategies for searching current job opportunities.

E-LIBRARY

Students and faculty have access to **World Advanced University's** Online Library, which is a very important online resource for academic assignments, projects, and research. **World Advanced University** has an agreement for the

use of e-Library at **Lirn.net**. The library provides students and faculty with 24 hours a day and 7 days a week access to instructional, academic, and research resources.

ONLINE TECHNICAL ASSISTANCE

There is 24-hour, 7 days a week technical assistance feature for our Online Course Platform. For technical assistance, please email us at support@world-advanced.university.

LEAVE OF ABSENCE

A student may be granted a leave of absence for a maximum of 5 days. All requests for leave of absence must be in writing with the reason for the LOA and the date of expected return specified. If the student does not return on the expected date, the student's enrollment will be terminated. A refund calculation will be completed according to the school Cancellation & Refund Policy. The withdrawal date will be the student's last recorded date of attendance.

SATISFACTORY ACADEMIC PROGRESS

GRADING SYSTEM

Grades are based on the quality of work as shown by written tests, term papers, and projects as indicated on the course syllabus. Faculty members will provide an individual's evaluation of performance for each course. Grades are posted onto the student's academic record, which is kept permanently.

Letter Grade	Quality Points	Definition
A+	4.0	95 - 100% - Excellent
A	3.75	90 - 94%
B+	3.5	85 - 89%
B	3.0	80 - 84% - Minimum CGPA for graduate
C+	2.5	75 - 79% - Minimum CGPA for undergraduate
C	2.0	70 - 74%
D+	1.5	65 - 69%
D	1.0	60-64%
F	0	Fail
I	0	Incomplete
P	0	Pass
W	0	Withdrawal
X	0	Ongoing
NR	0	Grade Not Reported
WF	0	Withdrawal after 60% course completion
T	0	Transfer
NP	0	No Pass
R	0	Repeat

STANDARDS OF SATISFACTORY ACADEMIC PROGRESS

All students must maintain satisfactory academic progress to remain enrolled at the University. Satisfactory academic progress is determined by measuring the student's **cumulative grade point average (CGPA)** and the student's **rate of progress toward completion of the academic program**. These are outlined below.

SATISFACTORY ACADEMIC PROGRESS

SAP - Quantitative Criteria

Students must complete at least 67% of credit hours attempted each semester to remain compliant with SAP Policy. Credit hour progression will be based on a cumulative total of attempted hours to earned hours. For example, if a student enrolls for twelve term credit hours the student is required to successfully complete a minimum of eight term credit hours ($12 \times 67\% = 8$) for the term. Failure to meet these standards may result in student being placed on probation.

SAP – Qualitative Criteria

Undergraduate Programs:

A student must achieve a Cumulative Grade Point Average of 2.5 at the midpoint of the program and must have earned 75% of the credits attempted. A student who does not achieve these criteria will be placed on probation for the rest of the academic term. A student on academic probation who earns less than 2.5 in his/her cumulative average will be continued on academic probation. Academic probation may be removed only by earning a 2.5 CGPA or higher on the next term.

Students placed on probation will be notified in writing and will receive academic advising to assist them in grade improvement.

Graduate Programs:

A student must achieve a Cumulative Grade Point Average of 3.0 at the midpoint of the program and must have earned 75% of the credits attempted. A student who does not achieve these criteria will be placed on probation for the rest of the academic term. A student on academic probation who earns less than 3.0 in his/her cumulative average will be continued on academic probation. Academic probation may be removed only by earning a 3.0 CGPA or higher on the next term.

Students placed on probation will be notified in writing and will receive academic advising to assist them in grade improvement.

SAP – Evaluation

1. Students are evaluated at the end of an academic term.
2. If a student fails a course before the academic term ends, they are immediately placed on academic probation.
3. The student will remain on academic probation until they retake the failed course when it is next offered and pass on the next attempt.
4. If the student takes the course a second time and passes it, the student is removed from academic probation.
5. If the student fails the course for a second time, the student could be academically dismissed from the University.

SAP Evaluation – Timeframe to Complete (MTF) Policy

The maximum allowable timeframe for students to remain active in the program is as follows:

The credit hours attempted cannot **exceed 1.5 times the credit hours required** to complete the program. The student will be withdrawn once it is determined that he/she has exceeded the allowable maximum time frame.

Program	Program Length	Maximum Allowed Timeframe
Master's Degree	12 Months	18 Months
Bachelor's Degree	40 Months	60 Months

CGPA REQUIREMENTS

Students at the graduate level must meet a **minimum CGPA** requirement of **3.0** throughout their enrollment to be considered making satisfactory academic progress. CGPA will be reviewed at the end of each term after grades have been posted to determine if the student's CGPA is in compliance.

GRADE CHANGE

A change in grade must be resolved by the end of the term following the term in which the grade was originally issued. Grade changes must be submitted from the faculty to the University registrar on the official "Grade Change Form", with the instructor signature. All grade changes are subject to administrative approval. Students questioning a term grade posted to their academic record should e-mail the University registrar. The University registrar will forward the e-mail to the instructor of the course and the appropriate academic administrator for resolution. The timeframe for changing the grade is one (1) week from the end of the term.

COMPUTATION OF CUMULATIVE GRADE POINT AVERAGE

The cumulative Grade Point Average (CGPA) is computed by assigning every component a percentage based on its portion of the total hours comprising the student's program. Quality points are assigned to each grade given. The CGPA will be calculated by totaling the assigned quality points.

GRADES AND TRANSCRIPTS

Original copies of student exams are maintained in each student's education file while they are in attendance and for a period of three years after their last day of attendance. Transcripts are maintained by the student records office indefinitely. Each transcript documents student grades and can be reviewed upon written request.

Permanent copies of all student records are maintained at the university. There is a three (3) business day waiting period for delivery of official transcripts and/or Diploma.

Any student requiring additional copies of said documents must pay a processing fee for each document requested. Upon presentation of a receipt of payment from the Business Office, the Registrar will prepare the requested document(s). There is a three-day waiting period for processing. Processing will only begin after payment. If there is an outstanding balance to the University, it must be paid before processing can begin.

POLICIES AND PROCEDURES

ACADEMIC WARNING OR PROBATION

If the student falls below the criteria on the SAP listed above in the catalog, he/she will be placed on a probationary period (*the period is specified above on the SAP*) Any student having to repeat courses will have to pay **\$35.00** per course. At the end of the probationary period, if the student has not satisfied the specified requirements, he/she may be terminated from the University. Students meeting this requirement at the end of the probationary period will be removed from this status.

Probation is an administrative status. Students on probation are at risk of termination from the program. Students on probation are monitored more closely, requiring academic advice on a regular basis to determine student progress. Students on probation may be required to attend extra course sessions. Students placed on probation will be notified in writing and will receive academic advising to assist them in grade improvement.

SUSPENSION & DISMISSAL

Students are eligible to apply for readmission after a minimum of one term, and, if permitted to return, will be on academic probation. If at any time after having been suspended once a student on probation has a cumulative

average below the minimum required, the student will be dismissed from the University and will not be eligible to return.

Any appeals for failure to maintain satisfactory progress must be made in writing to the Vice-Provost within **15 days of notice of dismissal**. The student will be notified in writing of the decision. The maximum time limited given to a student to complete their program is **1.5** times the normal length of that program. A student not meeting these criteria will be terminated for not making satisfactory progress.

APPEALS PROCESS

Any appeals of the actions described above must be made in writing to the Vice-Provost who will consider the appeal. The Vice-Provost will have the final authority over the matter to make the decision whether to accept the student's appeal within 5 days. For the student's appeal to be granted, the student will need to give evidence of satisfactory academic progress.

STUDENT CONDUCT POLICY

At World Advanced University appropriate student conduct in each class and when communicating with others in the University is very important. Any inappropriate conduct could result in dismissal from the University.

The following types of conduct are unacceptable:

1. All forms of academic misconduct including, but not limited to cheating, fabrication, plagiarism, or facilitating academic dishonesty.

Plagiarism: All work submitted by a student must represent the student's original endeavor. When outside sources are used as references, the student should identify the source to make clear the extent to which the source has been used. The University considers plagiarism and falsification of documents a serious matter that will result in appropriate sanctions including loss of full or partial credit for the work, suspension for a specific period, or expulsion from the program.

2. Other forms of dishonesty including, but not limited to fabricating information, furnishing false information, or reporting a false emergency to the University.
3. Forgery, alteration, or misuse of any University document, record, key, electronic device, or identification.
4. Unauthorized entry to, possession of, receipt of, or use of any University services; equipment; resources; or properties, including the University's name, insignia, or seal.
5. Sexual harassment, as defined here: Sexual harassment is unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a person's education, unreasonably interferes with a person's educational performance, or creates an intimidating, hostile or offensive learning environment. In the interest of preventing sexual harassment, the University will respond to reports of any such conduct.
6. Stalking behavior in which an individual repeatedly engages in conduct directed at another person and makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her family; where the threat is reasonably determined by the University to seriously alarm or torment the person; and where the threat is additionally determined by the University to serve no legitimate purpose.
7. Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities.
8. Failure to identify to, or comply with the directions of, a university official or other public official acting in the performance of his or her duties while at official University functions; or resisting or obstructing such University or other public officials in the performance of or the attempt to perform their duties.
9. Selling, preparing, or distributing for any commercial purpose course lecture notes, video or audio recordings of any course unless authorized by the University in advance and explicitly permitted by the course instructor in writing. The unauthorized sale or commercial distribution of course notes or recordings

by a student is a violation of these policies whether it was the student or someone else who prepared the notes or recordings. Copying -for any commercial purpose-handouts, readers or other course materials provided by an instructor as part of the University course unless authorized by the University in advance and explicitly permitted by the course instructor or the copyright holder in writing.

PENALTIES FOR MISCONDUCT

The Vice-Provost may impose penalties for violations of university policies or campus regulations whether such violations are also violations of law, and whether proceedings are or have been pending in the courts involving the same acts.

If, because of an official appeal it is determined that the student was improperly disciplined, the Vice-Provost shall, if requested by the student, have the record of the hearing sealed, and have any reference to the disciplinary process removed from the student's record. In such a case, the record of the hearing may be used only in connection with legal proceedings.

Whether or not a hearing is conducted, the University may provide written notice to a student that his or her alleged behavior may have violated University policy or campus regulations and that, if repeated, such behavior will be subject to the disciplinary process. Evidence of the prior alleged behavior as detailed in the written notice may be introduced in a subsequent disciplinary action.

When a student is found in violation of university policies or campus regulations, any of the following types of student disciplinary action may be imposed. Any sanction imposed should be appropriate to the violation, taking into consideration the context and seriousness of the violation.

1. **Warning/Censure:** Written notice or reprimand to the student that a violation of specified University policies or campus regulations has occurred, and that continued or repeated violations of the University policies or campus regulations may be cause for further disciplinary action, normally in the form of Disciplinary Probation, and/or Loss of Privileges and Exclusion from Activities, Suspension, or Dismissal.
2. **Disciplinary Probation:** A status imposed for a specified period during which a student must demonstrate conduct that conforms to the University standards of conduct. Misconduct during the probationary period or violation of any conditions of the probation may result in further disciplinary action, normally in the form of Suspension or Dismissal.
3. **Loss of Privileges and Exclusion from Activities:** Exclusion from participation in designated privileges and activities for a specified period. Violation of any conditions in the written Notice of Loss of Privileges and Exclusion from Activities, or violation of university policies or campus regulations during the period of the sanction may be cause for further disciplinary action, normally in the form of Probation, Suspension or Dismissal.
4. **Suspension:** Termination of student status at the University for a specified period with reinstatement thereafter certain, provided that the student has complied with all conditions imposed as part of the suspension and provided that the he or she is otherwise qualified for reinstatement. Violation of the conditions of Suspension or of university policies or campus regulations during the period of Suspension may be cause for further disciplinary action, normally in the form of Dismissal.
5. **Dismissal:** Termination of student status for an indefinite period. Readmission after dismissal may be granted only under exceptional circumstances.
6. **Restitution:** A requirement for restitution in the form of reimbursement may be imposed for expenses incurred by the University or other parties resulting from a violation of these policies. Such reimbursement may take the form of monetary payment or appropriate service to repair or otherwise compensate for damages. Restitution may be imposed on any student who alone, or through group or concerted activities, participates in causing the damages or costs.
7. **Revocation of Awarding of Degree:** Subject to the concurrence of the University Governing Board.

GRIEVANCE POLICY

A grievance procedure is available to any student who believes a university decision or action has adversely affected his or her status, rights, or privileges as a student. The purpose is to provide a prompt and equitable process for resolving student grievances. Students with grievances should first communicate with the appropriate course professor. If the professor is unable to resolve the student's complaint, the professor will refer it to the Vice-Provost in writing. If the Vice-Provost is unable to resolve the student's complaint, he will refer it to the Chief Executive Officer. The Chief Executive Officer will take steps to resolve the complaint or will refer it in turn to the President of the University. The University President's decision is final.

Informal Resolution

Students are encouraged to speak directly with their mentor or staff member most concerned with or responsible for the situation that is the cause of the complaint. If this communication does not lead to a resolution, or such a discussion is not deemed appropriate, the student may register an informal complaint or file a formal written complaint.

Informal Complaint

A student may register an informal complaint within thirty (30) days of the event that triggered the complaint. The earlier the communication is made, the more likely it is to resolve the matter satisfactorily. Complaints should be made to the Vice-Provost. Informal complaints may be made in person, by telephone, or email. Appropriate University staff will review the matter presented by the student and determine whether any action is required. The student will be notified of the University's response within 20 days of the informal complaint. If the student is not satisfied with the decision and/or attempts at resolution, he/she may go on to make a formal complaint.

Formal Complaint

A formal complaint must be submitted in writing to the Department Chairperson. Formal complaints must be filed within sixty (60) days of the event that triggered the complaint and state the nature of the grievance and the remedy being sought. Any previous attempts to resolve the issue should also be described.

Receipt of the complaint will be acknowledged within fifteen (15) days. The appropriate University administrator will then review the matter. A final written determination, including any proposed resolution, will be sent to the student within thirty (30) days of the receipt of the complaint. The relevant University office will keep a complete record of formal complaints. Records of the outcome of all formal complaints will also be stored in a centralized database and the student's electronic file.

Students who at the end of this process feel a grievance is unresolved may refer it to:

Commission for Independent Education

Florida Department of Education

325 West Gaines Street

Tallahassee, FL 32399-0400

Phone 850.245.3200, or Toll Free 888.224.6684, or online at <http://www.fldoe.org/policy/cie>

MODIFICATIONS

World Advanced University reserves the right to modify academic policies, regulations, courses, fees and other matters of policy and rule when deemed necessary and with due notice. Students will be given advance notification of such changes.

NON-DISCRIMINATION

World Advanced University admits student of any race, color, sex, age, marital status, non-disqualifying

disability to the extent of the law, religion, or creed, national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to student at the University and does not discriminate in administration of its educational policies, admissions policies, or other University- administered programs.

ANTI-HAZING

At **World Advanced University** the practice of hazing is prohibited. Hazing is defined as any action taken or situations created to intentionally produce mental or physical discomfort, embarrassment, harassment, or ridicule.

EMERGENCY CLOSURE

In the event of an emergency, World Advanced University's administrative office will close as determined by **Miami Dade** County due to inclement weather or natural disaster (hurricane, etc.).

COURSE DESCRIPTIONS

COURSE NUMBERING SYSTEM

The course numbers are based on course codes established by the University and do not relate to state common course numbering systems. The course numbering system consists of an alpha prefix followed by a digit course number. The alpha prefix identifies the academic discipline, and the first digit specifies if the course belongs to an upper or lower division. The numbers indicate the level of the course.

Sample Course Number (PSY 103)
Letters = Discipline = Psychology
Digits = 100 = Program Sequence

UNDERGRADUATE PROGRAMS

GENERAL EDUCATION COURSES

ENG 101: English Composition I – 3 Credit Hours

In this course, students will learn and practice the strategies and processes that successful writers employ as they work to accomplish specific purposes. In college, these purposes include comprehension, instruction, entertainment, persuasion, investigation, problem-resolution, evaluation, explanation, and refutation. In addition to preparing students for academic communication, this core-curriculum course prepares students to use writing to realize professional and personal goals.

ALG 102: College Algebra – 3 Credit Hours

During this course, topics such as negative exponents, inequalities, complex numbers, radicals, quadratic functions, and logarithms will be studied. Hands-on activities give students the opportunity to experience advanced mathematical topics in the real world.

PSY 103: General Psychology – 3 Credit Hours

An introduction to the systematic study of human cognition, emotion, and behavior with an emphasis on the scientific method. Fundamentals of behavior, learning, conditioning, development, cognitive processes, perception, emotion, personality, and psychopathology are among the content areas studied.

ENV 104: Environmental Science – 3 Credit Hours

This course is dedicated to understanding the interactions between the earth's natural systems and the demands placed on them by the human population; it is also an exploration of the science that directly affects us all and is

likely to increase in importance over time. In this course, you will find a scientific study of our environment and the technological, social, political, and economic challenges necessary for understanding and critically examining the related problems.

COM 105: Introduction to Communication – 3 Credit Hours

This course provides an overview of the basics of communication and the skills needed to communicate in various contexts. It emphasizes the theories and techniques of communication used in situations of interpersonal, public, intercultural, and mass group communication.

ENG 201: English Composition II – 3 Credit Hours

It is a course designed to strengthen students' skills as writers and to focus on analysis and argument. Assignments include critical examination of literature and an essay using research and documentation utilizing the MLA style sheet. Emphasis is on writing as part of the processes of thinking and learning.

STA 202: Applied Probability and Statistics – 3 Credit Hours

During this course, students will study a variety of topics in business, information technology, and education that require mathematical calculations and the ability to analyze statistical information. Throughout this course, students will be able to learn how to provide information between the material covered and how that mathematical skill is performed in the field.

PHI 201 Introduction to Philosophy – 3 Credit Hours

Introduction to Philosophy introduces students to essential philosophical inquiries, theories, and methodologies. Through lectures, readings, and discussions, students will explore topics including metaphysics, epistemology, ethics, political philosophy, and logic. Engaging with influential philosophical thinkers and texts, students will develop critical thinking and analytical skills. By course completion, students will possess a foundational understanding of philosophical concepts and the capacity to analyze complex ideas critically.

COM 204: Principles of Public Speaking – 3 Credit Hours

This course applies theory and principles of public address with an emphasis on preparation and on the extemporaneous method of delivery. The assignments in the course require college-level reading and analysis of scholarly studies and coherent communication through written reports, including the production of at least one APA/MLA formatted individual writing assignment.

PSY 205: Critical Thinking and Logic – 3 Credit Hours

This course focuses primarily on the application of critical thinking principles to evaluate and create arguments. Critical reasoning skills are presented and practiced in the context of constructing and critiquing numerous extended written arguments.

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION

CORE COURSES

BUS 210: Introduction to Administration – 3 Credit Hours

This course presents the principles, techniques, and concepts necessary for managerial analysis and decision-making. It also emphasizes the effective management of planning, organization, influence, and control related to the internal and external environment, ethics, and social responsibility issues.

ETH 220: Ethics and Corporate Social Responsibility – 3 Credit Hours

This course addresses topics such as ethics, contracts, torts, as well as the legal, political, and economic aspects of antitrust law, labor law, administrative law, securities law, and international business law issues. Additionally, you will apply legal and ethical reasoning to real-world situations.

ECO 230: Introduction to Economics – 3 Credit Hours

This course provides an introduction to a wide range of economic concepts, theories, and analytical techniques. It considers both microeconomics, the analysis of choices made by individual decision-making units (households and firms), and macroeconomics, the analysis of the economy as a whole.

ORG 240: Organizational Behavior – 3 Credit Hours

This course deals with human behavior in organizations and with the practices and methods within organizations that facilitate or hinder effective behavior. Within each theme, we will address conceptual frameworks, case discussions geared towards skill development.

BUS 250: Business Innovation Management – 3 Credit Hours

This course offers students a comprehensive understanding of the principles, strategies, and practices involved in fostering innovation within a business context. Through a blend of theoretical insights and practical applications, this course equips students with the knowledge and tools to drive innovation, adapt to digital trends, and contribute to organizational growth. The course delves into essential concepts related to innovation, disruptive technologies, market trends, and strategic implementation.

FIN 260: Financial Accounting – 3 Credit Hours

This course will provide students with a holistic view of the financial accounting and management functions of the company. It is for students beginning to prepare for careers in accounting and management and owners of small business and nonprofit organizations who want to understand and manage the accounting functions of their organizations.

BUS 270: Business Sales and Marketing – 3 Credit Hours

The topics of marketing, sales and customer service are inherently linked, and you can optimize your skills in both areas. Every brand and business that works with or interacts with the public depends on strong customer service to stay relevant. And businesses know that delivering positive experiences to shoppers can dramatically impact their growth.

MAN 280: Strategic Management – 3 Credit Hours

The course emphasizes the value and process of strategic management. In addition to familiarizing students with new topics, they are expected to integrate and apply their prior learning to strategic decision-making in organizations.

ISM 290: Business Information Systems – 3 Credit Hours

This course provides a comprehensive overview of essential concepts, trends, and practical applications of digital technologies in modern business environments. Provide a solid foundation knowledge in leveraging information systems to enhance organizational efficiency, decision-making, and innovation. Through a dynamic blend of theoretical concepts and practical applications, students will explore the intersection of business strategies and technological advancements, enabling the future business manager to learn to adapt to the ever-evolving digital landscape.

OPA 300: Operative Administration – 3 Credit Hours

This course offers a comprehensive exploration of key concepts in the field, focusing on optimizing processes, enhancing efficiency, and managing resources to deliver value to organizations. Through a blend of theoretical foundations and practical applications, students will delve into various topics, including process analysis, lean operations, inventory management, supply chain dynamics, and quality control. The course embraces current digital trends, preparing students to navigate the evolving business landscape.

MAR 310: E-commerce and Digital Marketing – 3 Credit Hours

This course focuses on the three main driving forces that permeate all aspects of e-commerce: business development and strategy, technological innovations, and social and legal issues and impacts. It covers e-commerce technology infrastructure, business concepts, social issues, and real-world experiences.

BUS 320: Business Logistics and Supply Chain Management – 3 Credit Hours

This is a supply chain management (SCM) course, a term that denotes the integration of key business processes from the end user to the original suppliers in order to add value for the company, its key supply chain members, to include customers and other stakeholders. This course introduces a framework for supply chain management that requires cross-functional integration of key business processes within the enterprise and across the network of companies that make up the supply chain.

MAN 330: Enterprise Quality Management – 3 Credit Hours

This course provides students with the essential knowledge and skills to implement effective quality management strategies within enterprises. Through a balanced blend of theoretical concepts and practical applications, students will gain insights into quality improvement, process optimization, and the integration of digital trends in quality management.

HRM 340: Human Resources Management – 3 Credit Hours

This course examines the policies and practices used by human resource management personnel to create and maintain an effective workforce. Topics include human resource planning, job analysis, recruitment, selection, performance appraisal, workforce development, compensation, and labor relations.

FIN 350: Business Finance – 3 Credit Hours

This course is designed to provide a comprehensive understanding of fundamental financial concepts and their practical applications in the business world. Through a combination of theoretical knowledge, case studies, and practical activities, students will gain the necessary skills to analyze financial data, make informed decisions, and effectively manage financial resources within various business contexts. The course will explore key topics such as financial statements, valuation techniques, risk management, and investment strategies.

LED 360: Leadership and Business Decision Making – 3 Credit Hours

Developing and implementing strategies is an essential leadership skill. You will explore the key role of creating a vision that will shape the future of your organization and how to inspire and motivate others to share it. Through the use of assessment instruments, combined with the knowledge and skills developed in the preceding modules, you will develop your own personal plan for what leadership means to you, what it means to your organization, and how you can build leadership capacity in others.

FIN 370: Financial Analysis – 3 Credit Hours

This course provides the fundamental concepts and methods necessary to understand the emerging role of business analytics in organizations. The student will learn how to apply basic business analytics methods and how to communicate with analytics professionals to effectively use and interpret analytical models and results in business decision-making. Topics such as fundamentals of descriptive analytics, predictive analytics, and prescriptive analytics will be covered.

MAN 380: Business Project Management – 3 Credit Hours

The Business Project Management course provides the fundamental principles, methodologies, and tools required for successful project management. Throughout the program, students will explore various aspects of project management, from inception to execution, including topics like project estimation, risk management, team leadership, and the application of both PMI and Agile methodologies. By the end of this course, students will be well-prepared to initiate and manage business projects efficiently, aligning with current digital trends.

COM 390: Communication and Business Public Relations – 3 Credit Hours

In this course on Communication and Business Public Relations, students will embark on a comprehensive journey through the dynamic and essential world of strategic communication within a business context. This course is designed to equip students with the knowledge, skills, and tools required to excel in the field of public relations and communication within corporate settings. Through a blend of theoretical foundations, real-world case studies, and practical applications, students will develop a deep understanding of communication strategies, stakeholder engagement, crisis management, and digital trends relevant to contemporary businesses.

EIM 400: Emotional Intelligence and Managerial Skills – 3 Credit Hours

This course centers on how working effectively with others requires more than industry specific skills and IQ. Emotional Intelligence (EQ) and cultural intelligence (CQ) are also necessary for successful careers. Accordingly, this course is divided into two basic components: 1) increasing emotional intelligence through mindfulness practices and self-awareness exercises and 2) cross-cultural experiential exercises to enhance cross-cultural competencies through heightened awareness of cultural differences.

NTR 410: Negotiation Techniques and Conflict Resolution – 3 Credit Hours

This course, "Negotiation Techniques and Conflict Resolution," aims to equip students with essential skills and knowledge related to negotiation and conflict resolution in the context of business and management. Through a combination of theoretical foundations and practical applications, participants will develop a deep understanding of negotiation strategies and conflict resolution techniques, preparing them for real-world scenarios in the business field.

MAN 420: Knowledge Management and Innovation – 3 Credit Hours

This course aims to provide a comprehensive understanding of knowledge management practices and their role in fostering innovation within organizations, with a strong emphasis on integrating artificial intelligence (AI) and navigating the challenges and opportunities of digital transformation. Through a combination of theoretical concepts and practical applications, students will explore the dynamic intersection of knowledge management and innovation, artificial intelligence, and other digital trends, equipping them to thrive in knowledge-driven organizations, and innovating in the rapidly evolving digital landscape.

MAJOR IN AGRIBUSINESS MANAGEMENT

MAN 450: Introduction to Agribusiness Management – 3 Credit Hours

The Introduction to Agribusiness Management course offers a comprehensive immersion into the dynamic field of agribusiness, considering the latest trends in agriculture and business practices. Students will explore essential concepts, emerging technologies, sustainable practices in agribusiness, and some management strategies.

MAN 455: Economics and Agrarian Policy – 3 Credit Hours

The "Introduction to Economics and Agrarian Policy" course offers a deep dive into foundational economic principles, their interplay in the agricultural sector, and modern agrarian policies. Students will not only gain theoretical knowledge but also practice their insights in a real-world context. With the rapidly advancing digital trends such as AI, IoT, and more, the curriculum integrates their implications on agrarian policies and sustainable agriculture, ensuring contemporary understanding.

MAN 460: Agricultural and Livestock Production Systems – 3 Credit Hours

This course offers students a comprehensive overview of agricultural and livestock production systems, emphasizing their relevance to agribusiness management. It aims to bridge the gap between business and farming practices, shedding light on the challenges and opportunities present in the agriculture sector today. With digital

trends like AI and IoT gaining traction, the course also introduces students to cutting-edge technologies reshaping modern farming. By the end of the course, students will possess not only theoretical knowledge but also practical skills to analyze real-world agricultural scenarios.

MAN 465: Marketing and Sales in the Agribusiness Industry – 3 Credit Hours

This course offers students immersive experience in the dynamic and vast world of marketing and sales within the agribusiness industry. Leveraging modern technology trends like AI and IoT, the program will introduce learners to foundational concepts and practical strategies that cater to the unique nuances of the agribusiness sector. By blending theoretical knowledge with real-world applications, students will be well-equipped to navigate the challenges and opportunities of agribusiness marketing and sales in the digital age.

MAN 470: Logistics and Marketing of Agricultural Products – 3 Credit Hours

This course teaches students the intricacies of logistics and marketing of agricultural products. The program delves into the mechanics of the unique agribusiness supply chain, as well as the ever-evolving landscape of agricultural marketing and pricing dynamics. As we enter the digital era, the integration of AI, IoT and other digital trends in agricultural practices is no longer optional but essential, which is why they are included as part of the content to be studied.

MAN 475: Financial Management of Agricultural Businesses – 3 Credit Hours

This course is designed for students with an interest in agricultural business, it will equip them with the knowledge and skills necessary to effectively manage the financial aspects of agricultural enterprises. Considering that agricultural businesses operate within a distinctive economic and environmental context, the financial complexities and decision-making processes unique to the industry will be addressed.

MAN 480: Risk Assessment and Management in Agribusiness – 3 Credit Hours

This course is designed for students with a focus on agribusiness, helping them understand the multifaceted risks they face, the methods and techniques needed to identify, assess, and manage these risks effectively. Agribusinesses operate within a unique and often uncertain environment, making risk management a crucial aspect to successful operations.

MAN 490: Agribusiness and Environment – 3 Credit Hours

This course is designed for students with an interest in agribusiness. It aims to help them understand the complex interaction between agribusiness and the environment, highlighting sustainable practices, environmental management, and responsible management of agricultural resources. In an era of growing environmental concerns, agribusiness faces unique challenges and opportunities.

MAJOR IN HUMAN RESOURCE MANAGEMENT

HRM 450: Strategic Planning of Human Resources – 3 Credit Hours

Strategic Planning of Human Resources course is a key element in the student's training and supports the profile of the graduate, since it provides them with the necessary tools, techniques, methodologies, and approaches for effective personnel management in today's organizations.

HRM 455: Recruitment and Staff Selection – 3 Credit Hours

The course is focused on the principles and practices of finding and selecting the right talent for organizations, provides students with the knowledge and skills needed to design effective hiring strategies and make informed staffing decisions.

HRM 460: Performance Evaluation – 3 Credit Hours

This course focuses on the fundamentals of performance measurement and management systems and demonstrates how they are critical from a mission, strategic, funding, transparency, and accountability perspective in private, public, and non-profit settings.

HRM 465: Training and Staff Development – 3 Credit Hours

This course is designed with a focus on human resource management and organizational development. Seeks to provide students with the knowledge and tools to plan, implement and evaluate effective staff training and development programs within diverse organizational contexts.

HRM 470: Compensation and Benefits for Staff – 3 Credit Hours

This course is designed with a focus on human resource management and organizational development, providing students with the knowledge and skills necessary to design, manage and administer compensation and benefits packages that align with organizational objectives and attract and retain talent.

HRM 475: Design of Compensation Systems – 3 Credit Hours

This course is designed with a focus on human resource management and organizational development, to equip students with the knowledge and skills necessary to create compensation systems in line with organizational objectives, attract and retain top talent, and maintain fairness and fairness.

HRM 480: Labor Relations and Conflicts at Work – 3 Credit Hours

The course is focusing on the dynamics of labor relations, labor conflicts and strategies for their effective management, providing students with an in-depth understanding of the complexities surrounding labor relations, the role of unions, how to address and mitigate conflicts in various work environments.

HRM 490: Organizational Change Management – 3 Credit Hours

It studies organizational development as a planned change process to improve an organization's problem-solving skills and its overall effectiveness within a changing and complex environment, including the behavioral effects of power and authority, formal organizations, structural variation, leadership, motivation, and organizational change.

MAJOR IN HEALTHCARE MANAGEMENT**HLC 450: Introduction to Health Management – 3 Credit Hours**

The course aims to provide students with a fundamental understanding of health management and administration, exploring the challenges and complexities of managing healthcare organizations and services within the business area.

HLC 455: Health Systems and Public Policies – 3 Credit Hours

The course is designed to give students a comprehensive understanding of health systems and the public policies that shape them, examining the complex relationship between the commercial aspects of health care, the regulatory and policy frameworks that are handled in this type of industry.

HLC 460: Management of Health Resources and Services – 3 Credit Hours

The course is primarily designed to address strategic resource management and health service delivery, in order to provide students with a comprehensive understanding of the unique challenges and principles governing healthcare management in the business environment.

HLC 465: Information Systems and Technology in Health – 3 Credit Hours

The course is designed to give students a comprehensive understanding of the role of information technology in the healthcare industry, exploring the strategic use of systems and information technology to improve healthcare management, patient care, and overall efficiency.

HLC 470: Quality and Safety in Health Services – 3 Credit Hours

The course is focused on the critical aspects of maintaining high standards of quality and safety in the delivery of health care, allowing students to acquire the knowledge and develop the necessary skills that allow them to evaluate, improve and ensure the quality and safety of health care services.

HLC 475: Planning and Evaluation of Health Services – 3 Credit Hours

The course focuses primarily on strategic planning and evaluation of healthcare services, providing students with the knowledge and skills necessary to design, evaluate and improve the delivery of healthcare services in an efficient and effective manner.

HLC 480: Ethics and Social Responsibility in Health Management – 3 Credit Hours

The course is designed in order to provide students with a comprehensive understanding of the moral, social and legal responsibilities inherent in health care management, highlighting the ethical and social dimensions of health management.

HLC 490: Quality Management in the Healthcare Industry – 3 Credit Hours

The course provides students with the knowledge and skills to assess, manage and improve the quality of healthcare delivery, with a specific focus on principles and practices for maintaining high quality standards in healthcare services.

BACHELOR OF INFORMATION TECHNOLOGY

CORE COURSES

INT 210: Computer Architecture – 3 Credit Hours

This course offers a comprehensive introduction to the architecture that underlies computer systems. It covers the basics of processor architecture, memory hierarchy, input/output operations, and practical implementation. It is structured to provide a balanced understanding of theory and practice.

ETH 220: Ethics and Corporate Social Responsibility – 3 Credit Hours

This course addresses topics such as ethics, contracts, torts, as well as the legal, political, and economic aspects of antitrust law, labor law, administrative law, securities law, and international business law issues. Additionally, you will apply legal and ethical reasoning to real-world situations.

INT 230: Programming I – 3 Credit Hours

This course introduces students to the fundamentals of programming, focusing on problem-solving, algorithmic thinking, and software development practices. Aimed at Bachelor of Science in Information Technology students, Programming I serve as the cornerstone for a career in IT and related disciplines.

ORG 240: Organizational Behavior – 3 Credit Hours

This course deals with human behavior in organizations and with the practices and methods within organizations that facilitate or hinder effective behavior. Within each theme, we will address conceptual frameworks, case discussions geared towards skill development.

INT 250: Data Structure and Algorithms – 3 Credit Hours

This course offers a balanced blend of theoretical foundations and practical applications, equipping students with a deep understanding of data structures and algorithms. Through hands-on coding exercises, problem-solving challenges, and real-world examples, students develop the skills to tackle complex computational problems across various domains. This course is suitable for both beginners and those with some programming knowledge, and it aims to prepare students to excel in today's technology-driven landscape by fostering algorithmic thinking, teamwork, and clear communication.

INT 260: Analysis and Design of Systems – 3 Credit Hours

This course gives students a general understanding of the software development life cycle and its critical stages. Emphasizing system analysis and design, the purpose, scope, methodology, tools, and problem-solving techniques for these stages. Further, students will analyze case studies and participate in practical activities to apply knowledge learned. By the end of the course, students will be equipped with the skills necessary for system analysis and design.

INT 270: Programming II – 3 Credit Hours

This course focuses on enhancing students' understanding of programming concepts by delving into Java and exploring advanced topics. Students will gain practical knowledge of programming methodologies, techniques, and real-world applications.

INT 280: Distributed Systems and Networks – 3 Credit Hours

This course explores the dynamic landscape of highly distributed systems. Students will delve into the principles, architectures, and applications of distributed systems, aligning their learning with current digital trends. It explores the fundamental principles, technologies, and trends in distributed computing and networking. Through a balanced blend of lectures, research, and practical application, students will gain a comprehensive understanding of distributed systems and networks in the digital age.

ISM 290: Business Information Systems – 3 Credit Hours

This course provides a comprehensive overview of essential concepts, trends, and practical applications of digital technologies in modern business environments. Provide a solid foundation knowledge in leveraging information systems to enhance organizational efficiency, decision-making, and innovation. Through a dynamic blend of theoretical concepts and practical applications, students will explore the intersection of business strategies and technological advancements, enabling the future business manager to learn to adapt to the ever-evolving digital landscape.

INT 300: Information Security Fundamentals – 3 Credit Hours

This course is designed to provide a comprehensive introduction to information security principles, concepts, and practices in the digital age. The student will learn about the four basic types of attacks, how hackers exploit them, and how to implement information security services to protect information and systems.

INT 310: Web Programming – 3 Credit Hours

This course delves into contemporary web development trends and practices. Students will explore foundational concepts and techniques, progressing towards practical application in the final module. Through a blend of theoretical understanding and hands-on experience, learners will gain the skills required to create dynamic and interactive web applications.

INT 320: Decision Support Systems – 3 Credit Hours

This course offers a comprehensive exploration of modern tools and techniques for aiding decision-making processes in the field of Information Technology. The course is designed to equip students with the practical knowledge and skills needed to analyze complex data, make informed choices, and implement decision-support systems in various contexts.

INT 330: Cloud Computing – 3 Credit Hours

This course provides a comprehensive introduction to Cloud Computing, exploring its fundamental concepts, technologies, and practical applications. It is designed to equip students with the knowledge and skills required to harness the power of cloud resources efficiently. Through a blend of theoretical foundations and hands-on activities, students will gain insights into the current trends and emerging paradigms in the field.

HRM 340: Human Resources Management – 3 Credit Hours

This course examines the policies and practices used by human resource management personnel to create and maintain an effective workforce. Topics include human resource planning, job analysis, recruitment, selection, performance appraisal, workforce development, compensation, and labor relations.

INT 350: Data Analysis and Data Mining – 3 Credit Hours

This course provides students with a comprehensive understanding of concepts, techniques, and tools in data analysis and mining. The course combines theoretical knowledge with practical applications, preparing students to leverage data effectively in the digital age. Participants will engage in interactive online learning, research, and practical exercises, culminating in a hands-on project in the final module.

LED 360: Leadership and Business Decision Making – 3 Credit Hours

This course, "Leadership and Business Decision Making," delves into contemporary leadership principles, strategies for effective decision-making, and their application in the digital age. Through a blend of academic rigor and practical insights, students will acquire essential leadership skills and the ability to make informed, value-driven business decisions.

FIN 370: Financial Analysis – 3 Credit Hours

This course provides the fundamental concepts and methods necessary to understand the emerging role of business analytics in organizations. The student will learn how to apply basic business analytics methods and how to communicate with analytics professionals to effectively use and interpret analytical models and results in business decision-making. Topics such as fundamentals of descriptive analytics, predictive analytics, and prescriptive analytics will be covered.

INT 380: Audit and Information Security Management – 3 Credit Hours

This course provides students with the knowledge necessary to implement IT audit programs and understand standards, frameworks, regulations, and risk management techniques related to information security. It is considered a practical activity for the student to implement what has been learned.

COM 390: Communication and Business Public Relations – 3 Credit Hours

This course traverses from foundational communication paradigms to the intricacies of public relations in crisis scenarios. In the ever-evolving digital landscape, understanding business communication and public relations (PR) is indispensable for Information Technology professionals. Students explore the synergy between IT, business communication, and public relations, accentuating the role of digital transformation. The culmination in a hands-on activity ensures practical application, preparing students to lead with efficacy in the intersecting realms of IT and PR.

ARI 400: Introduction to Artificial Intelligence – 3 Credit Hours

This course serves as an introductory exploration into the exciting field of Artificial Intelligence (AI). Provides a comprehensive foundation in AI concepts, algorithms, and applications. Through a combination of theoretical learning and practical exercises, students will gain a deep understanding of the underlying principles of AI and how it is revolutionizing industry and impacting society.

ENT 410: Entrepreneurship and Technological Innovation – 3 Credit Hours

This course deals with the evolution of technology from primitive times to the present, complemented with cutting-edge topics such as the SWOT technique, as well as the study of technological transformation in the country, Latin America, and the world. The importance of the subject Creativity and Technological Innovation lies in the fact that it will provide you with the practical and theoretical knowledge of technology to enable you to use the techniques to diagnose the technological positioning of a company, in order to establish its action plan according to its position: strong, medium or weak.

ITM 420: Information Technology Project Management – 3 Credit Hours

This course covers essential project management principles and practices specific to IT projects. Students will explore theoretical concepts, practical applications, and case studies related to IT project management. In a rapidly evolving digital landscape, effective project management is critical to the successful execution of IT initiatives, for this reason, emphasis will be placed on agile methodologies, change management, and real-world project scenarios.

MAJOR IN CYBERSECURITY

CYB 450: Analysis of Risks and Threats – 3 Credit Hours

This course is strategically designed to provide a comprehensive understanding of the evolving cybersecurity landscape. Students will be introduced to the fundamental principles of risk assessment, delve deep into the profiles of threat actors, study the dynamics of third-party risks, and formulate effective mitigation strategies. This course combines theoretical insights from renowned academic resources with practical activities, ensuring students are well-equipped to identify, analyze, and mitigate potential cybersecurity risks and threats.

CYB 455: Cybersecurity Fundamentals – 3 Credit Hours

This Cybersecurity Fundamentals course introduces foundational knowledge on cybersecurity principles, mechanisms for securing digital assets, and practical real-world applications. Students delve into essential cybersecurity concepts, address contemporary challenges, and showcase their understanding through hands-on activities.

CYB 460: Cryptography and Information Security – 3 Credit Hours

The course provides students with the knowledge and skills necessary to understand, implement and manage cryptographic techniques for information security, focuses on principles and practices for protecting digital information and communication.

CYB 465 Digital Forensic Analysis – 3 Credit Hours

This course highlights the investigation and analysis techniques used to uncover digital evidence in various contexts, including cybersecurity incidents, criminal investigations, and civil litigation, providing students with the knowledge and skills needed to conduct digital investigations and manage digital evidence.

CYB 470 Critical Infrastructure Protection – 3 Credit Hours

The course is based on the strategies and technologies employed to safeguard critical infrastructure systems from physical and cyber threats, giving students the knowledge and skills necessary to assess vulnerabilities, design protective measures and respond to potential risks to essential infrastructure.

CYB 475: Cybersecurity Research – 3 Credit Hours

This course will provide students with the knowledge and skills necessary to engage in cybersecurity research and contribute to the advancement of the field, providing them with research methodologies and critical thinking needed to address complex cybersecurity challenges.

ETH 480: Ethical Hacking and Penetration Testing – 3 Credit Hours

The course is based on ethical hacking techniques and penetration testing methodologies to identify vulnerabilities and strengthen cybersecurity defenses, so students are provided with the knowledge and practical skills necessary to assess and improve the security of computer systems and networks.

CYB 490: Incident Management and Business Continuity – 3 Credit Hours

This course equips students with the knowledge and skills necessary to develop incident response plans and business continuity strategies, building strategies and practices employed to effectively manage and respond to incidents, disasters, and disruptions in technology-driven environments.

MAJOR IN CLOUD INFRASTRUCTURE

CLO 450: Cloud Infrastructure Services – 3 Credit Hours

This course is designed to provide students with a comprehensive understanding of cloud computing concepts and technologies. In today's digital environment, cloud infrastructure plays a critical role in enabling businesses to

scale and innovate. This course will equip students with the knowledge and practical skills necessary to harness the power of cloud services. Students will gain a solid foundation in Cloud Infrastructure Services. The course is structured in four modules, with the final module focusing on practical application through case study analysis. It is designed to be academically rigorous, engaging, and aligned with current digital trends.

CLO 455: Cloud Platform Services – 3 Credit Hours

This course provides students with advanced knowledge and practical skills in leveraging cloud computing technologies for building, deploying, and managing scalable applications and services. It enables them to design, deploy, and manage cloud-based applications effectively, ensuring they are well-prepared for the evolving landscape of cloud computing.

CLO 460: Software Services – 3 Credit Hours

The course provides students with a comprehensive understanding of software development and service-oriented architecture that is grounded in the principles, methods and tools used in the development, implementation and maintenance of software services in various technological environments.

CLO 465: Implementation and Migration – 3 Credit Hours

This course is designed to provide students with a comprehensive understanding of the processes and methodologies involved in the implementation of new technologies and migration from legacy systems, focusing on the strategic planning, execution and management of technology implementation and migration projects.

CLO 470: Monitoring and Automation in the Cloud – 3 Credit Hours

This course highlights the tools, practices, and strategies used to monitor and automate cloud-based environments, providing students with the knowledge and skills necessary to ensure the reliability, performance, and efficiency of cloud services.

CLO 475: Cloud Administration and Management – 3 Credit Hours

The course gives students a comprehensive understanding of cloud computing, administration and management, providing them with the principles, tools and practices used in the administration and management of cloud-based resources and services.

CLO 480: Security and Compliance in the Cloud – 3 Credit Hours

This course is grounded in the principles, practices and technologies used to ensure the security and compliance of cloud-based systems and services, providing students with the knowledge and skills necessary to assess, implement and maintain robust security measures in cloud environments while complying with regulations and industry standards.

CLO 490: Cost Analysis and Optimization in the Cloud – 3 Credit Hours

The course focuses on the principles and strategies used to manage and optimize the costs of cloud-based resources and services and provides students with the knowledge and skills necessary to make profitable decisions when using cloud technologies.

MAJOR IN AUTOMATION AND CONTROL

AUT 450: Automation Fundamentals – 3 Credit Hours

This course immerses students into the world of automation, providing a comprehensive understanding of its foundational concepts, emerging trends, and real-world applications. Students explore the spectrum from basic automated systems to advanced AI-led processes. Concluding with a practical application module, learners will be well-equipped to integrate their knowledge into modern IT-driven automated environments, ensuring both theoretical grounding and hands-on experience.

AUT 455: Industrial Process Control – 3 Credit Hours

The course is focused on the principles, methods and technologies used to control and optimize industrial processes, providing students with the knowledge and skills necessary to design, implement and manage control systems in various industrial environments.

AUT 460: Programming of Programmable Logic Controllers (PLC) – 3 Credit Hours

This course provides students with the knowledge and skills necessary to design, program and maintain PLC systems used in various industrial applications, through principles and practices of programming and configuring PLCs for industrial automation and control.

AUT 465: Motion Control and Industrial Robotics – 3 Credit Hours

The course focuses on the principles and technologies used to control and automate motion in industrial systems, particularly through the use of industrial robots, giving students the knowledge and skills necessary to understand, design and implement robotic and motion control systems in industrial settings.

AUT 470: Automation of Manufacturing Processes – 3 Credit Hours

This course provides students with the knowledge and skills necessary to design, implement and manage automation solutions in manufacturing environments, through the principles, technologies and strategies used to automate manufacturing operations.

AUT 475: Control Systems Integration – 3 Credit Hours

The course is based on the principles, methods and practices of integration and optimization of control systems in various technological environments, which allows students to acquire the knowledge and skills necessary to design, configure and maintain integrated control systems for complex applications.

AUT 480: Automation of Electrical and Electronic Systems – 3 Credit Hours

This course will enable students to acquire the knowledge and skills necessary to design, program and maintain automated systems in the electrical and electronic domains, based on the principles, technologies and strategies used to automate electrical and electronic systems in various applications.

AUT 490: Maintenance and Diagnosis of Automated Systems – 3 Credit Hours

This course focuses on the principles and practices of maintenance and diagnosis of automated systems in various technological environments, providing students with the knowledge and skills necessary to ensure the reliable and efficient operation of automated systems.

BACHELOR OF SCIENCE IN ORGANIZATIONAL PSYCHOLOGY**CORE COURSES****PSY 210: Industrial and Organizational Psychology – 3 Credit Hours**

This course focuses on the application of psychological principles in work settings, providing students with a comprehensive understanding of how psychology can be used to address issues related to human behavior, motivation, and performance in organizations.

PSY 220: Research Methods in Psychology – 3 Credit Hours

This course aims to equip students with a variety of research methods and tools to learn about behavior and mental processes. In this sense, the student will achieve a critical and ethical approach to the existing scientific methods to represent psychological realities in a systematic and valid manner.

PSY 230: Social Psychology – 3 Credit Hours

This course provides a comprehensive introduction to the field of social psychology, equipping students with knowledge and skills necessary for a successful career in industrial and organizational psychology. The course

explores the principles, theories, and practices of social psychology, emphasizing the importance of an interactional approach between the self and the social environment in an evidence-based approach. By the end of the course, students will be prepared to apply their knowledge in a comprehensive approach to social reality.

ORG 240: Organizational Behavior – 3 Credit Hours

This course deals with human behavior in organizations and with the practices and methods within organizations that facilitate or hinder effective behavior. Within each theme, we will address conceptual frameworks, case discussions geared towards skill development.

PSY 250: Personality Theories – 3 Credit Hours

This course provides students with a broad and comprehensive vision of the main psychological theories that have emerged in the development of the discipline, considering the problems in delimiting the field of study, as well as their strategies and methods for research.

DAJ 260: Design and Analysis of Jobs – 3 Credit Hours

This course delves into the intricate aspects of job design and analysis, exploring the dynamic relationship between organizational structures, human performance, and workforce efficiency. Students will gain profound insights into the principles of job design, examining how tasks, roles, and responsibilities align with organizational goals and employee well-being. By exploring cutting-edge digital trends and real-world case studies, students will learn to anticipate future work requirements and acquire the essential skills needed to optimize job design strategies for modern workplaces.

TDJ 270: Training and Development of Job Skills – 3 Credit Hours

This course provides students with a comprehensive understanding of the principles, strategies, and techniques essential for fostering skill development within the workplace. Through a blend of theoretical concepts and practical applications, this course explores various facets of training, development, and skill enhancement in the context of organizational settings. Students will explore the latest trends in digital learning and its impact on skill acquisition and development.

SEP 280: Selection and Evaluation of Personnel – 3 Credit Hours

The Selection and Evaluation of Personnel course is a dynamic exploration of modern talent management practices within organizations. It offers a robust blend of theory, practical application, and engagement with current digital trends in the field, equipping students with valuable insights and skills to succeed in today's workforce. This cutting-edge course synthesizes both traditional and contemporary approaches to personnel selection and acquisition, fostering a holistic understanding of the field.

PSY 290: Psychology of Motivation and Leadership – 3 Credit Hours

This course presents students an understanding of human relations and organizational behavior concepts from leadership and motivation as psychological processes that guide group effectiveness. To this end, the course offers an exploration of leadership skills and their influence on others to motivate behaviors within diverse networking and intercultural contexts.

PSY 300: Psychometry – 3 Credit Hours

This course provides the fundamental aspects for understanding Psychometric Tests as a measurement technology specific to Psychology, considering their usefulness in various areas such as clinical, organizational, educational, and social practice. Furthermore, its usefulness in research for the development of reliable and valid measurement instruments is presented.

ETH 310: Ethics of the Psychologist – 3 Credit Hours

This course presents the ethical issues of the psychologist's professional practice based on the guidelines established by the American Psychologist Association, considering a critical reflection of the moral dilemmas and decisions that may arise in everyday situations.

ORG 320: Evaluation of the Organizational Climate and Culture – 3 Credit Hours

This course offers an insightful exploration of the dynamic field of organizational culture and climate within the context of today's rapidly evolving digital landscape. It aims to provide students with a comprehensive understanding of how organizational culture and climate impact workplace effectiveness and employee well-being. Through a blend of theoretical knowledge and practical application, students will gain the essential skills required to navigate the ever-changing organizational landscape.

STA 330: Data Analysis in Psychology – 3 Credit Hours

The course provides students with the knowledge and skills necessary to collect, analyze and interpret data in the field of psychology, applying statistical and analytical methods used in psychological research.

PEF 340: Performance Evaluation and Feedback – 3 Credit Hours

This course focuses on the fundamentals of performance measurement and management systems and demonstrates how they are critical from a mission, strategic, funding, transparency, and accountability perspective in private, public, and non-profit settings.

EIN 350: Emotional Intelligence – 3 Credit Hours

This course centers on how working effectively with others requires more than industry specific skills and IQ. Emotional Intelligence (EQ) and cultural intelligence (CQ) are also necessary for successful careers. Accordingly, this course is divided into two basic components: 1) increasing emotional intelligence through mindfulness practices and self-awareness exercises and 2) cross-cultural experiential exercises to enhance cross-cultural competencies through heightened awareness of cultural differences.

TDA 360: Training and Development Needs Assessment – 3 Credit Hours

The Training and Development Needs Assessment course equips students with essential skills and knowledge to conduct comprehensive training needs assessments within organizations, aligning HR strategies with contemporary digital trends. This course offers a unique blend of HR expertise and technology integration. Students will learn to identify skill gaps, design effective training programs, and harness the power of digital tools in a rapidly evolving workplace. The course emphasizes practical application, ensuring that students are well-prepared for real-world HR challenges in the digital age.

PSY 370: Psychology of Innovation and Creativity at Work – 3 Credit Hours

It is a specialized course that focuses on the role of psychological factors in fostering innovation and creativity in the work and organizational environment, giving students a comprehensive understanding of the psychological principles that drive creative thinking and innovation in the workplace.

MAR 380: Consumer Behavior and Marketing – 3 Credit Hours

This course, Consumer Behavior and Marketing provides students with a comprehensive understanding of the psychological and behavioral aspects that drive consumer choices and how these insights can be applied in marketing strategies. It integrates theories from industrial and organizational psychology with marketing principles to equip students with valuable skills for optimizing consumer engagement and decision-making in various industries. Through a blend of theoretical knowledge and practical applications, students will explore the dynamics of consumer behavior, market segmentation, and one-to-one marketing strategies. The course is structured to ensure that students can adapt and apply these concepts to real-world scenarios effectively.

PSY 390: Psychology of Compensation and Benefits – 3 Credit Hours

This course focuses on the psychological principles and factors that influence decisions related to compensation, how compensation and benefits impact employee motivation, well-being, and behavior.

HRM 400: Labor Relations and Collective Bargaining – 3 Credit Hours

This course offers a comprehensive dive into Labor Relations and Collective Bargaining, aiming to equip students with the necessary knowledge and skills to navigate complex labor relations environments. Through an intensive

four-week module setup, students will be introduced to foundational principles, historical perspectives, and current trends, while culminating in a practical case study or activity to demonstrate their grasp on the subject matter.

LED 410: Theories of Motivation and Leadership – 3 Credit Hours

This course aims to equip students with a comprehensive understanding of the core principles underlying motivation and leadership. Drawing from cutting-edge research and real-world case studies, the course offers a profound exploration of various leadership styles, including their influence on motivation within diverse and intercultural contexts. The virtual format ensures a blend of interactive sessions and independent research, culminating in a practical application of the concepts learned.

PSY 420: Educational Psychology – 3 Credit Hours

This course focuses on the application of main theory to educational practice involving the student in a conceptual and methodological body, that allows understanding the teaching and learning processes applying their knowledge in a comprehensive approach.

PSY 450: Occupational Health Psychology – 3 Credit Hours

This course explores the dynamic interaction between psychological well-being and the work environment and is designed to give students a comprehensive understanding of how work-related factors, stressors, and psychological processes impact people's physical and mental health in the workplace.

PSY 455: Psychology of Work Groups and Teams – 3 Credit Hours

This course is conceived to introduce the student in reflection on the role of the human being in the work process throughout history to current, understanding work as a phenomenon of social, political, economic, and psychological impact that has significantly marked the development of the humanity.

MAN 460: Decision Making and Conflict Resolution – 3 Credit Hours

This course provides a deep dive into the psychological foundations and applied techniques of decision-making, along with a thorough understanding of resolving interpersonal and organizational conflicts. In an increasingly interconnected and diverse workplace, the need for competent decision-making and effective conflict resolution strategies is paramount. The course is structured to balance rigorous academic learning with practical applications, and case-based methodologies.

BUS 465: Ethics and Social Responsibility at Work – 3 Credit Hours

This course offers an in-depth exploration of the principles of ethics and social responsibility in various work contexts. The course moves beyond traditional workplace scenarios, addressing a broader spectrum of work-related situations, and emphasizing the psychological underpinnings of ethical decisions and actions.

PSY 470: Psychology of Diversity and Labor Inclusion – 3 Credit Hours

The course provides students with a comprehensive understanding of how psychological factors influence the dynamics of various work environments and strategies to foster inclusion and equity, focusing on the psychological aspects of diversity, equity, and inclusion in the workplace.

PSY 475: Psychology of Globalization and Cultural Diversity at Work – 3 Credit Hours

The course focuses on the psychological aspects of working in a globalized and culturally diverse world, providing students with a comprehensive understanding of how psychology intersects with issues related to culture, diversity, and intercultural interactions in the workplace.

COA 480: Coaching and Mentoring at Work – 3 Credit Hours

The course provides students with a comprehensive understanding of how psychology can be applied to support the development, growth, and performance of individuals in the workplace, grouping together the psychological aspects of Coaching and Mentoring relationships with professional environments.

MAN 490: Change Management in Organizations – 3 Credit Hours

This course is designed to equip students with the knowledge and skills necessary to navigate and lead organizational change effectively. In today's fast-paced business environment driven by digital transformation, change is constant and the ability to manage it is a critical skill. This course explores various perspectives on change management and examines how organizations can adapt and thrive in the face of relentless change. Students will gain a deep understanding of the challenges and opportunities presented. for the change.

MASTER OF BUSINESS ADMINISTRATION

CORE COURSES

BUS 500 Business in the Global Economy – 3 Credit Hours

This course addresses the factors that affect international business and business expansion. Discussion topics include demographic, economic, political, natural resource, technology, and cultural characteristics and the role they play in the advancement of multinational enterprises.

LED 520 Leadership and Organizational Behavior – 3 Credit Hours

Students will gain a thorough understanding of individual, group, and organizational behavior. Students will utilize this knowledge to build practical skills in leading individuals and teams to high performance. Through a variety of teaching methods, students will learn to analyze their business environment, detect, and analyze problems, and develop sound, creative and socially responsible solutions to help their organizations flourish in a complex and uncertain world.

MAN 540 Operations Management – 3 Credit Hours

This course provides a general management perspective of the role of operations in companies in both manufacturing and service industries. It offers a broad survey of the concepts and techniques involved in designing and managing operations. This course is designed to provide a survey of the field of operations, focusing more on the operations side of management while also presenting the mathematical component.

MAR 560 Marketing and Sales Management – 3 Credit Hours

Students will study the basics of marketing in the consumer and industrial marketplace, sales techniques, computers in marketing, cash terminal operation, store security, pricing, and career possibilities in sales and marketing.

FIN 600 Financial Decision Making – 3 Credit Hours

This course presents the processes for analyzing a firm's financial condition, developing alternatives, and making business finance decisions. Exercises the analysis of current financial and operational data, and the projection of these data forward to support decision making under varying assumptions. This course will include means of managing working capital including sources of short-term financing of operations and methods used to raise external capital including initial public offerings, seasoned equity offerings, public and private debt, private equity, and venture capital.

STA 610 Quantitative and Qualitative Methods for Decision Making – 3 Credit Hours

This course introduces the learner to utilize and apply quantitative methods for individual, organizational, and societal decision-making. A variety of tools and techniques will be examined as the foundation for the development and interpretation of attributes and variables in addition to the use of data sources for improving processes and

organizational environments. Topics covered include displaying and summarizing data, random variables and probability distributions, sampling, statistical inference, regression analysis, forecasting, statistical quality control, risk analysis, Monte Carlo simulation, decision trees, and linear and integer optimization modeling. Requires Microsoft Excel.

CIS 620 Information Technology Management – 3 Credit Hours

The course presents fundamental knowledge essential to successfully managing information technology functions within a larger organization. It also includes strategic and operational issues that incorporate the significance of rapidly advancing technology and organizational matters.

LEG 640 Business Law and Ethics – 3 Credit Hours

This course will introduce you to the laws and ethical standards that managers must abide by in the course of conducting business. Student will Learn about the laws that business managers must follow to protect their consumers, employees, and overall operations. Explore conflict management strategies and legal issues, such as torts, contracts, property law, intellectual property, and employment law.

MAJOR IN BUSINESS ADMINISTRATION

MAN 660 Managerial Skills – 3 Credit Hours

Communication · Decision making · Delegation · Problem solving · Motivation, are some of the management skills that leaders of any organization must have. This course analyzes how managerial skills favor the professionalization of individuals in their work and professional area.

MAN 670 Corporate Finance – 3 Credit Hours

In this course, students will identify the elements of corporate finance through the application of various analysis tools to visualize the general panorama of the financial operation of a company and support corporate decision making.

MAN 680 Financial Strategies – 3 Credit Hours

In this course, students understand the financial strategy as a whole by relating key areas such as investment, capital structure, financial risks, profitability, working capital management and cash management, all of which are necessary. to achieve competitiveness and harmonious growth of the organization.

MAN 690 Business Planning Seminar – 3 Credit Hours

In this course, students acquire the ability to develop a business plan, evaluate the technical, economic, financial, and marketing feasibility of the project, generating documents that describe a business, analyze the market situation, and establish the actions to be carried out in the future, together with the corresponding strategies to implement them.

MAJOR IN DIGITAL MARKETING & E-COMMERCE

MAR 660 Marketing Strategies – 3 Credit Hours

This course addresses the style and method used to create leads and how to implement the marketing strategies that work best for the business.

MAR 670 Global Trends in Digital Marketing – 3 Credit Hours

Marketing strategies are methods, operational plans that outline and describe procedures designed so that a company can achieve specific marketing objectives in the short, medium, or long term.

MAR 680 Marketing and Digital Sales – 3 Credit Hours

This course the student analyzes digital marketing innovations through the analysis of Internet marketing trends, for the development of effective strategies for launching, positioning, maintaining or relaunching products and services in the digital market.

MAR 690 Marketing for E-commerce – 3 Credit Hours

Promoting virtual stores is the main purpose of this course. In this course, the student determines the digital marketing strategies that must be implemented in ecommerce, with the purpose of increasing sales and customer loyalty.

MAJOR IN PROJECT INNOVATION MANAGEMENT

INV 660 Innovation Trend Analysis – 3 Credit Hours

This course addresses the trends for the management of ideas, ventures, or problems of organizations, inducing the student to propose ideas / projects from a guided experience.

INV 670 Applied Project Management – 3 Credit Hours

This course addresses the trends to effectively plan a project by applying methodologies, techniques, and tools to manage it and guarantee a successful conclusion, based on the principles of administration of available resources and their efficient allocation to take actions that mitigate your risks.

INV 680 Business and Innovation Strategies – 3 Credit Hours

Innovation consists of expanding the universe of possibilities by improving business activity under different perspectives and in different business areas. This course explores the resources to carry out a restructuring and automation of processes or how to implement actions according to emerging needs.

INV 690 Quality Management – 3 Credit Hours

In this course, the student recognizes how the application of reliability in the project design phase must implicitly balance productivity, safety, and risk. This course describes the security and reliability functions of a project and the importance of applications that support the security and reliability of a project.

MASTER OF SCIENCE IN EDUCATIONAL SCIENCES

CORE COURSES

SST 500: Strategic Studies Techniques – 3 Credit Hours

The course is focused on the principles and methods used to analyze, develop, and implement effective strategies in educational institutions, providing students with advanced knowledge and skills necessary for strategic planning, decision making and leadership in the field of education.

FED 520 : Fundamentals of Education: Theories and Approaches – 3 Credit Hours

This course provides students with a comprehensive understanding of the key theories, concepts and approaches underpinning the field of education, explores the historical, philosophical, and sociological foundations of education as well as contemporary educational theories and their implications for effective educational management.

CDE 540: Curriculum Design and Educational Planning – 3 Credit Hours

This course offers a comprehensive exploration of the intricate world of curriculum planning and instructional design. Integrates knowledge about education, presenting a holistic understanding of curriculum development. It delves into essential topics such as multiculturalism, constructivism, and the evolution of educational reform. Throughout the course, participants will navigate the changing landscape of instructional design, culminating in the ability to craft responsive and innovative curricula that meet diverse student needs while seamlessly aligning

with the demands of education. current. This course is designed to empower educators with the knowledge and practical skills they need to excel in curriculum development and create meaningful learning experiences.

ELD 560: Educational Psychology and Learning Development – 3 Credit Hours

This course provides students with an in-depth understanding of the psychological principles and theories underlying human learning and development, exploring how educators and educational managers can apply this knowledge to create effective teaching and learning environments.

CEG 600: Comparative Education and Globalization – 3 Credit Hours

This course explores the global trends and factors impacting education systems around the world, providing students with the knowledge and perspectives necessary to analyze and adapt educational practices within a global context.

LED 610: Communication and Educational Leadership – 3 Credit Hours

This course focuses on the essential role of effective communication in educational leadership and management, providing students with the knowledge and skills necessary to lead educational institutions and initiatives through strategic communication, collaboration, and stakeholder engagement.

ERP 620: Educational Research and Program Evaluation – 3 Credit Hours

This course is designed to equip students with the knowledge and skills necessary to engage in educational research, evaluate program effectiveness, and make data-driven decisions to improve educational outcomes.

EPS 640: Educational Policies and Society – 3 Credit Hours

This course examines the complex relationship between educational policies, social influences, and educational institutions, and provides students with the knowledge and analytical skills necessary to understand, analyze, and influence educational policies in a social context.

MAJOR IN CURRICULUM AND EDUCATIONAL INNOVATION

CEI 660: Curriculum Foundations and Instructional Design – 3 Credit Hours

This course delves into the theoretical and practical aspects of curriculum development and instructional design, preparing students to shape effective educational programs and instructional strategies.

CEI 670: Innovative Teaching and Learning Models – 3 Credit Hours

This course provides students with the knowledge and skills necessary to lead and manage educational institutions that embrace innovation in teaching and learning, exploring contemporary approaches to teaching and learning, with an emphasis on innovative models, strategies and technologies that are reshaping education.

CEI 680: Learning Assessment and Curriculum Improvement – 3 Credit Hours

This course is based on the assessment of student learning outcomes and the continuous improvement of educational curricula, enabling students to acquire knowledge and skills necessary to develop and implement effective assessment strategies and make data-driven decisions to improve the curriculum.

CEI 690: Curriculum and Educational Transformation – 3 Credit Hours

This course equips students with the knowledge and strategies to lead and manage curricular change and innovation, exploring the dynamic nature of curriculum development, adaptation, and transformation to meet the changing needs of educational institutions and students.

MAJOR IN LEARNING ASSESSMENT

LAS 660: Fundamentals of Learning Assessment – 3 Credit Hours

This course provides students with a comprehensive understanding of learning assessment principles and practices, emphasizing the importance of valid and reliable assessment methods to improve educational outcomes.

LAS 670: Design and Development of Evaluation Instruments – 3 Credit Hours

This course focuses on the principles and practices of designing and developing assessment instruments to assess various aspects of educational programs, including student learning, quality of instruction, and educational processes.

LAS 680: Analysis and Interpretation of Evaluation Data – 3 Credit Hours

This course provides students with the knowledge and skills necessary to effectively analyze and interpret assessment data to make data-driven decisions to improve the educational program.

LAS 690: Continuous Improvement of the Evaluation Process – 3 Credit Hours

This course is designed to equip students with the knowledge and skills necessary to lead and manage the continuous improvement of assessment processes in educational settings, ensuring that assessment and assessment practices align with educational objectives and produce meaningful results.

MAJOR IN ONLINE EDUCATIONAL MANAGEMENT

OEM 660: Online Education and Technology Management – 3 Credit Hours

This course explores the management of online educational programs and the integration of technology in educational institutions, giving students the knowledge and skills needed to lead and manage online and technology-enhanced learning initiatives.

OEM 670: Design and Development of Online Courses – 3 Credit Hours

This course provides students with a comprehensive understanding of the principles and practices involved in designing and developing effective online courses, as well as the knowledge and skills needed to create engaging, high-quality online learning experiences.

OEM 680: Technological Platforms and Tools for Online Education – 3 Credit Hours

This course explores the various technological platforms, tools and systems used in online education and equips students with the knowledge and skills to effectively manage and integrate these technologies into educational settings.

OEM 690: Management and Administration of Online Education– 3 Credit Hours

This course deepens the principles and practices of managing and administering online educational programs, enabling students to develop knowledge and skills necessary to lead and oversee online educational initiatives effectively.

MASTER OF SCIENCE IN SOCIAL SCIENCE

CORE COURSES

SST 500: Strategic Studies Techniques – 3 Credit Hours

The course is designed to provide students with the knowledge and skills necessary to analyze and formulate effective strategies in various social and political contexts, equipping students with advanced techniques for strategic planning, policy analysis and decision-making in the social sciences.

SSC 520: Epistemology of the Social Sciences – 3 Credit Hours

The Epistemology of Social Sciences course offers an engaging exploration of the historical roots, theoretical foundations, and contemporary relevance of the social sciences. This course provides a deep understanding of key concepts and theories within the field. Through lectures, discussions, and practical activities, students will develop critical thinking skills, and a solid foundation for advanced studies in social sciences.

SSC 540: Social Sciences Research Methodology – 3 Credit Hours

This course offers students a comprehensive foundation in research methods crucial for conducting rigorous social science inquiries. Through a structured and engaging curriculum, students will explore various research methodologies and acquire the essential skills needed to design and execute social science research projects effectively. The course culminates in the practical application of these methodologies, enabling students to demonstrate their proficiency in real-world research scenarios.

STA 560: Statistics Applied to the Social Sciences – 3 Credit Hours

This course provides students with a comprehensive understanding of statistical methods and their practical applications using SPSS. The course combines theoretical knowledge with hands-on practice in data analysis, equipping students to effectively utilize SPSS for descriptive and inferential statistics in social science research. By the end of the course, participants will possess the skills and confidence to gather, analyze, and interpret data using SPSS, making them proficient in statistical analysis within a social science context.

ETH 600: Seminar on Ethics and Professional Practice – 3 Credit Hours

This course is designed to provide students with a comprehensive understanding of the ethical principles and standards essential in the realm of research and professional practice in Social Science. Throughout the course, students will explore various ethical dilemmas and develop critical thinking skills to navigate complex ethical issues. The course will emphasize practical applications and real-world case studies, enabling students to make informed ethical decisions in their professional careers. By the end of this course, students will be well-equipped to uphold ethical values, maintain integrity, and contribute positively to society through their research and professional endeavors.

PSY 610: Social Studies Seminar – 3 Credit Hours

This course actively engages students in cultural dialogues, researching into the intricacies of academic and real-world subjects by examining diverse perspectives. Through an inquiry-based framework, students perfect their skills in reading and analyzing articles, research studies, and foundational literary and philosophical texts. They also listen to and view speeches, broadcasts, personal accounts, and experience artistic works and performances. Students will learn to synthesize information from various sources, cultivate their own perspectives through research-based written essays, create and deliver oral and visual presentations, both individually and collaboratively. This course aims to empower students with the ability to analyze and evaluate information accurately and precisely, enabling them to construct and communicate evidence-based arguments.

SOW 620: Social Work Seminar – 3 Credit Hours

This course provides a comprehensive introduction to the field of social work, equipping students with foundational knowledge and skills necessary for a successful career in social sciences. The course explores the principles, theories, and practices of social work, emphasizing the importance of ethical and evidence-based approaches. By the end of the course, students will be prepared to apply their knowledge in real-world scenarios and contribute meaningfully to the field of social work.

OTH 640: Occupational Therapy Seminar – 3 Credit Hours

This course provides students with the fundamental knowledge and skills necessary to understand the role of occupational therapy in promoting health, well-being, and participation of individuals across the lifespan, based on the principles and practices of occupational therapy within the context of the social sciences.

MAJOR IN SENIOR ADULTS

GER 660: Research Methods in Older Adults– 3 Credit Hours

This course focuses on principles and practices of conducting research related to the aging process and older adults, providing students with the knowledge and skills necessary to design, conduct and analyze research studies in the field of gerontology.

GER 670: Evaluation and Diagnosis of Older Adults – 3 Credit Hours

The course focuses on the principles and practices of assessing and diagnosing the health and well-being of older adults, equipping students with the knowledge and skills necessary to conduct comprehensive assessments and provide accurate diagnoses for the elderly population.

GER 680: Psychosocial Interventions in Older Adults – 3 Credit Hours

This course enables students to acquire knowledge and skills necessary to address the unique psychosocial needs and challenges of the older population, based on principles and practices for providing psychosocial support and interventions to older adults.

GER 690: Palliative Care in Older Adults – 3 Credit Hours

The course is grounded in principles and practices for providing palliative care to older adults, giving students the knowledge and skills necessary to provide compassionate and holistic care to older people with advanced illnesses, with a focus on improving their quality of life.

MAJOR IN COMMUNITY WORK

SOW 660: Social Work and Social Change – 3 Credit Hours

The course is grounded in the principles and practices of social work in the context of driving positive social change, providing students with the knowledge and skills necessary to advocate for social justice, engage in community development, and address systemic issues that impact individuals and communities.

SOW 670: Social Policies and Welfare Systems – 3 Credit Hours

This course provides students with the knowledge and skills necessary to understand, analyze and contribute to the formulation and implementation of social policies and welfare programs through the principles and practices of social policy development and the design and operation of welfare systems.

SOW 680: Social Work with Vulnerable Populations – 3 Credit Hours

The course focuses on the principles and practices of providing social work services to individuals and communities facing various forms of vulnerability and adversity, providing students with the knowledge and skills necessary to work effectively with vulnerable populations, address their unique needs, and advocate for social justice.

SOW 690: Advanced Social Work Practice – 3 Credit Hours

This course gives students the knowledge and skills necessary to engage in complex social work interventions and address a wide range of social issues and challenges and is based on advanced principles and practices in the field of social work.

MAJOR IN THERAPEUTIC ENVIRONMENTS

OTH 660: Research into Therapeutic Environments – 3 Credit Hours

The course is grouped into research methods and practices within the field of occupational therapy, allowing students to develop knowledge and skills necessary to design, conduct and evaluate research studies in the context of occupational therapy, contributing to the advancement of the profession and evidence-based practice.

OTH 670: Evaluation and Planning of Therapeutic Environments – 3 Credit Hours

This course gives students the knowledge and skills necessary to assess clients, plan personalized interventions, and monitor progress toward better functioning and well-being, grounded in the principles and practices of assessing individuals' needs and designing effective interventions.

OTH 680: Therapeutic Environments for Older Adults – 3 Credit Hours

The course is grounded in principles and practices of occupational therapy applied to the aging population, allowing students to acquire the knowledge and skills necessary to address the unique needs and challenges faced by older adults, enabling them to maintain independence and improve their quality of life.

OTH 690: Neurotherapeutic Environments – 3 Credit Hours

This equipping course enables students to develop the knowledge and skills necessary to assess, plan, and implement interventions to help people with neurological conditions regain or maintain their functional independence, through principles and practices of occupational therapy in the context of neurological disorders.

STAFF & FACULTY

STAFF

- | | |
|------------------------------------|--|
| ▪ Marcelino Muñoz | Chancellor |
| ▪ Miguel Angel Muñoz | President |
| ▪ Ana Maria Ramirez | Campus Director |
| ▪ Ivonne Lopez | Academic Director |
| ▪ Enrique Rodriguez Sanchez | Administrative Director & Director of Finance |
| ▪ Helmut Alcocer Alvarez | Director of Innovation and Technology |
| ▪ Moraima Romero | Registrar |
| ▪ Piedad Buchheister | Admissions |
| ▪ Jose Roque | Librarian |

FACULTY

- **Alvaro Antonio Garcia Troy**
 - Master of Science in Business Intelligence and Data Science, IEBS Business School, Madrid, Spain
 - Master of Business Administration from University Diego Portales, Santiago, Chile
 - Bachelor of Science in Industrial Civil Engineer from University Diego Portales, Santiago, Chile
- **Angelica Maria Rojas Munoz**
 - Master of Science Information Management from Universidad de Granada, Spain
 - Bachelor of Science in Designer with Mention in Visual Communication from Instituto Profesional de Santiago – Universidad Tecnologica Metropolitana, Chile
- **Carla Macarena Valenzuela Espinoza**
 - Master of Science in Legal Sciences and Law from Universidad Iberoamericana de Ciencias y Tecnologia, Santiago, Chile
 - Bachelor of Science in Legal Sciences and Law from Facultad de Derecho, Universidad, Santiago, Chile

- **Cesar Iván Medina Chávez**
 - PhD in Philosophy, University of Texas at Austin
 - Master of Science in Engineering, University of Texas at Austin
 - Bachelor of Science in Civil Engineering, University of San Nicolás de Hidalgo, Michoacán (UMSNH)

- **Claudio Alejandro Lopez Raposo**
 - Master of Business in General Business Management from Universidad Europea de Madrid, Chile
 - Master of Business in International Business Management from Universidad Europea de Madrid, Chile
 - Bachelor of Business in International Business Engineer from DUOC UC San Carlos De Apoquindo, Chile

- **Eduardo Andres Hodge Dupre**
 - Doctorate in History from Universidad de Los Andres, Santiago, Chile
 - Master of Arts in History, Universidad de Los Andres, Santiago, Chile
 - Master of Business in International Relations from Universidad de Santiago de Chile, Santiago, Chile
 - Bachelor of Arts in History from Universidad Diego Portales, Santiago, Chile

- **Ericka Harumi Aoki**
 - Doctor of Education, Bilingual Literacy Education, and ESL. Northern Illinois University, De Kalb, IL
 - Master of Arts in Elementary Education. Northern Illinois University, De Kalb, IL.
 - Bachelor of Arts in Modern English Language and Literature. National Autonomous University of Mexico, Mexico City, MX. 2001"

- **Ernesto Rivera Gonzalez**
 - Doctorate Degree in Psychology from Universidad de Flores, Buenos Aires, Argentina
 - Bachelor of Science in Psychology from Universidad de la Sabana, Chia, Cundinamarca, Colombia

- **Felipe Cristian Marin Alvarez**
 - Master of Science in Teaching for Higher Education, Universidad Andres Bello, Santiago, Chile
 - Bachelor of Science in Mechanical Engineering from Universidad Tecnica Federico Santa Maria, Valparaiso, Chile
 - Bachelor of Science in Mechanical Engineer from Universidad de Santiago de Chile, Santiago, Chile
 - Bachelor of Science in Applied Engineering from Universidad de Santiago de Chile, Santiago, Chile

- **Fernando Alberto Sosa Gomez**
 - Doctorate Degree in Economy from Universidad de Zaragoza, Zaragoza, Aragon, Spain
 - Master of Business Management from Universidad Centrocidental Lisandro Alvarado, Barquisimeto, Lara, Venezuela
 - Master's Degree Education from San Diego State University, San Diego, California
 - Bachelor's Degree Public Accounting from Universidad Centrocidental, Lisandro Alvarado, Barquisimeto, Lara, Venezuela
 - Bachelor of Arts in History from Universidad Pedagogica Experimental Libertador, Barquisimeto, Lara, Venezuela

- **Gabriel Villa**

- PhD in Management (Science Management, Research Management, Knowledge Management, Technology Management), Rafael Belloso Chacin University - Maracaibo, Zulia, Venezuela,
 - Master's Degree in Telecommunications (Telecom, ICT, eGovernment, Radiocommunication, and Weather Forecast), Rafael Belloso Chacin University - Maracaibo, Zulia, Venezuela
 - Bachelor of Science in Electrical and Electronic Engineering (Design, Telecom, Automation & Control Systems, Power Systems), Rafael Belloso Chacin University - Maracaibo, Zulia
- **Gabriela Andrade Villalon**
 - Universidad del Valle de Atemajac (UNIVA), Querétaro Campus Santiago de Querétaro Master's Degree in Systemic-Relational Family Therapy
 - Universidad Tecnológica de México (UNITEC), Mexico City
 - Master's Degree in Psychology Centro Mexicano de Inteligencia Emocional y Social, Monterrey, NL
 - Universidad Valle Continental
 - Bachelor's Degree in Educational Sciences with a Specialization in Pedagogy
 - Bachelor's Degree in Communication and Information Sciences Universidad de Monterrey (UEM)
- **Gianntonio Raspa**
 - PhD in Management Sciences: Rafael Belloso Chacín University, Maracaibo
 - Master of Science in Educational Management: Rafael Urdaneta University, Maracaibo
 - Lic. in Education with a major in Biology, University of Zulia, Maracaibo
 - Animal Production Engineering, Rafael Urdaneta University, Maracaibo
 - Zootechnician, Rafael Urdaneta University, Maracaibo
- **Hugo Sigifredo Quintana**
 - Master of Science in Education from Universidad Mayor, Santiago, Chile
 - Bachelor of Science in Education from Universidad del Bio-Bio, Chillan, Nuble, Chile
- **Humberto José Cárdenas**
 - Post-Doctorate, University of Washington, Seattle-Washington, USA, 1994.
 - Doctor of Philosophy (Ph.D). Oregon State University, Corvallis, Oregon, USA, 1985.
 - Master of Education. Oregon State University, Corvallis, Oregon, USA, 1982.
- **Jinett Carol Matheus**
 - Doctor of Management Sciences. University: Rafael Belloso Chacín. Maracaibo. Venezuela.
 - Master of Business Management. Mention: Financial Management. University of Zulia. Maracaibo. Venezuela
 - Degree in administration. University of Zulia. Maracaibo. Venezuela
 - Diploma in Training of Facilitators.. Rafael Belloso Chacín University (URBE)
- **Joscar Leon Falcon**
 - Master of Business Administration from Universidad Europea de Madrid, Madrid, Espana
 - Master of Business Administration from Universidad Nacional Andres Bello, Santiago, Chile
 - Bachelor of Business in Industrial Relations from Universidad Fermin Toro, Lara, Venezuela
 - Bachelor of Science in Computer Science and Programming from Universidad Centro Occidental Lisandro Alvarado, Lara, Venezuela
- **Kervin Rojas**
 - Doctorate in Educational Sciences: Rafael Belloso Chacín University (URBE). Maracaibo, Venezuela.

- Master's Degree in Telematics: Rafael Beloso Chacín University (URBE). Maracaibo, Venezuela.
 - Electronic Engineer: Rafael Beloso Chacín University (URBE). Maracaibo, Venezuela.
 - Diploma in Teacher Training: Rafael Beloso Chacín University (URBE). Maracaibo, Venezuela.
- **Leonor Dillon de Barreto**
 - Postdoctoral course in Management. Yacambu, University. Barquisimeto. Venezuela.
 - Doctor of Educational Sciences. Bicentennial University of Aragua, Venezuela.
 - Masters in Financial Administration. Lisandro Alvarado University. Barquisimeto. Venezuela.
 - Bachelor's degree in Business Administration. Catholic Andrés Bello University. Caracas, Venezuela.
- **Luis Enrique Romero Neces**
 - Doctorate in Human Sciences from Universidad del Zulia, Maracaibo, Venezuela
 - Master of Science in Applied Linguistics from Universidad del Zulia, Maracaibo, Venezuela
 - Bachelor of Education with a focus on English and French, Universidad del Zulia, Maracaibo, Venezuela
 - Bachelor of Laws from Universidad del Zulia, Maracaibo, Venezuela
- **Luis Ignacio Hernandez Moreno**
 - Doctorate in Technologies from Instituto Nacional de Estudios por Competencias, Mexico City
 - Master of Science in Education from Universidad Tecnológica, Mexico City
 - Bachelor of Television Production from Universidad del Valle de Orizaba, Orizaba City
- **Luis Patricio Riveros Barria**
 - Master of Business Administration from Tulane University, New Orleans, LA
 - Bachelor of Business and Economics from Universidad Gabriela Mistral, Santiago, Chile
- **Maria del Pilar Gomez**
 - PhD in Psychology and Education Complutense University of Madrid.
 - Master's Degree in Human Resources Management IMF Business School, Camilo José Cela University.
 - Degree in Psychopedagogy Complutense University of Madrid.
 - Degree in Education Sciences (Pedagogy) Complutense University of Madrid.
- **Maria Laura Herrera Falcon**
 - Master of Science in Law, Civil and Business Law from Universidad Nestor Caceres Velasquez, Arequipa, Peru
 - Bachelor of Science in Law from Universidad Jose Carlos Mariategui, Arequipa, Peru
 - Bachelor of Science in Psychology from Universidad Nacional de N/ASan Agustin, Arequipa, Peru
- **Marianela Luzardo Briceño**
 - Ph. D in Statistics from Universidad Los Andes, Merida, Venezuela
 - Master of Science in Applied Statistics and Computation from Universidad de Los Andes, Merida, Venezuela
 - Bachelor of Science in Statistics from Universidad de Los Andes, Merida Venezuela
- **Migdalia Caridad**
 - Bachelor's Degree in Social Communication – Audiovisual Journalism University of Zulia
 - Master's in Marketing Management, Rafael Beloso Chacín University (URBE)

- Doctorate in Managerial Sciences, Rafael Belloso Chacín University (URBE)
- Postdoctorate in Organizational Management, Rafael Belloso Chacín University (URBE)
- **Miryam Luzgardis Roncal Zavaleta**
 - Doctorate in University Management from Cesar Vallejo University, Trujillo, La Libertad, Peru
 - Master of Business Administration from Cesar Vallejo University, Trujillo, La Libertad, Peru
 - Bachelor of Business Administration, Cesar Vallejo University, Trujillo, La Libertad, Peru
- **Nohelly Vasquez de Tiskow**
 - Doctorate Degree in Education Sciences from University Fermin Toro, Cabudare, Lara, Venezuela
 - Master of Sciences in Education Sciences from University Simon Rodriguez, Barquisimeto, Lara, Venezuela
 - Bachelor of Business Administration from University Centroccidental Lisandro Alvarado, Barquisimeto, Lara, Venezuela
- **Ovelio Hernández Novoa**
 - Doctor of Philosophy in Management Sciences. Rafael Belloso Chacín University
 - Master of Business Management
 - Master's Degree in Banking and Finance. Rafael Urdaneta University, Maracaibo, Venezuela
 - Bachelor of Arts in Economics Sciences University of Zulia, Maracaibo, Venezuela
- **Pavel Cendros**
 - University of Zulia, Bachelor's Degree in Social Communication with a Specialization in Audiovisual University of Zulia, Journalism.
 - University of Zulia, Master of Science in Communication University of Zulia, Bachelor's Degree in Basic and Integral, Education.
 - University of Zulia, Bachelor's Degree in Philosophy.
 - Universidad Dr Rafael Belloso Chacín, Doctor in Science Education
- **Petra Cabrera.**
 - Postdoctoral Program in High-Level Management, Fermín Toro University, Venezuela.
 - Doctorate in Advanced Management, Fermín Toro University, Lara, Venezuela.
 - Postdoctoral Program, Coexistence and Culture of Peace, Fermín Toro University, Cabudare, Lara State, Venezuela.
 - Doctorate in Educational Sciences, Santa María University, Caracas, Venezuela. / Master's Degree in Educational Administration and Supervision, University of Carabobo, Valencia, Venezuela.
 - Bachelor's Degree in Education (Major in Guidance), Simón Rodríguez National Experimental University, Caracas, Venezuela.
- **Rafael R. Perdomo R.**
 - Master of Business Administration from Florida Institute of Technology, Melbourne, FL
 - Bachelor of Business Administration from Universidad Centroccidental Lisandro Alvarado, Barquisimeto, Venezuela
- **Ruth Marina Mujica Sequera**
 - Postdoctoral in Sciences University . Pan American Center for Higher Studies (UNICEPES), Mexico.
 - Doctorate in Educational Technology. Centro Universitario Mar de Cortés. México.
 - Master in University Teaching Fermín Toro University (UFT). Venezuela. Systems Engineer National Experimental Polytechnic University of the National Armed Forces (UNEFA). Venezuela.

- Bank Technician Technological University "Juan Pablo Pérez Alfonzo" IUTEPAL. Venezuela.
- **Solbey Morillo Puente**
 - PhD in Education, University of Los Andes, Mérida, Venezuela.
 - MS in Teaching Information Technology and Instructional Design, University of Los Andes, Mérida, Venezuela.
 - B.A. in Preschool Education, University of Los Andes, Mérida, Venezuela.
- **Tatiana Patricia Guerrero Diaz**
 - Doctorate in Education from Universidad SEK, Chile
 - Master of Science in Educational Management from Universidad Andres Bello, Chile
 - Master of Science in Education in English from Universidad Catolica Silva Hernandez, Chile
 - Bachelor of Science in Education from Universidad Metropolitana de Ciencias de la Educacion, Chile
- **Yohana Barbiero**
 - Master of Science in Technology, Pedagogy and Virtual Education from University Ducens, Quintana, Roo, Mexico
 - Bachelor of Science in Business Administration and Computer Science from University of Simon Rodriguez, Barquisimeto, Venezuela
- **Yuly Castro**
 - Master's Degree in Organizational Management, Universidad Nacional Abierta y a Distancia – UNAD, Barranquilla, (2018).
 - Specialization in Human Talent Management. CEIPA University Institution, Barranquilla (2012)
 - Master's Degree in Organizational Management. Universidad Nacional Abierta y a Distancia – UNAD, Barranquilla (2018)

THANK YOU
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