Thank you for taking a closer look at American National University. We understand that choosing a university is one of the most important decisions you’ll ever make. Getting the right education will be one of the biggest factors in attaining your career goals, and we hope that you will find ANU is the key to opening up the door to success for you—just as it has for thousands of students since 1886.

Throughout this catalog, you will learn about the many advantages ANU has to offer in terms of programs, courses, and support services. What you can’t find in this catalog, and what most distinguishes American National University from other colleges and universities, is the personal attention you get here.

So we invite you to check us out in person. Read through the catalog and find out what you’re interested in. Then come in and meet with one of our admissions representatives one-on-one. They’ll be glad to answer any questions you may have and get you started on the path to a better future.

I look forward to the opportunity to work with you as you pursue your career goals.

Sincerely,

Frank Longaker
President
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Refunds and Adjustments</td>
<td>53</td>
</tr>
<tr>
<td>Refund Calculations Procedures</td>
<td>53</td>
</tr>
<tr>
<td>Refund Policy</td>
<td>54</td>
</tr>
<tr>
<td>Cost and Financial Planning</td>
<td>57</td>
</tr>
<tr>
<td>Tuition, Fees and Charges</td>
<td>59</td>
</tr>
<tr>
<td>Additional Programmatic Charges</td>
<td>60</td>
</tr>
<tr>
<td>Additional Costs – American National University</td>
<td>62</td>
</tr>
<tr>
<td>Financial Assistance Eligibility</td>
<td>62</td>
</tr>
<tr>
<td>Verification Policy</td>
<td>63</td>
</tr>
<tr>
<td>Rights and Responsibilities of Financial Assistance Recipients</td>
<td>64</td>
</tr>
<tr>
<td>International Students</td>
<td>65</td>
</tr>
<tr>
<td>Final Financial and Academic Transactions</td>
<td>65</td>
</tr>
<tr>
<td>To Apply for Financial Assistance</td>
<td>66</td>
</tr>
<tr>
<td>Types of Financial Assistance</td>
<td>66</td>
</tr>
<tr>
<td>Federally Funded Grants</td>
<td>66</td>
</tr>
<tr>
<td>Institutional Grants and Scholarships</td>
<td>67</td>
</tr>
<tr>
<td>Federal Student Loans</td>
<td>75</td>
</tr>
<tr>
<td>Workstudy Programs</td>
<td>77</td>
</tr>
<tr>
<td>Academic Calendar</td>
<td>79</td>
</tr>
<tr>
<td>Course Delivery</td>
<td>82</td>
</tr>
<tr>
<td>Technology Requirements</td>
<td>82</td>
</tr>
<tr>
<td>Student Portal</td>
<td>82</td>
</tr>
<tr>
<td>Canvas Login Information</td>
<td>83</td>
</tr>
<tr>
<td>Career Programs</td>
<td>84</td>
</tr>
<tr>
<td>Accounting</td>
<td>85</td>
</tr>
<tr>
<td>Business Administration-Accounting (BBACC) – Bachelor’s Degree</td>
<td>86</td>
</tr>
<tr>
<td>Business Administration-Accounting (BAA) – Associate’s Degree</td>
<td>88</td>
</tr>
<tr>
<td>Accounting (ACC) – Diploma</td>
<td>90</td>
</tr>
<tr>
<td>Business Administration</td>
<td>91</td>
</tr>
<tr>
<td>Master of Business Administration (MBA)</td>
<td>92</td>
</tr>
<tr>
<td>Business Administration-Management (BBAMG) – Bachelor’s Degree</td>
<td>95</td>
</tr>
<tr>
<td>Business Administration - Management (MGT) – Associate’s Degree</td>
<td>97</td>
</tr>
<tr>
<td>Business Administration (BAM) – Diploma</td>
<td>99</td>
</tr>
<tr>
<td>Health Science</td>
<td>101</td>
</tr>
<tr>
<td>Master of Science in Nursing (MSN)</td>
<td>102</td>
</tr>
<tr>
<td>Medical and Health Services Management (MHSM) – Bachelor’s Degree</td>
<td>104</td>
</tr>
<tr>
<td>RN to BSN (RNBSN) – Bachelor’s Degree</td>
<td>106</td>
</tr>
<tr>
<td>Health Information Management (HIM) – Associate’s Degree</td>
<td>108</td>
</tr>
<tr>
<td>Medical Assisting (MAA) – Associate’s Degree</td>
<td>109</td>
</tr>
<tr>
<td>Medical Assisting (MA-C) - Certificate</td>
<td>112</td>
</tr>
<tr>
<td>Medical Office Professional (MOP) – Diploma</td>
<td>114</td>
</tr>
<tr>
<td>Medical Billing and Coding (MBC) – Diploma</td>
<td>115</td>
</tr>
<tr>
<td>Pharmacy Technology (PTA) – Associate’s Degree</td>
<td>116</td>
</tr>
<tr>
<td>Pharmacy Technician (PTH) – Diploma</td>
<td>118</td>
</tr>
<tr>
<td>Phlebotomy and ECG Technician (PBY-ECG) – Diploma</td>
<td>119</td>
</tr>
<tr>
<td>Information Technology</td>
<td>121</td>
</tr>
<tr>
<td>Master of Science in Information Technology (MS-IT)</td>
<td>122</td>
</tr>
<tr>
<td>Master of Science in Cybersecurity (MSC)</td>
<td>123</td>
</tr>
<tr>
<td>Cybersecurity (CSYB) – Bachelor’s Degree</td>
<td>124</td>
</tr>
<tr>
<td>Network Administration (NET-B) – Bachelor’s Degree</td>
<td>126</td>
</tr>
<tr>
<td>Network Support (NET-A) – Associate’s Degree</td>
<td>128</td>
</tr>
<tr>
<td>Topic</td>
<td>Page</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>PARALEGAL (PLG) – ASSOCIATE’S DEGREE</td>
<td>132</td>
</tr>
<tr>
<td>PARALEGAL STUDIES (PLGC) - CERTIFICATE</td>
<td>134</td>
</tr>
<tr>
<td>COURSE DESCRIPTIONS</td>
<td>135</td>
</tr>
<tr>
<td>FOUNDATION COURSES</td>
<td>135</td>
</tr>
<tr>
<td>ACCOUNTING COURSES</td>
<td>135</td>
</tr>
<tr>
<td>BUSINESS COURSES</td>
<td>138</td>
</tr>
<tr>
<td>COMPUTER COURSES</td>
<td>143</td>
</tr>
<tr>
<td>GENERAL EDUCATION COURSES</td>
<td>144</td>
</tr>
<tr>
<td>HEALTH SERVICES MANAGEMENT COURSES</td>
<td>147</td>
</tr>
<tr>
<td>HEALTH INFORMATION MANAGEMENT COURSES</td>
<td>148</td>
</tr>
<tr>
<td>HOSPITALITY COURSES</td>
<td>151</td>
</tr>
<tr>
<td>INFORMATION TECHNOLOGY COURSES</td>
<td>152</td>
</tr>
<tr>
<td>MEDICAL COURSES</td>
<td>161</td>
</tr>
<tr>
<td>NURSING COURSES</td>
<td>164</td>
</tr>
<tr>
<td>PARALEGAL COURSES</td>
<td>169</td>
</tr>
<tr>
<td>PHARMACY TECHNOLOGY COURSES</td>
<td>170</td>
</tr>
<tr>
<td>PHLEBOTOMY AND ECG TECHNICIAN COURSES</td>
<td>172</td>
</tr>
<tr>
<td>ADMINISTRATION AND ORGANIZATION</td>
<td>173</td>
</tr>
<tr>
<td>ADMINISTRATIVE STAFF</td>
<td>173</td>
</tr>
<tr>
<td>Office Hours</td>
<td>174</td>
</tr>
<tr>
<td>University Educational Resource Center Locations</td>
<td>174</td>
</tr>
<tr>
<td>ADVISORY BOARD MEMBERS</td>
<td>175</td>
</tr>
<tr>
<td>FACULTY</td>
<td>177</td>
</tr>
</tbody>
</table>
STATEMENT OF MISSION AND GOALS

FOREWORD

This catalog contains policies and procedures for the information of students attending American National University including those taking courses at learning sites in Virginia, West Virginia, Indiana, Kentucky and Ohio; and National College in Tennessee. In accordance with the regulations of the Tennessee Higher Education Commission, all references to “American National University” refer to “National College” in the state of Tennessee.

MISSION STATEMENT

American National University provides opportunities for individuals who are seeking to achieve their career goals by offering credential and degree programs through distance education and blended learning. American National University is dedicated to assuring adult students have access to quality programs in career focused disciplines that provide the skills needed to be competitive in today’s changing marketplace.

INSTITUTIONAL GOALS

• Offer credential and degree programs focused on preparing students to be competitive in the current marketplace.
• Integrate soft skills and practical knowledge students need to be effective in their chosen career.
• Assist students in achieving their academic goals through proactive support and encouragement.
• Maximize the use of current technologies to offer accessible and relevant academic programs.

INSTITUTIONAL OBJECTIVES

1. Enhance students’ educational experience in credential and degree programs to meet current marketplace needs in business, information technology, health science, and business fields through efficient and effective access to quality curricula, learning resources, equipment, and facilities.
2. Facilitate a learning environment that promotes the development of skills needed for students to be successful in professional settings while encouraging students to express their own ideas and respect the ideas of others.
3. Engage students through the development of relevant curricula that allows students to achieve the stated program outcomes.
4. Support students from their enrollment to beyond graduation by providing individualized and interactive career services.
5. Employ appropriately qualified faculty to deliver practical and theoretical knowledge, skills, and abilities that motivate students to learn and achieve their educational goals.
6. Develop a collaborative culture of continuous improvement that puts students’ first and allows the University to consistently strive for educational and operational excellence.
American National University is accredited by the Distance Education Accrediting Commission (DEAC) to award Master’s degrees, Bachelor’s degrees, Associate’s degrees, diplomas and certificates. DEAC is listed by the U.S. Department of Education as a recognized institutional accrediting agency for distance education. The DEAC is also recognized as a national accrediting agency by the Council for Higher Education and is located at:

DEAC  
1101 17th Street, NW  
Suite 808  
Washington, D.C. 20036  
Tel: (202) 234-5100  
www.deac.org

American National University is authorized by the State Council on Higher Education for Virginia to provide educational programs beyond secondary education in the Commonwealth of Virginia; however, the institution is not subject to the requirements of certification by the State Council of Higher Education for Virginia.

State Council of Higher Education for Virginia  
101 N. 14th St. 10th FL, James Monroe Building  
Richmond, VA 23219  
Tel: (804) 225-2600 Fax: (804) 225-2604  
http://www.schev.edu

The West Virginia Higher Education Policy Commission has assigned the Princeton, West Virginia location of American National University the status of Category II to offer degree programs and the Parkersburg, West Virginia location the status of Category III to offer degree programs.

The Bristol, Tennessee location is authorized by the Tennessee Higher Education Commission, located at 404 James Robertson Parkway, Suite 1900, Nashville, TN 37243 and can be reached at (615) 741-3605. This authorization must be renewed each year and is based on an evaluation by minimum standards concerning quality of education, ethical business practices, health and safety, and fiscal responsibility.

The Dayton, Ohio location has received the Certificate of Registration and Program Authorization from the State of Ohio Board of Career Colleges and Schools, located at 30 East Broad Street, Suite 2481, Columbus Ohio 43215, and can be reached at (877) 275-4219. The Ohio registration number for the Dayton Area locations is 04-01-1700B.

The Medical Assisting associate degree program is accredited by the Commission on Accreditation of Allied Health Education Programs (www.caahep.org) upon the recommendation of the Medical Assisting Education Review Board (MAERB). The Commission on Accreditation of Allied Health Education Programs is located at: 25400 U.S. Highway 19 North, Suite 158, Clearwater, FL 33763 and can be reached at (727) 210-2350.
The Health Information Management associate degree program is in Candidacy Status pending accreditation review by the Commission on Accreditation of Health Informatics and Information Management Education (CAHIIM). CAHIIM is located at 233 N. Michigan Ave. 21st Floor Chicago IL 60601-5800 and can be reached at 312-233-1134.

The Paralegal programs have been approved by the American Bar Association.

American National University is registered with the Maryland Higher Education Commission to offer certain online programs to residents of the state.

Many programs offered at American National University are approved so that eligible veterans and their dependents may receive their benefits. To inquire about specific programs, contact your local learning site. The University makes available to students a copy of the documentation describing the schools accreditation. Contact your local learning site director for more information.
THE UNIVERSITY

HERITAGE

In 1886, a group of visionary educators and business leaders saw the need for a higher education institution focused on career-based training to meet workforce needs in the southeastern United States. Together they founded what is now known as American National University with the intent of training workers in business, banking, accounting, administration, and other skilled professions.

American National University steadily developed a reputation for providing men and women with an efficient and effective education preparing them for the world of professional work. Students from many states made the trek to Roanoke, Virginia to receive a practical education that was more focused and relevant than that offered by other colleges and universities of the time.

As the institution’s first 100 years drew to a close, however, changes had already been under way that would give the institution a different appearance even as it continued to remain true to its original purpose. Rather than bringing students from surrounding states to stay at the dormitories and large central campus in Roanoke, American National University came to them. New community-based campuses were built throughout Southwest Virginia, Kentucky, and Tennessee. As the needs of the workforce expanded, business training was supplemented by career-focused programs in computers and health care. Certificate programs were no longer the norm—students pursued more in-depth study leading to associate’s degrees, and the University’s first baccalaureate programs were introduced.

Today, American National University and National College have developed into a master’s-level institution offering dozens of academic programs through more than 12 community-based locations in six states (known as American National University and National College). A burgeoning online program serves a growing number of students, while thousands of international students have turned to National for academic degree programs.

The university’s reputation for excellence has been affirmed through numerous awards and acknowledgments, including awards for grassroots student advocacy (Association for Private Sector Colleges & Universities TOPS Award, 2012), support for veterans (Military Friendly School, 2010-2017), and a Lifetime Achievement Award (Imagine America Foundation, 2012) recognizing American National University President Frank Longaker’s 40 years of service to the career college sector – to name just a few.

EVOLUTION 2086 VISION

The University continues to evolve. In an effort to recognize the University’s continuous history of adapting to change and envisioning the development that will carry us to our 200th anniversary in 2086, we look ahead to our “Evolution 2086.”

The Evolution 2086 vision guides our goal of continuing to meet the workforce training needs for the 21st century and beyond. To answer increasing demands for career education at higher degree levels, we have added and will continue to add relevant masters and doctoral programs. We will serve additional communities in more states with university educational resource centers. We will expand
and explore more accessible teaching methodologies, including online delivery, blended courses, and open-enrollment online courses.

While focusing on our core of business, health care, and information technology, we will expand our curriculum to include training in developing fields and offer more in-depth courses where career-opportunity continues to grow. We will continue our leadership in health science and business by offering bachelor’s and master’s degree programs for occupations in these important fields. Our information technology programs will expand in breadth and depth to train students for new advances. And we will continue to pursue programmatic accreditation and preparation for certification in appropriate programs, as we do for current programs.

The evolution of the institution is reflected in our name: American National University. American, recognizing our role as a leading American institution for career-focused education for students from around the world; National, acknowledging our historical roots and nationwide reputation; University, representing our status as a graduate-level institution offering diverse academic, online, international, and corporate training programs. The university’s motto, Scientia et Civitas – “Knowledge and Citizenship” – reflects our mission to develop educated men and women ready to pursue lives as productive citizens.

What does not change are the hallmarks of the experience our tens of thousands of graduates have enjoyed since 1886: American National University and National College will continue to offer the career-focused, hands-on learning environment that has characterized our more than 125 years of excellence, while steadily evolving new programs, venues, and methods of instruction appropriate to the 21st-century global economy. Students will continue to reap the benefits of our decades of tradition and experience as well as explore new opportunities and resources.

**ACADEMICS**

Career opportunities in business, health care, and technology are ever-expanding for those who are well trained. The curricula are specific and concentrate on essential professional skills that will lead toward employment in a specific field. Academic programs are planned to offer the most efficient methods in organization and management, consistently meeting industry demands for skilled workers.

**STRUCTURE AND DESIGN OF PROGRAMS**

The programs of study at American National University are career-oriented. Students in the associate’s degree programs take a number of program-specific courses that would normally be offered only as upper-level classes at other institutions. These classes ensure that associate’s degree graduates are well prepared to meet the demands of the work environment. The baccalaureate programs build on the associate’s degree programs through additional program-specific courses. This provides an in-depth, well-rounded, and rigorous educational experience, enabling our graduates to compete in today’s ever-changing global economy.

The master’s programs prepares bachelor’s degree holders to undertake and gain graduate-level training and expertise in numerous areas. The master’s programs utilizes a cross-functional approach to provide the foundational knowledge necessary for managerial efficiency and leadership in both private and public job markets.
Students enrolled in a diploma program take a number of entry-level courses that prepare them to begin a career in their field of study.

Students enrolled in a program are considered concurrently enrolled in any lesser included programs. Upon completion of the requirements of such program, they are entitled to the appropriate certificate, diploma or degree.

**RESOURCES FOR RESEARCH**

The ANU Library delivers exceptional online resources and services to a diverse student population in certificate, degree, and graduate programs. Librarians are available via chat, email, and telephone, and have created a number of recorded tutorials, subject guides, a writing and research center, and a frequently asked questions database to aid students in their research.

**CAREER SERVICES**

Career Services at American National University is your most important connection to successfully develop the skills needed to secure the job you want in your chosen career. The University is committed to training individuals to meet the expectations of the workplace, and will help you acquire the skills necessary to transition into a new career or advance in your current profession.

Our Career Services team is here to assist with career planning and career preparation. Career placement specialists provide valuable advice and feedback to help you effectively communicate your knowledge, skills and abilities to employers both on the resume and during the interviews to land the job. Career Services will help you navigate through the career search process, keeping you informed of current trends and employer expectations.

We also offer students and alumni a unique opportunity to access an online comprehensive platform of quality career tools and resources that are effective, efficient, and customizable. Our 24/7 career services portal, ANU CareerConnect, was established to meet the growing needs of our students and alumni, including those currently employed, online students, individuals with limited daytime availability, and/or those who prefer to manage their own career path. Students and alumni can access ANU CareerConnect for career advice videos, resume writing, virtual mock interviews, and employment postings – anytime, anywhere, from any computer connected to the internet.

So whether you’re a student, graduate, or alumnus, connect with Career Services. Our goal is to prepare you to find success in the workplace.

**STUDENT ACTIVITIES**

There is more to university life than just academics. You need to unwind! Through the student activities offered at American National University, you’ll be able to relax and mingle with your friends. Getting involved in the planning of student activities is an important part of your educational experience. Please contact your Learning Site Director to learn how you can participate. We hope you take full advantage of the activities your American National University community has to offer. Suggestions for activities are always welcome.
PROFESSIONAL/OCCUPATIONAL LICENSURE AND CERTIFICATIONS

Occupational and professional licensing and certification are largely functions of state government and/or private organizations or associations offering accreditation or certification. There are literally hundreds of occupations and professions that are regulated in one form or another, but licensing or certification requirements for the same occupation or profession often vary from state to state, or even from employer to employer.

Because occupational and professional licensing and certification requirements are constantly changing, and because they are also highly decentralized activities that are typically spread out among many different state agencies, accreditors and occupational or professional organizations or associations, American National University does not make any representations about the suitability of any of its programs for establishing eligibility for licensure, certification or examination for licensure or certification in any state or by any accredditor or occupational or professional organization or association.

Students must accept responsibility for learning what occupational or professional licensing or certification regulations or requirements apply to them prior to enrolling in any educational program and should inquire of the relevant state agency, accredditor, association or organization to ensure that the educational program in which they are considering enrollment will be suitable for establishing eligibility for licensure, certification or examination in any occupation, profession or field in which they intend to seek employment.

NOTICE OF NON-DISCRIMINATION

American National University admits students of any race, color, national or ethnic origin, religion, creed, sex, handicap, or age to all the rights, privileges, programs, and activities generally accorded or made available to students at the University. It does not discriminate on the basis of race, color, religion, creed, ancestry, gender, marital status, sexual orientation, national origin, age, physical or other disability, military or veteran status, or receipt of public assistance in administration of its educational policies, admissions policies, scholarship and loan programs, or other university-administered programs. Title IX of the Education Amendments of 1972 requires that the university not discriminate on the basis of sex in its education programs or activities. No qualified handicapped person shall, on the basis of that handicap, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any University-related program or activity.

Students enrolling in the Medical Assisting program will acknowledge that the student has no known physical or personal limitations that will prevent the student from successfully completing the program.

American National University is an equal opportunity employer. We are committed to the concept of equal opportunity in our hiring, employment, and personnel practices and policies. All personnel activities are conducted without regard to race, color, religion, creed, ancestry, gender, marital status, sexual orientation, national origin, age, physical or other disability, military or veteran status, or receipt of public assistance.
The University’s Executive Vice President of Academic Affairs is the University’s Title IX Coordinator and is responsible for coordinating compliance with its non-discrimination policies. S/he may be contacted by mail at 1813 East Main Street, Salem Virginia 24153, by email at TitleIXCoordinator@an.edu, or by telephone at (540) 283-6600. Questions regarding Title IX may be referred to the Title IX Coordinator or to the Office of Civil Rights at the U.S. Department of Education.

ACCOMODATION POLICY

American National University recognizes its responsibilities to provide equal educational opportunities in accordance with state and federal laws and regulations including the Americans with Disabilities Act (ADA) of 1991 and Section 504 of the Rehabilitation Act of 1973 by prohibiting discrimination on the basis of disability. To ensure equality of access the University provides reasonable accommodations to students who require them and inform the University by completing the “Student Disability Accommodation Request” form which will be provided by the Learning Site Director.

STUDENT HEALTH SERVICES

American National University is a commuter university without dormitories. Because of this, no health services are provided to our students. Should a medical emergency arise, the student may contact any member of the faculty or staff for assistance or direction.

CONSUMER INFORMATION

It is important that students and other interested parties have access to timely and accurate information about the institution and the educational opportunities offered at each location. Therefore, consumer information is made available in this catalog, on the University website (www.an.edu), and at each university educational resource center location. Students requesting additional information, or who wish to receive paper copies of information disclosed electronically, may obtain such information from the above sources.

UNIVERSITY EMAIL ACCOUNT

It is important for students to communicate with one another and work with instructors to improve the learning process. In order to help students communicate and form a strong learning community, the institution has made email available to all faculty and students. Students should keep in touch with instructors and classmates if they need help with an assignment, have questions about coursework, or are unable to attend a scheduled class.

Students can go to www.an.edu (National College students can go to www.national-college.edu) and click on National Mail from the Quick Links Menu to access their email. Students’ usernames will be last name, first and middle initial, followed by a 2-digit number, followed by the appropriate college email domain name (@students.an.edu or @natcollege.edu) For example: smithrm40@natcollege.edu or johnsonkt88@students.an.edu. The first time students log into National Mail, their password will be the first and last initial plus the last four digits of their SSN. For example: rs6799. Students will be asked to change their password the first time they log in. Please remember that use of National Mail is a privilege and subject to American National University acceptable use policies.
IDENTIFICATION CARDS

Students may go to any of the University Educational Resources Centers to have an ID created for them. If a student is not close to one of the Resource Centers, they may send an appropriate picture to Student Services and an ID will be made for them and sent to them.

ORIENTATION

All new students are required to attend an orientation session. The objectives of the Orientation are:

1. Understand ANU’s attendance, due date, and sexual harassment policies.
2. Understand how to navigate a course.
3. Identify course communication tools i.e. email.
4. Understand how to utilize Course Information and Assignment tools i.e. posting to Discussion Forums, submitting assignments, taking tests.
5. Identify course resources.
6. Be able to access the University Library and the Career Connect sites.

ACADEMIC TUTORING

During the course of your program, you may find the need for additional assistance with your studies. American National University offers a no-cost peer tutoring service. Contact the Student Services Department for assistance in locating a tutor. Students may also apply to be a student tutor. A student tutor is a current student who has successfully passed the course that they will become a tutor in with a grade of an A or B. All tutoring is done at the university educational resource center locations. To become a student tutor, complete the Application for Student Tutoring and submit it to a Student Services representative who will process the application for approval. Applications may be requested through Student Services.
ADMISSIONS

The first step to getting started in your new career is your personal interview with our Admissions staff. Applicants and their parents or spouse are invited to visit their local American National University Educational Resource Center to learn more about our programs, meet our staff and faculty, and tour the facilities.

Those who are unable to visit a University Educational Resource Center are urged to call the Admissions Department for a telephone interview. High school students may request that the Admissions Department contact their guidance counselor to arrange for an interview at their school. Refer to page 174 for the address and telephone number of the Admissions Office nearest you.

UNDERGRADUATE ADMISSION REQUIREMENTS

Graduation from high school is a minimum requirement for admission to American National University for those students enrolling in the certificate, diploma, associates, or bachelor’s programs. Those who have completed high school in a homeschool setting or have satisfied graduation requirements through the General Educational Development (GED) Test or a state authorized examination are also eligible for admission.

An official transcript from an accredited college will be recognized as the equivalent of a high school diploma for basis of acceptance. For colleges and universities outside of the U.S., transcripts must be evaluated by a private credential evaluation service who is a member of NACES (National Association of Credential Evaluation Services) or AICE (Association of International Credential Evaluators).

Students will sign an attestation on the enrollment application as to which of these credentials they have received.

APPLYING FOR UNDERGRADUATE ADMISSION

To apply for admission, complete an Application for Admission deliver in person or mail it to the university educational resource center you wish to attend or fill out an application online at www.an.edu. The addresses of university educational resource center locations are on Page 174 of this catalog. The Application for Admission is considered complete when the application, enrollment agreement, and the Transferability of Credit Disclosure are received.

Your application will be reviewed promptly, and a determination will be made as soon as possible. Applying early is to the student’s advantage in obtaining financial assistance for those who qualify, scholarships, part-time employment, and desired class schedules. The university will inform applicants of their acceptance or denial in writing by U.S. mail.

GRADUATE ADMISSION REQUIREMENTS

American National University seeks prospective master’s degree students from a wide range of academic fields and professional experiences who demonstrate strong leadership skills and have clear professional goals. We select those candidates who we believe will succeed at American National University and throughout their chosen careers. We welcome applications from graduates of accredited colleges and universities or an appropriately certified international institution in all
academic disciplines. The Admissions Committee considers the following aspects of a candidate’s profile when evaluating each application:

1. Baccalaureate degree from an accredited institution.
2. Official transcripts from all accredited colleges or universities attended. For colleges and universities outside of the U.S., transcripts must be evaluated by a private credential evaluation service who is a member of NACES (National Association of Credential Evaluation Services) or AICE (Association of International Credential Evaluators).
3. Students may be officially admitted to a master’s program with a cumulative GPA (CGPA) of 2.5 (on a 4.0 scale) or higher over the course of all undergraduate studies toward a baccalaureate degree. For students who achieved below a 2.5 CGPA in their undergraduate studies, the Graduate Admissions Committee will condition continued enrollment beyond the first term on the achievement of a 2.75 GPA or higher in the first term, and strongly recommend that such students take a maximum of eight credits during the first term.
4. Personal interview. Applicant must complete a personal interview conducted by the Graduate Admissions Committee.
5. Submission of a resume or curriculum vitae.

**APPLYING FOR GRADUATE ADMISSION**

Applicants send to American National University their application, and resume or curriculum vitae. International baccalaureate holders must provide additional documentation as described above. American National University’s Admission Department assembles a file for each applicant with these materials. Once the file is complete, the file is forwarded to the Graduate Admissions Committee.

After an evaluation by the Graduate Admissions Committee of the admission documents, determination is made whether to offer the applicant entrance into a master’s program. The applicant will be notified in writing of the Graduate Admissions Committee’s determination. An applicant who is refused admission may re-apply in another term. All applicants who decide to commit to a master’s program will need to reply to the Graduate Admissions Committee their intent concerning acceptance within 30 days of the receipt of the acceptance letter.

Computers are integral tools in a master’s program classroom; therefore, students are required to own or have access to a computer and the internet. For students taking online courses, please refer to the Technology Requirements listed on Page 82

**PREREQUISITE REQUIREMENTS – GRADUATE PROGRAMS**

Applicant’s whose undergraduate degrees are in fields outside the program area are invited to apply, but foundation work may be required before certain higher-level courses may be taken.

**ADMISSION OF INTERNATIONAL STUDENTS**

In addition to the general requirements of the University, effective May 15, 2017, prospective students whose native language is not English and who have not earned a degree from an appropriately
accredited institution where English is the principal language of instruction must demonstrate college-level proficiency in English through one of the following for admission:

1. **Undergraduate Degree:** A minimum score of 500 on the paper-based Test of English as a Foreign Language (TOEFL PBT), or 61 on the Internet Based Test (iBT), a 6.0 on the International English Language Test (IELTS), or 44 on the Pearson Test of English Academic Score Report.
   A high school diploma completed at an accredited/recognized high school (where the medium of instruction is English).

2. **Master’s Degree:** A minimum score of 530 on the paper-based Test of English as a Foreign Language (TOEFL PBT), or 71 on the Internet Based Test (iBT), a 6.5 on the International English Language Test (IELTS), or 50 on the Pearson Test of English Academic Score Report.

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

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

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

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

Transcripts not in English must be evaluated by an appropriate third party and translated into English or evaluated by a trained transcript evaluator fluent in the language on the transcript. In this case, the evaluator must have expertise in the educational practices of the country of origin and include an English translation of the review.

Current policies of the U.S. Immigration and Customs Department state that international students must prove that financial responsibility will be met. Once these requirements have been met and the student is accepted for admission to the University, an I-20 will be issued. Upon receipt of the I-20, the student is required to complete the form I-901 and submit a $200 fee to the U.S. Department of Homeland Security. These students are covered under the institution’s regular refund policy.
APPLYING FOR INTERNATIONAL ADMISSION

To apply for International Admission, complete an Application for Admission online at www.an.edu. Additionally, the following information is required:

- Copy of passport
- Copy of High School transcripts in English
- Copy of College transcripts in English for students applying for a Bachelor’s program
- Proof of English proficiency as outlined in the Admission of International Students section of this catalog.

The application will be reviewed promptly, and a determination will be made as soon as possible. After acceptance, in order to receive an I-20, the following are required:

- Application Fee
- International Processing Fee (I-20 Fee)
- Bank statement, and letter of sponsorship if the bank statement is not in the student’s name
- Picture of student

Please see Tuition and Fees section of this catalog on Page 59 for details on the fees required.

PROGRAMMATIC ADMISSION REQUIREMENTS

MASTER OF SCIENCE IN NURSING ADMISSION REQUIREMENTS

1. Admission requirements for MSN program
   - Bachelor’s degree in Nursing from an accredited institution
   - Current valid unencumbered RN License
   - Admission essay
   - Resume
   - 2.5 GPA
   - Statistics (MATH 419)

2. Provisional admission to MSN program (without any bachelor’s degree) requires completion of BSN with MSN.
   - Associate’s Degree in Nursing from an accredited institution
   - Current valid unencumbered RN License
   - Completion of laboratory based anatomy, physiology, microbiology, and algebra
   - Admission essay
   - Resume
   - 2.5 GPA
   - Completion of the BSN requirements

3. Admission to RN to MSN program with a bachelor’s degree in a discipline other than nursing
   - Bachelor’s degree from an accredited institution
   - Current valid unencumbered RN License
   - Completion of laboratory based anatomy, physiology, microbiology, and algebra
   - Completion of the following BSN courses or equivalent:
     - A course in Community/Public Health Nursing or credit for life experience for documented work history in this field
• A research methodology course
• A course in management or credit for life experience with documented work history in management.
• Admission essay
• Resume
• 2.5 GPA
• Bachelor’s degree in another discipline from an accredited institution
• Statistics (MATH 419)

MASTER OF SCIENCE IN CYBERSECURITY ADMISSION REQUIREMENTS
1. Bachelor’s degree in Information Technology or related field, or bachelor’s degree with three years’ experience in Information Technology
2. 2.5 GPA
3. Current resume

MEDICAL AND HEALTH SERVICES MANAGEMENT BACHELOR’S DEGREE ADMISSION REQUIREMENTS
There are three different scenarios for students to enroll into the MHSM program:

Students who have completed an associate’s degree:
• Student must have an overall 2.0 GPA in a health-related field from an accredited college or university: 72 CORE credits and 24 General Education credits will be transferred in.
• Students must also have a license or certification to practice in a health-related area or a minimum of 12 months’ work experience in a health field to be eligible for admission to this program.

Students who have completed a vocational/occupational associate degree:
• Students must have an overall 2.0 GPA in a health-related field from an accredited college or university: 72 CORE credits and 16 General Education credits will be transferred in.
• Student must complete the additional required general education courses included as part of an academic associate’s degree to graduate from the bachelor’s program.
• Students must also have a license or certification to practice in a health-related area or a minimum of 12 months’ work experience in a health field to be eligible for admission to this program.

Students who have a certificate:
• Students who have completed a certificate/diploma with the equivalent of a total of 72 core credits, with an overall 2.0 GPA in a health-related field from an accredited college or university, 72 CORE credits will be transferred in.
• Student must complete the required general education courses associated with a traditional academic associate’s degree.
• Students must also have a license or certification to practice in a health-related area or a minimum of 12 months’ work experience in a health field to be eligible for admission to this program.

Additional credits may be awarded based upon the University’s transfer of credit policy.
**MEDICAL ASSISTING ASSOCIATE DEGREE AND CERTIFICATE ADMISSION REQUIREMENTS**

Students enrolling in the Medical Assisting program will affirm in writing that the student has no known physical or personal limitations that will prevent the student from successfully completing the program; can lift at least 50 pounds; has reasonable vision and hearing; and has no communicable diseases known to the student.

Students enrolling in the Medical Assisting program will also be asked to affirm in writing that they understand that failing a drug screen or having a misdemeanor or felony conviction in their background may affect their ability to secure an externship site or obtain employment in their field of study.

Students will be required to obtain immunizations and/or proof of immunity and/or tuberculosis screening as required by the individual externship sites. The immunizations may include: varicella (chickenpox), measles, mumps, and rubella, hepatitis B, diphtheria, tetanus, and pertussis and influenza vaccine. Hospital settings often mandate more extensive requirements than other healthcare facilities. The cost of immunizations and screening is the responsibility of the student.

**RN TO BSN BACHELOR’S DEGREE ADMISSION REQUIREMENTS**

Students who have completed an associate’s degree in nursing from an accredited institution may enroll with immediate junior-level standing. A block of 120 quarter hours or equivalent semester hours (96 core credits and 24 general education credits) will be transferred into the program. These credits must include college-level lab-based courses in anatomy, physiology, and microbiology, and college algebra. Students without these pre-requisite courses must complete these prior to enrolling in the RN-BSN program. If a student has an RN license and a diploma in nursing, the student may enter the program and complete the required general education courses.

Students must also hold a current, unencumbered license as a registered nurse. Students may be required to participate in an interview to be admitted to the program.

**PHLEBOTOMY AND ECG TECHNICIAN ADMISSION REQUIREMENTS**

Students enrolling in the Phlebotomy and ECG program will affirm in writing that the student has no known physical or personal limitations that will prevent the student from successfully completing the program, has reasonable vision and hearing, and has no communicable diseases known to the student.

Students enrolling in the Phlebotomy and ECG program will also be asked to affirm in writing that they understand that failing a drug screen or having a misdemeanor or felony conviction in their background may affect their ability to secure an externship site or obtain employment in their field of study.

Students will be required to obtain immunizations and/or proof of immunity and/or tuberculosis screening as required by the individual externship sites. The immunizations may include: varicella (chickenpox), measles, mumps, and rubella, hepatitis B, diphtheria, tetanus, and pertussis and
influenza vaccine. Hospital settings often mandate more extensive requirements than other healthcare facilities. The cost of immunizations and screening is the responsibility of the student.

**HEALTH INFORMATION MANAGEMENT ASSOCIATE DEGREE ADMISSION REQUIREMENTS**

Students enrolling in the Health Information Management program will affirm in writing that the student has no known physical or personal limitations that will prevent the student from successfully completing the program, has reasonable vision and hearing, and has no communicable diseases known to the student.

Students enrolling in the Health Information Management program will also be asked to affirm in writing that they understand that failing a drug screen or having a misdemeanor or felony conviction in their background may affect their ability to secure an externship site or obtain employment in their field of study.

Students will be required to obtain immunizations and/or proof of immunity and/or tuberculosis screening as required by the individual externship sites. The immunizations may include: varicella (chickenpox), measles, mumps, and rubella, hepatitis B, diphtheria, tetanus, and pertussis and influenza vaccine. Hospital settings often mandate more extensive requirements than other healthcare facilities. The cost of immunizations and screening is the responsibility of the student.

**PHARMACY TECHNICIAN ASSOCIATE AND DIPLOMA ADMISSION REQUIREMENTS**

Students enrolling in the Pharmacy Technician programs will be required to pass a background check prior to the start of the program. Any costs associated with this service are the responsibility of the student. Students who have a drug misdemeanor or felony will not be able to enroll in the program.

Students will be required to obtain immunizations and/or proof of immunity and/or tuberculosis screening as required by the individual externship sites. The immunizations may include: varicella (chickenpox), measles, mumps, and rubella, hepatitis B, diphtheria, tetanus, and pertussis and influenza vaccine. Hospital settings often mandate more extensive requirements than other healthcare facilities. The cost of immunizations and screening is the responsibility of the student.

**MEDICAL BILLING AND CODING DIPLOMA ADMISSION REQUIREMENTS**

If students in the Medical Billing and Coding programs are enrolling in the externship, they will also be asked to affirm in writing that they understand that failing a drug screen or having a misdemeanor or felony conviction in their background may affect their ability to secure an externship site or obtain employment in their field of study.

Students will be required to obtain immunizations and/or proof of immunity and/or tuberculosis screening as required by the individual externship sites. The immunizations may include: varicella (chickenpox), measles, mumps, and rubella, hepatitis B, diphtheria, tetanus, and pertussis and influenza vaccine. Hospital settings often mandate more extensive requirements than other healthcare facilities. The cost of immunizations and screening is the responsibility of the student.
PARALEGAL ASSOCIATE DEGREE ADMISSION REQUIREMENTS

Students enrolling in the Paralegal associate’s degree program must have a minimum of a high school diploma or GED and must achieve a passing score on the Accuplacer exams for Sentence Structure, Reading and Writing. Students without a passing score will not be allowed to begin the program, but may test again in 90 days for admission to the program. Students enrolling in the Paralegal associate’s degree program who have earned an associate’s or bachelor’s degree from an accredited institution will not be required to take/pass the acceptance exams.

PARALEGAL STUDIES CERTIFICATE ADMISSION REQUIREMENTS

Students entering the certificate program in Paralegal Studies must have:
A. Completed an academic associate’s degree in any academic major from an accredited institution with a 2.5 CGPA or above on all classes attempted. No grade in the prior program in English grammar, structure, or writing (including composition) may be below a ‘C’ letter grade. Any grades in those subjects below a ‘C’ would require successful completion of the Accuplacer exams (excluding Mathematics) prior to acceptance into the certificate program. Or
B. Completed a bachelor’s degree in any major from an accredited institution;
C. ENG102 English Composition or the equivalent;
D. KEY183 Keyboarding II or the equivalent or keyboarding speed of 35 wpm on at least two five-minute timed writings with no more than five errors.

STUDENT IDENTITY VERIFICATION

American National University initiates the student identity verification process during admissions. The University uses ProctorU to verify student identity throughout their enrollment.

ProctorU provides digital solutions for identity management and assessment proctoring. American National University uses ProctorU’s Ucard product. The Ucard requires an initial set up by the student in a live, online environment with ProctorU staff. During this session, students show a government issued photo identification that is compared to the live student appearing on the screen. A screenshot is captured of both the student and the identification card. Students are asked challenge questions using information taken from public records. Additionally, students are asked to type a passage to establish keystroke biometric identification for future verifications. All of this information is stored within the student’s profile and secured. This product works in conjunction with the University’s Blackboard learning management system. The link to the initial Ucard setup and future identification verifications are conducted following the student’s login into Blackboard using secure username and password.

Students are provided a unique username and password for accessing Blackboard. Password resets require students to answer a security question before proceeding.
ACADEMIC POLICIES

ACADEMIC TERMS
For the convenience of its students, American National University operates its classes year-round. The five-term schedule enables students to complete their programs and enter the workforce as quickly as possible. Students may begin their programs at any of the five starting dates during the year.

ACADEMIC YEAR
An academic year is defined as a period of time beginning on the first day of classes and ending on the last day of examinations, containing a minimum of 30 weeks of instructional time during which a full-time student is expected to complete at least 36 credit hours.

GRADE REPORTS
The records of each student are kept on a per-term basis. These complete records show the grade received in each subject and certain specialized honors received. At the end of each term, a summarized per-term grade report on each student is provided via the online student portal. Students have up to 90 days from the last day of the term to dispute a final grade given in that term. Students are to see their University Educational Resource Center Director on final grade issues.

TRANSCRIPTS
The official progress record of a student is maintained by the University. All qualified students may receive one official transcript without charge. For each transcript after the first one, a charge of $5 will be made. Requests of transcripts are to be made via the American National University website: www.an.edu.

STUDENTS
A regular student is a student who is attending the University for the purpose of obtaining a degree or diploma in one of the programs of study offered. All regular students must have declared a major course of study. Regular students are eligible to apply for financial programs offered through the University.

The following categories of students are not considered regular students: employees attending the University (except work study students or others enrolled in a program), students taking refresher courses, students attending under any category such as an approved audited course, students taking single subjects, students taking more than one subject but not declaring a major, or students attending under any other special category as otherwise approved by the University, or a student attending classes after being dismissed as a regular student (See Standards of Satisfactory Academic Progress on page 30).
CREDIT DESIGNATIONS
All credits offered are expressed in quarter hours. One quarter hour of credit is the amount of credit gained for the successful completion of one hour per week of lecture, two hours per week of skill development, or three hours per week of externship. A class hour is 50 minutes. All courses completed are awarded the appropriate credit hours.

CREDIT HOUR POLICY
American National University awards quarter credit hours and adheres to the following formula to award appropriate credit for each course offering.

One quarter credit hour is 10 hours of direct instruction (Lecture).
One quarter credit hour is 20 hours of lab instruction.
One quarter credit hour is 30 hours of externship.

If a course is 4 credits and in direct instruction only, it would be 40 instructional hours.
If a course is 4 credits of strictly lab instruction only it would be 80 instructional hours.
If a course is 4 credits of externship only, it would be 120 hours of instruction.

STANDARD COURSE LOAD AND PROGRAM LENGTH
A minimum full-time subject load is 12 credit hours (three 4-credit hour subjects). However, students may carry up to 20 credit hours. To estimate the length of time a program will take, note the credit hours required in your chosen curriculum. Divide this by the number of credit hours you will carry each term. The result is the number of terms it will take you to complete the program.

American National University considers a full-time course load to be eight credit hours (two 4-hour courses) for a master’s program. To complete a master’s degree by taking the minimum full-time course load, a student will need to attend seven terms. A student who wishes to take more than two courses per term (the maximum will be four courses per term at the discretion of the department chair) can complete the program of study in five terms.

MATRICULATION
A regular student is considered enrolled when all of the following conditions are satisfied:

1. Application for Admission and accompanying forms are completed and accepted;
2. The student has graduated from high school, received a GED, or completed high school in a homeschool setting (students will sign an attestation on the enrollment application as to which credential they received);
3. All necessary tuition and fees are paid;
4. All classes for which the registration process has been completed have been attended.
ARTICULATION AGREEMENTS
American National University has articulation agreements with several institutions to promote the acceptance of equivalent courses and work together to promote continued educational opportunities for students.

The following are the Institutions that we have articulation agreements with:
• Blue Ridge Community and Technical College
• Harrison College
• International American University
• Moravian College
• Ohio Valley College of Technology
• Pennsylvania Institute of Health and Technology
• Trumbull Business College
• Virginia College Online
• West Virginia Junior College

NON-TRADITIONAL CREDIT ALLOWANCE
American National University is committed to providing a comprehensive Academic Plan to students that accounts for both traditional learning and nontraditional sources or experiences that contribute to degree achievement. The maximum allowable nontraditional credit incorporated into an individual degree plan is 25% of the total credit requirement of any program offered by American National University. Nontraditional credit allowances do not satisfy any portion of the residency requirement for graduation from any American National University program.

Nontraditional sources that may be considered include coursework and examinations which meet the American Council on Education (ACE) guidelines.

CREDIT GRANTED FOR WORK EXPERIENCE
The University recognizes the value of work experience as a part of the applicant’s overall educational experience. The maximum amount of credit earned for work experience will be limited to one class or four (4) credits for a Certificate Program, two classes or eight (8) credits for an Associate’s degree and four classes or sixteen (16) credits for a Baccalaureate degree. No Work Experience credit will be given to students in Master Programs. If an applicant desires the University to evaluate work experience for credit, the applicant must:

1. Discuss the experience with his/her Program Director, Site Administrator, or Student Services Representative to determine proper procedure for presentation.
2. Submit a completed Work Experience Course Credit Application, which may be obtained from your Program Director or your Student Services Representative.
3. Prepare detailed documentation and substantiation of the experience to be considered (documentation should include duties, responsibilities, seminars, etc., and superiors or co-workers who can attest to the experience).
4. Only experience directly related to the course will be considered. The student must be able to show how all of the course objectives as found in the syllabus, have been achieved through work experience.
5. All materials must be received by the Work Experience Review committee by the fifth week of the term in order to be considered for credit the following term.
6. The decision of the committee is final.

UNIVERSITY PLACEMENT EVALUATIONS
All students will take the University Placement Evaluations in English and Math prior to the start of class regardless of whether their program requires any of the placements or prerequisites. This requirement is waived for students who have previously earned an associate’s or bachelor’s degree from an institution accredited by an accrediting agency recognized by the US Department of Education or the Council for Higher Education Accreditation (CHEA). The University Placement Evaluation reflects one’s strengths and weaknesses with regards to essential skills. A student not passing a placement evaluation or a student with a recommendation from the department chair will be required to take the required university foundation course associated with that placement evaluation in addition to their other curriculum requirements. The passing score for the ENG090 course is 85 and the passing score for the MAT090 course is 60. Students may retake the placement evaluation one time prior to the first day of scheduled classes. These foundation courses do not count toward programmatic requirements for graduation: ENG090 (Basic English) and MAT090 (Basic Math). Students are required to take foundation courses during the first two terms of their enrollment.

ADVANCED PLACEMENT EVALUATIONS
Advanced Placement Evaluations are designed for students who wish to demonstrate their current skill level in selected areas. If successful, the student will receive full credit for that particular course. There is no charge for these evaluations or for any credit received. Advanced Placement Evaluations cannot be attempted if the student has enrolled or sat in the course. A complete list of Advanced Placement Evaluations and administration times is available from your Learning Site Director or the Student Services office.

The University has established criteria that will allow students to request an evaluation of recognized industry certifications and receive credit for appropriate courses. Students should contact the Student Services staff for more information on required documentation used for evaluation.

CREDIT BY EXAMINATION
The University offers opportunities for award of credit to students who demonstrate competency in specific subject areas. The College Level Examination Program (CLEP) and the DANTES Subject Standardized Tests (DSST) are nationwide testing programs through which an individual can validate learning and receive university credit.

STUDENTS TRANSFERING TO AMERICAN NATIONAL UNIVERSITY
Prior collegiate work from an institution previously attended is accepted by American National University when it is demonstrated that this work was obtained from an institution that is accredited by an agency recognized by the U.S. Department of Education or the Council for Higher Education Accreditation (CHEA) and is in keeping with career and educational objectives of the student’s chosen course of study. Transcripts from institutions located outside of the United States must be evaluated
by an agency that has published standards for membership, affiliations to national international higher education associations, and are frequently linked to and used by federal agencies, state agencies, educational institutions and employers (i.e. NACES and AICE). Transfer credits are accepted on an individual basis after complete evaluation.

**Residency Requirement**: A student must complete the last 25% of any diploma, associate’s degree, or baccalaureate degree program coursework at American National University. This requirement means that a maximum of 72 quarter credit hours for an associate’s degree and 135 quarter credit hours of combined upper and lower courses for a baccalaureate degree may be accepted. For graduate programs the student must complete the last 50% of the coursework for a master’s program in residency at American National University. Transfer credit of appropriate coursework will be considered to a maximum of 28 quarter credits. Exceptions to the residency requirement can be sent to the Executive Vice President of Academic Affairs for consideration.

Advanced Placement exams and Work Experience credit do not fulfill the residency requirement. Unless special conditions prevail and prior permission is granted, all of a student’s final coursework which applies to a degree or a diploma from American National University must have been earned at the University.

Evidence of prior collegiate work should be received by the University prior to the student’s entry or during the first term of attendance if course credit is to be given. Students should be aware that it is their own responsibility to avoid duplicating a course for which credit may be awarded. Any duplication which results in Title IV and Veterans overpayments to the student is the responsibility of that student.

**Paralegal Program**: Only 16 credits of Legal Specialty courses can be transferred in. Legal Specialty courses include:

- **BUS223 Sales and Contract Law**
- **PLG102 Introduction to Paralegal Studies**
- **PLG207 Legal Research and Writing**
- **PLG214 Family Law**
- **PLG215 Torts and Personal Injury**
- **PLG216 Estate Administration and Elder Law**
- **PLG229 Legal Office Procedures**
- **PLG232 Bankruptcy and Collections Procedures**
- **PLG250 Pretrial Discovery and Trial Preparation**
- **PLG252 Real Estate Practices**
- **PLG262 Criminal Law and Procedure**
- **PLG299 Paralegal Externship**

Acceptance of prior collegiate work in any circumstance should not be interpreted as a blanket policy of acceptance in all cases. The academic integrity of the institution requires that each case be judged independently. In addition, the age of the prior coursework and technology changes will need to be considered. In order for a course to transfer, a letter grade of “C” or better must have been achieved and the course must be at least 3 semester hours, 4 quarter credit hours or 90 clock hours in length. Selected courses completed more than six years prior to enrollment will not be considered for transfer of credit. However, some courses have no time limit for consideration for transfer of credit. Applicants are encouraged to request an evaluation from Student Services prior to enrollment to develop an Academic Plan. This complimentary service reviews for transferability of course credits as well as
explores the applicability of nontraditional means of credit acceptance, including, but not limited to: Advanced Placement (AP), College Level Achievement Program (CLEP) tests, credit for military training and experience in accordance with American Council on Education (ACE) guidelines and the submission of a Work Experience Portfolio for review. Please refer to page 20 of this catalog for more information regarding nontraditional credit sources. Certain programs offered at specific locations of American National University are programmatically accredited. Please see the University Catalog section on Approvals and Accreditation for additional information on those programs. Transfer credits for courses designated as part of the Program Core in a program which has been programmatically accredited will only be awarded if the program in which the course credit was originally earned is similarly programmatically accredited. Failing of the Placement Evaluation in Math or English negates the transfer of Business Math I (BUS110) and/or English Composition (ENG102) from prior collegiate work.

To accommodate the mobile way of military life, the University will consider all previous education and training and grant credit, if appropriate, for veterans and other eligible students. American National University limits academic residency to no more than twenty-five percent of the degree requirements for all undergraduate degrees for active-duty service members. Academic residency can be completed at any time while active-duty service members are enrolled. Reservists and National Guardsmen on active duty are covered in the same manner.

**STUDENTS TRANSFERRING FROM AMERICAN NATIONAL UNIVERSITY**

The philosophy, purpose, and objectives of the University are to prepare students for successful careers. The objective of the institution is not to prepare students for transfer to other institutions. Therefore, the curriculums, courses, and other policies and procedures of the University have been developed to provide the most efficient and effective preparation for business life and career positions.

Students wishing to transfer to other institutions should be cautioned that those institutions each have their own policies regarding acceptance of prior collegiate work and may not recognize collegiate work at American National University as transferable. It should also be noted that in any transfer situation, regardless of the institutions involved, the acceptance of prior work is at the discretion of the accepting institution and accreditation does not guarantee transferability.

**PROGRAM COURSE CONCENTRATION AND GENERAL EDUCATION**

Each program at the University is divided into two areas of concentration: Program Core and General Education. The Program Core satisfies the curriculum concentration. The course listings begin on page 82 for each specific program.

For successful completion of the associate’s degree programs, a student must complete 24 credit hours (28 credit hours for Paralegal associate’s degree program) of General Education courses. The student must select at least one course from each discipline below:

- **Written and Oral Communication**
  - ENG102 English Composition
  - ENG126 Oral Communication
Mathematics, Statistics, and Logic
LOG215 Thinking Critically
MAT101 Understanding Mathematics
MAT214 Algebra
MAT220 Algebra and Basic Statistics

Arts and Humanities
ETH205 Ethics
GEN241 Cultural Appreciation

Social and Behavioral Sciences
PSY127 Psychology
PSY200 Human Growth and Development
POL202 Political Science
SOC103 General Sociology

Physical/Natural Science
BIO101 Introduction to Biology
BIO201 Basic Anatomy and Physiology I
BIO202 Basic Anatomy and Physiology II
CHM105 General, Organic Biochemistry
ENV101 Environmental Science

For successful completion of the bachelor’s degree programs, a student must complete 56 credit hours of General Education courses. The student must select at least one course from each discipline with a minimum of five courses at the 300–400 level.

Written and Oral Communication
ENG102 English Composition
ENG126 Oral Communication

Mathematics, Statistics, and Logic
LOG215 Thinking Critically
LOG357 Logic and Critical Thinking
MAT101 Understanding Mathematics
MAT214 Algebra
MAT220 Algebra and Basic Statistics

Arts and Humanities
ETH205 Ethics
GEN241 Cultural Appreciation
REL330 World Religion

Social and Behavioral Sciences
GOV340 American Government
HIS290 American History 1945–Present
HIS490 American Economic History
POL202 Political Science
PRO453 Parliamentary Procedures/Group Dynamics
PSY127 Psychology
PSY200 Human Growth and Development
SOC463 Social Problems

. Physical/Natural Science
BIO101 Introduction to Biology
BIO201 Basic Anatomy and Physiology I
BIO202 Basic Anatomy and Physiology II
CHM105 General, Organic Biochemistry
ENV101 Environmental Science
PER330 Personal Health

**NUMBERING OF COURSES**

Courses numbered 000–099 are foundation courses and cannot be used to satisfy graduation requirements. Courses numbered 100–199 are primarily for first-year students. Courses numbered 200–299 are primarily for second-year students. Courses numbered 300–499 are primarily for third- and fourth-year students. Courses numbered 500-699 are primarily for graduate-level courses.

**PROGRAM REVISIONS AND COURSE SUBSTITUTIONS**

American National University reserves the right to change its curricula, course content, subject matter, tuition, fees, academic policy, administrative policies, and other aspects of the education provided or of the institution itself. In all cases, appropriate notice shall be given to concerned parties and regulatory agencies.

Curriculum revisions and other academic changes are ongoing. Revisions are made for the benefit of the student, ensuring he or she receives the most current information and material possible.

Adjustments to the requirements of published curricula may be made at the discretion of the University for individual students as long as the intent and overall content of the program of study are not significantly altered.

While neither encouraged nor routine, students occasionally request to substitute one course in their chosen program of study for another course approved as part of another program. Should students choose to request a course substitution, they should consult their Learning Site Director to ensure that the substitution is a good fit for their current curriculum and career goals.

Student requests to take a course as a substitution must be reviewed and approved by the Vice President of Academic Affairs of the programmatic area in which the student is enrolled.

**OUTSIDE OF CLASS WORK**

Students will be expected to complete an average of two (2) hours of out of class work for every one (1) hour of lecture in each course. For example, if a course has 4 hours of lecture, a student will need to complete an average of 8 hours a week of outside of class work.
CODE OF ACADEMIC INTEGRITY POLICY

American National University, in an effort to promote an atmosphere conducive to intellectual fulfillment, commits itself, the administration, faculty, and student to the maintenance of the highest possible standards of academic integrity. These members of the American National University community have the responsibility and obligation to adhere to and uphold the standards of academic integrity outlined below.

The members of the American National University community are pledged to academic honesty. As academic honesty is considered to be the keystone of the educational enterprise, any form of dishonesty is considered to be an affront to the entire University community. Academic dishonesty is any form of giving, taking, or prescribing of information or material with intent to gain an unfair advantage in an academic setting. Forms of dishonesty include, but are not limited to, plagiarism, cheating, self-plagiarism, poor scholastic achievement, or misrepresenting academic engagement.

- Plagiarism is defined as representing words, ideas, or other works of another individual or entity as your own without giving proper credit to the original author or source.
- Cheating is defined as using or attempting to use unauthorized materials, information, study aids, or computer-related information.
- Self-Plagiarism is defined as submitting previously submitted course work that may or may not have received academic credit, without prior approval of faculty.
- Poor scholastic achievement focuses on students not properly citing sources or following published citation criteria
- Misrepresenting academic engagement is defined as intentionally logging onto the learning management system without meaningfully engaging in academic activities for the purpose of demonstrating attendance.

Enforcement of this policy is the responsibility of faculty and staff. The University takes disciplinary action which may include receiving an incomplete or failing grade, expulsion from the course, or expulsion from the University. The student may submit a written appeal following the University’s grievance policies to have an action reconsidered. The decision of the Academic Review Committee is final.

DROP/ADD PERIOD

A student may drop/add (dropping a class and replacing it with another) within five class days, beginning with the first day of scheduled classes, or add a class within the same time frame as long as it is approved by the Dean or Program Director. A student not attending a class session within the first two weeks of a term may be automatically withdrawn from that class and/or the University. Specific rules apply for online students. Please check with your Learning Site Director for details.

WITHDRAWALS

A student who withdraws from a class at or before the end of the fourth week of the term will receive a “W” grade, which will not affect his or her overall grade point average. However, a “W” does count toward total attempted hours. (See Standards of Satisfactory Academic Progress on page 30 for further information.)
A student who withdraws from a class after the fourth week of the term will be assigned a “WF.” A “WF” is charged as “0” quality points and subsequently affects the student’s grade point average adversely, does count toward total attempted hours and can result in the student not meeting a satisfactory Standard of Academic Progress toward his or her goal.

A student who withdraws from any course prior to the end of a term will receive a refund in accordance with the institutions refund policy.

**REPETITIONS**

A student making grades of “A,” “B,” “C,” or “D” has made full credit, but may repeat a course(s) if desired. Credits for repeated course(s) can be used only one time when determining enrollment status for federal financial aid purposes. However, courses that are taken and then retaken are both counted towards attempted hours for the purpose of the student’s maximum time frame for completion and successful course completion. The highest grade will be calculated into the grade point average.

A student making a grade of “D” may advance if desired. It is recommended, however, that the course be repeated, especially if it is in a student’s major area of study.

A grade of “F” is a failure, and the subject must be repeated to earn credit. A student may retake a class in which he received an “F,” “WP” or “WF” and the highest grade will be calculated into his grade point average. However, courses that are taken and then retaken are both counted towards attempted hours for the purpose of the student’s maximum time frame for completion and successful course completion. Credits for the repeated course are used when calculating enrollment status for federal financial aid purposes, except if a course was first passed, then retaken and failed, then retaken for a third time (or more).

**COURSE INCOMPLETES**

An “I” will be given when a student is prevented from taking the final examination or taking their externship by sickness or emergency. The “I” must be approved by the Learning Site Director. Such an “I” must be removed at the convenience of the instructor within the first 30 days of the next term. Students must complete their externship in a time frame approved by their instructor and Learning Site Director. During the period an “I” is assigned, the “I” is calculated with “0” quality points. After completion of the final exam, a letter grade is assigned and calculated into the student’s overall grade point average. If the final examination is not taken within the required time, a “0” is calculated into the final grade for the class. The “I” grade does count as attempted hours for the purpose of Standards of Academic Progress.

**NO GRADE ASSIGNED**

A “G” will be given when an instructor does not assign a grade to a student by the due date of the final exam for the term. The Learning Site Director is responsible for having the correct grade assigned by the Friday of the first week of the next term. During the period a “G” is assigned, the “G” is calculated with “0” quality points and it does count as attempted hours for the purpose of Standards of Academic Progress.
TRANSFER OF CREDITS

A “T,” “X,” “TA,” “TB,” “TC,” or “TD” is given to students whose courses taken at another institution are being transferred in for required courses at American National University. The grade of “T” or “X” has no effect on the student’s overall grade point average. Effective December 7, 2007, the “T” does have an effect on hour’s attempted and successful completion of courses. A grade of “TA,” “TB,” “TC,” or “TD” does have an effect on the student’s overall grade point average, hour’s attempted and successful completion of courses. See section “Quality Point System” for point value of the assigned grades.

ACADEMIC HONORS

For the distinction of “High Honors,” a student must graduate with a CGPA between 3.75 and 4.0. The distinction of “Honors” is awarded to a student who graduated with a CGPA between 3.50 and 3.74. The name of any student who earns a term’s grade point average of 3.5 or above in an academic program will be placed on the Dean’s List, which is prepared at the end of each term.

CUMULATIVE GRADE POINT AVERAGE

The cumulative grade point average (CGPA) is used to determine student’s progress toward completion of their program of study. The CGPA is calculated by dividing the total number of quality points completed by the total number of credit hours attempted. Grades of FS, W, T, LW, Y, NC, X,XA, xb, xc, xd, PP, FF, RDROP, R and AU are not included in the calculation of the CGPA.

GRADING AND QUALITY POINT SYSTEM

In all subjects, the following letter designations are used:

A (4 PTS)  Excellent
TA (4 PTS)  Transfer Excellent
B (3 PTS)  Above Average
TB (3 PTS)  Transfer Above Average
C (2 PTS)  Average
TC (2 PTS)  Transfer Average
D (1 PT)   Below average but passing
           Not passing for graduate courses
TD (1 PT)  Transfer Below Average but passing
           Not passing for graduate courses
F (0 PTS)  Failure
FS          (No Academic Value) Failure to Meet Enrollment Standards
I (0 PTS)  Incomplete
W           (No Academic Value) Withdraw
WP (0 PTS)  Withdrew Passing (Prior to April 10, 2017)
WF (0 PTS)  Withdrew Failing
<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
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</thead>
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<tr>
<td>R</td>
<td>No Academic Value, Highest Grade Calculated into CGPA) Repeated Course</td>
</tr>
<tr>
<td>RDROP</td>
<td>(No Academic Value, Highest Grade Calculated into CGPA) Repeated Drop Course</td>
</tr>
<tr>
<td>T</td>
<td>(No Academic Value) Transfer Credit</td>
</tr>
<tr>
<td>NC</td>
<td>(No Academic Value) Refresher Course</td>
</tr>
<tr>
<td>Y</td>
<td>(No Academic Value) Advanced Placement Evaluation after July 1, 1995</td>
</tr>
<tr>
<td>P (4 PTS)</td>
<td>Advanced Placement Evaluation prior to July 1, 1995</td>
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<tr>
<td>LW</td>
<td>(No Academic Value) Work Experience Credit</td>
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<td>G (0 PTS)</td>
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<td>X, XA, XB,</td>
<td>(No Academic Value)</td>
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<tr>
<td>XC, XD</td>
<td>No Transfer Credit</td>
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<tr>
<td>PP</td>
<td>(No Academic Credit) Pass</td>
</tr>
<tr>
<td>FF</td>
<td>(No Academic Credit) Fail</td>
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<td>Orientation Complete</td>
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<tr>
<td>OI</td>
<td>Orientation Incomplete</td>
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<tr>
<td></td>
<td>Refresher courses taken after November 7, 2016 are assigned this grade</td>
</tr>
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</table>
STANDARDS SATISFACTION OF ACADEMIC PROGRESS

All students must meet the Standards of Satisfactory Academic Progress (SAP) policy in order to stay enrolled as a student at American National University and to retain eligibility for Federal Student Aid. SAP is determined by measuring both a student’s cumulative grade point average (CGPA) and the student’s rate of progress toward completion of their academic program. Below are the minimum standards of SAP that students must meet. American National University requires that all courses be successfully completed in order to graduate from the program. A student’s academic progress status is reviewed each term both for CGPA and rate of completion, and it is reported to students through their online portal account.

SAP CALCULATIONS

Repeated Classes – only the highest grade will count in the CGPA calculation. All course attempts count toward rate of completion.

Incomplete Classes – if a student received a W for an incomplete course, the attempt counts toward rate of completion, but the W will not be calculated in CGPA. If a student received a WP or WF grade with an academic point value of 0, these courses count towards both CGPA calculation and rate of completion.

MAXIMUM TIME FRAME

All students must complete their program in a period not exceeding 1.5 times the normal length of the program. For example, in a program which requires successful completion of 60 credit hours, the student may not attempt more than 90 credit hours (1.5 x 60).

A student will become ineligible to receive Title IV funds at the point where it becomes mathematically impossible for the student to complete the program within 150% of the maximum timeframe.

Students will be evaluated at the points listed below based on the number of credit hours required in their program of study:

24-Credit Hour Program:
Students who have attempted 1–12 credit hours must have a CGPA of 1.0 and have successfully completed one-third of the hours attempted.
Students who have attempted 13-23 credit hours must have a CGPA of 1.5 and have successfully completed one-half of the hours attempted.
Students who have attempted 24 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.

32-Credit Hour Program:
Students who have attempted 1-17 credit hours must have a CGPA of 1.0 and have successfully completed one-fourth of the hours attempted.
Students who have attempted 18-31 credit hours must have a CGPA of 1.5 and have successfully completed one-half of the hours attempted.
Students who have attempted 32 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.
36 Credit Hour Program:
Students who have attempted 1–17 credit hours must have a CGPA of 1.0 and have successfully completed one-fourth of the hours attempted.
Students who have attempted 18-35 credit hours must have a CGPA of 1.5 and have successfully completed one-half of the hours attempted.
Students who have attempted 36 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.

48 Credit Hour Program:
Students who have attempted 1-23 credit hours must have a CGPA of 0.0 and have successfully completed 0% of the hours attempted.
Students who have attempted 24-47 credit hours must have a CGPA of 1.5 and have successfully completed one-half of the hours attempted.*
Students who have attempted 48 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.

60 Credit Hour Program:
Students who have attempted 1-23 credit hours must have a CGPA of 0.0 and have successfully completed 0% of the hours attempted.
Students who have attempted 24-35 credit hours must have a CGPA of 1.0 and have successfully completed one-fourth of the hours attempted.
Students who have attempted 36-59 credit hours must have a CGPA of 1.5 and have successfully completed one-half of the hours attempted.*
Students who have attempted 60 or more credit hours must have a CGPA of 2.0 and completed two-thirds of the hours attempted.

96 Credit Hour Program:
Students who have attempted 1-35 credit hours must have a CGPA of 0.0 and have successfully completed 0% of the hours attempted.
Students who have attempted 36-47 credit hours must have a CGPA of 1.0 and have successfully completed one-third of the hours attempted.*
Students who have attempted 48-71 credit hours must have a CGPA of 1.75 and have successfully completed one-half of the hours attempted.**
Students who have attempted 72 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.***

180 Credit Hour Program:
Students who have attempted 1-35 credit hours must have a CGPA of 0.0 and have successfully completed 0% of the hours attempted.
Students who have attempted 36-47 credit hours must have a CGPA of 1.0 and have successfully completed one-third of the hours attempted.*
Students who have attempted 48-71 credit hours must have a CGPA of 1.75 and have successfully completed one-half of the hours attempted.**
Students who have attempted 72 or more credit hours must have a CGPA of 2.0 and have successfully completed two-thirds of the hours attempted.***

*At the end of the first academic year (36 credits) a student must have a CGPA of 1.5.
**At the end of the second academic year (72 credits) a student must have a CGPA of 175
***At the end of the third and fourth academic year (136 and 144 credits)
The following evaluation points are applied to students enrolled in a Master’s program:

- Students who have attempted 1-23 credit hours must have a CGPA of 2.75 and have successfully completed 25% of the hours attempted.*

- Students who have attempted 24-35 credit hours must have a CGPA of 2.85 and have successfully completed 50% of the hours attempted.**

- Students who have attempted 36 credit hours must have a CGPA of 3.0 and have successfully completed 66% of the hours attempted.**

The maximum time frame for the Master of Business Administration program is 84 (56 x 150%).

*Students falling below the CGPA of a 2.75, and/or not meeting the successful completion standard, will be placed on probation not to exceed one term or eight credits, whichever is longer.

**Students falling below the CGPA of a 2.85, and/or not meeting the successful completion standard, will be dismissed from the University. All other elements of satisfactory academic progress outlined in the section on Satisfactory Academic Progress in this catalog are applicable to students in a Master’s program.

RATE OF COMPLETION

A student will become ineligible to receive Federal Student Aid at the point where it becomes mathematically impossible for the student to complete the program within 150% of the timeframe.

FINANCIAL AID WARNING AS A REGULAR STUDENT

As required by the Department of Education, if these minimums are not met, a student may continue as a regular student on financial aid warning for one term and continue to be eligible for financial aid. Students will meet with their Learning Site Director to complete the SAP advising form which will outline the courses that students need to complete to successfully meet SAP. After this one term of financial aid warning, the student’s CGPA and percentage of successful completion must be at least as required at the evaluation point. If these standards are not met, the student will be dismissed as a regular student.

DISMISSED AS A REGULAR STUDENT (FINANCIAL AID DENIAL)

As required by the Department of Education, a student not meeting these requirements for a second consecutive term will be dismissed as a regular student from the institution and will receive official notification of this status change in writing. Such a student is in financial aid denial status and would therefore not qualify for federal financial aid upon his or her re-entry into the institution, unless the following appeal process takes place.

INSTITUTIONAL DISMISSAL APPEAL PROCEDURES

A student may appeal his or her dismissal status by submitting the Dismissal Appeal Form to the Learning Site Director. The Learning Site Director will submit the form to the chairperson of the Academic Review Committee. The student must submit the Dismissal Appeal Form (available from Student Services) by the fifth week of the term to be considered for re-entry into the following term.
This should include any mitigating or special circumstances such as illness, military service, etc. that may have contributed to not meeting SAP satisfactory progress. If the committee approves for the student to return, the student will be placed on Financial Aid Probation for one term and can receive financial aid for that term. The student will be advised to repeat courses failed to bring his or her CGPA and percentage of successful completion to the minimum progress requirements. If after this term the student does not meet the Standards of Satisfactory Academic Progress (SAP), the student will be dismissed. A student making SAP after this term will continue as a regular student.

**REINSTATEMENT FOLLOWING INSTITUTIONAL DISMISSAL**

Students dismissed from the institution for failing to make satisfactory progress will normally sit out for one term before being readmitted. The Academic Review Committee will make the determination if a student may return. After the student has been approved to return to the institution they will be placed in financial aid probation status. Students will be required to meet with their Learning Site Director to complete the SAP advising form which will outline the courses that students need to complete to successfully meet SAP. Once these minimum progress requirements have been met, he or she can continue as a regular student. The student must make satisfactory academic progress in their returning term or they may be dismissed.

**LEAVE OF ABSENCE**

A leave of absence has no effect on the student’s standards of progress. However, a leave of absence will have an effect on financial assistance and will extend the program completion time.

**WITHDRAWALS**

A course from which a student has withdrawn and received a “W” grade will not affect the student’s CGPA. The course hours will, however, be added into hours attempted for the purpose of evaluating the student’s maximum time frame for completion and successful course completion.

Courses from which a student has withdrawn and received a “WP” or “WF” grade will affect the student’s CGPA as well as their maximum time frame for completion and successful course completion.

**COURSE INCOMPLETES**

A student receiving an “I” (incomplete) has 30 days after the start of the next term to complete their final exam. For the period of time the student has received an “I” grade it will affect the student’s CGPA as well as their maximum time frame for completion and successful course completion. After completion of their final exam, a letter grade is assigned and calculated into the student’s overall CGPA. A student not completing their final exam will receive a “0” for the exam, and it will be calculated into their final grade. (See “Grading and Quality Point System” on page 28.) The final grade will affect the student’s CGPA as well as their maximum time frame for completion and successful course completion.

**NON-DEGREE CREDIT COURSES (FOUNDATION COURSES)**

Foundation courses (Math and English) are calculated into the student’s overall grade point average and the student’s maximum time for completion and successful course completion. However, the courses do not count toward completion of the individual program requirements. Students required
to take foundation courses will have their time for completion extended, and a tuition fee for the preparatory courses will be charged. (See “Tuition Fees and Charges” on page 59)

CHANGE PROGRAMS AND ADDITIONAL DEGREES

For students who change and/or earn additional degrees, only those credits attempted and grades earned that count toward the student’s new program of study will be included in the determination of the student’s satisfactory academic progress.

APPLICATION OF STANDARDS

These satisfactory progress standards apply to all students whether part-time or full-time.

GRADUATION

In order to graduate from an undergraduate program, a student must successfully complete 100% of the total required credits and shall obtain a minimum overall CGPA of 2.0. The time for completion of the program shall not exceed 1.5 times the normal time required to complete the program. To graduate from a master’s program, a 3.0 cumulative grade point average must be achieved.

In order to be eligible for graduation, the student must complete all courses outlined in the program with the required number of credits. Additionally, students enrolled in the Bachelor’s programs must complete a minimum of 56 credit hours after enrollment in the Bachelor’s program. See Career Programs starting on page 84.

In all cases, students are responsible for ensuring that they satisfy the necessary requirements with appropriate course-work to qualify as graduates and participate in the graduation ceremony. All requirements must be completely satisfied, including the completion of all externships and all required courses, before students are allowed to walk in the graduation ceremony.

Candidates should be present at their annual commencement exercises. Exceptions may be made at the discretion of the University. The graduation fee, as outlined, is still the responsibility of the student, regardless of whether or not he or she attends the commencement ceremony. The graduation fee will only be charged once in a three-year period for all degrees earned in that time period.

Graduation with honors from diploma, associate’s, and baccalaureate degree programs is the meeting of all requirements for graduation, plus the attainment of a certain cumulative grade point average. For the distinction of “High Honors,” a student must graduate with a CGPA between 3.75 and 4.0. The distinction of “Honors” is awarded to a student who graduated with a CGPA between 3.50 and 3.74.

TRANSFER OF CREDIT

The grade of a “T” or “X” has no effect on the student’s overall grade point average. Effective December 7, 2007, the “T” grade does have an effect on the hour’s attempted and successful completion for the purposes of Standards of Academic Progress. A grade of “TA,” “TB,” “TC,” and “TD” does have an effect on the student’s overall grade point average, hours attempted and successful completion of courses for the purposes of Standards of Academic Progress. See section “Quality Point System” for point value of the assigned grades.
**CONDUCT/DISMISSAL POLICY**

Students are expected to conduct themselves with the same standards of behavior as are required in the workplace and in the community at large. Any behavior that is disruptive to the academic environment is strictly prohibited. The University expressly prohibits harassment of employees or students on the basis of race, color, religion, creed, ancestry, gender, marital status, sexual orientation, national origin, age, physical or other disability, military or veteran status, or receipt of public assistance. Harassment undermines morale of the entire University community and our commitment to treat each other with dignity and respect. In general, any behavior that infringes on the rights of privacy, safety, personal enjoyment, or use of the University as an academic institution is strictly prohibited. This includes but is not limited to conduct:

- by students, faculty, or staff who use language or behavior that is detrimental to and disruptive within the classroom environment.
- that interferes with the well-being of fellow students and/or faculty and staff members.
- that includes any type of sexual harassment or sexual violence towards members of the University community on or off site.
- that causes damage to the appearance or structure of the University facility and/or its equipment.
- by students who copy or otherwise plagiarize the assignments/projects of other students or professionals.
- by students, faculty and staff that use University networks to access the internet to visit or view sites that violate copyright/intellectual property or other suspicious/illegal activity. (This includes, but is not limited to, viewing pornographic images, illegal file sharing such as downloading of music/videos, and other actions outlined in the Code of Computing Conduct policy.)

The University reserves the right to take disciplinary action compatible with the interests of the student body, staff, faculty, and University. Such disciplinary action may include, but is not limited to, the following possible actions:

- suspension from participation in a specific course for a specific period of time;
- suspension from participation in all courses for a specific period of time;
- reassignment to a different course section;
- withdrawal from enrollment in a specific course or all courses due to failure to meet minimum attendance requirements as a result of a suspension;
- withdrawal from enrollment in a specific course as a result of dismissal from that course;
- referral to legal authorities;
- withdrawal from enrollment at the University as a result of dismissal from the University.

Students may appeal any disciplinary action taken pursuant to this conduct policy by filing a grievance in accordance with the University’s grievance policy.
CODE OF COMPUTING CONDUCT

Educational Computing Facilities (ECF) are intended to support the academic mission and the administrative functions of the institution. The "institution" includes American National University, National College, National College of Business and Technology, National College Services Inc., University of Fairfax, and any other related entity. This Code of Conduct states the principles regarding the use of ECF. They complement and supplement rather than replace other policies concerning appropriate conduct of staff and students.

The policies controlling acceptable behavior at the institution are implicitly extended to cover the use of the ECF. The impersonal aspect of computers should not be taken as an excuse or reason for people's interactions with others to be anything but well-mannered, ethical and legal.

For example, if it is unacceptable to display a sexually explicit poster in a public room, it is similarly unacceptable to display such an image on a publicly visible computer screen. Unsolicited, wide distribution of mail or messages should be carried out only if there is a reasonable expectation of interest by the recipients. Even in those cases, care must be taken to ensure that the messages do not overwhelm systems.

Educational Computing Facilities include any computer, computer-based network, computer peripheral, operating system, software or any combination thereof, owned by the institution or under the custody or control of the institution.

The ECF include stand-alone workstations and network-attached systems as well as central servers. This Code also specifically applies to access to ECF via telephone lines, the internet, or other remote access mechanisms.

The following principles apply to all of the institution and institutional staff, institutional students and other users of the Educational Computer Facilities. Users shall:

1. **Be responsible for using these facilities in an effective, ethical and lawful manner.**
   
   This policy states that individual users are responsible for their own actions. For example, if a user transmits illicit materials or stores illegal software, that individual user is responsible such actions and may be held accountable for all results and repercussions of such actions.

   Be aware that wasteful or inefficient use of resources may incur significant expense for the institution or result in a reduction in service to other users.

2. **Use only those facilities for which they have authorization, whether these facilities are at the institution or at any other location accessible through a network.**
   
   Normally, ECF systems require explicit authorization. Authorization based on the provision of false or misleading information is not valid.

3. **Take all reasonable steps to protect the integrity and privacy of the ECF including software and data. In particular, users shall not share with others the access codes, account numbers, passwords or other authorization which have been assigned to them.**
   
   Users are encouraged to report any violations of this policy and any information relating to a flaw in or bypass of computing facility security, to the appropriate Instructor, University Educational Resource
Center Director, and Department Head or to the Campus Support Information Technology Department. Such security “holes” must not be "tested" without proper authorization. Turning a blind eye to potential violations or system flaws may allow your privacy or access to be jeopardized.

In this and following sections, "access code" represents the username, account, sign-on ID, password or whatever system-dependent mechanisms are used to gain access to particular facilities.

By allowing your access code to be used by others, you risk compromising the security and integrity of the ECF. As described in several later sections, much software which the institution utilizes requires that all actions be identified and traceable. For these reasons, if you do allow your access code to be used by others, you are responsible for all usage and activities carried out with the code.

Allowing unauthorized access to ECF indirectly is similarly prohibited (such as allowing access to a private computer at home, where this computer in turn provides access to ECF).

A computer or terminal logged on and unattended in an accessible location is particularly vulnerable.

Some system management functions require that all those responsible for such functions share a single access code. Similarly, specific access codes are at times allocated to allow several people performing a common function to receive email. The use of such shared codes must be restricted to the intended purpose. Other usage by the same people should be through single-user access codes.

4. **Respect the copyrights of the owners of all software, media and data they use.**

Most of the programs made available on the ECF are copyrighted. Copyright law specifically prohibits copying of any software except as explicitly allowed in the usage agreement. Copyright law also provides similar protection for data and text.

Unless the software explicitly states otherwise, ALL software is copyrighted, even those normally referred to as shareware or freeware. Individual license agreements detail the exact rights and limitations.

Media files such as music and video files are also subject to copyright protection. Unauthorized downloading of such files, including unauthorized peer to peer sharing of copyrighted material is specifically prohibited.

Unauthorized use, sharing or distribution of copyrighted material may subject the user to criminal and civil penalties, including fines, incarceration, money damages payable to the copyright owners, and attorneys' fees. In addition the institution may take disciplinary action against users who violate these prohibitions which may include suspension or termination of employees, and suspension or disenrollment of students.

5. **Respect the policies established by the administrators of external networks such as GAPS,COD, ED Connect, WestLaw, and various virtual library networks when using such networks. They shall also respect the policies established by the administrators of local computing facilities at the institution.**

The use of networks external to the institution must comply with the policies of acceptable use promulgated by the organizations responsible for those networks. This Code of Conduct hereby specifically incorporates these external policies. Adherence to this code ensures compliance with the policies of our associated networks.
6. **Respect the privacy of others. This includes, but is not limited to, respecting the confidentiality of email, files, data and transmissions.**

Records containing information directly related to a student are confidential and protected from public disclosure by the Family Educational Rights & Privacy Act, 20 U.S.C. § 1232g. No one shall access any such records maintained in an electronic format or disclose or distribute their contents in any manner inconsistent with federal and state law and the institution regulations.

The ability to access information does not imply permission to access it. Specifically, having read-access to a file does not mean that you may read it. You should not browse, view, print, copy or execute someone else's directories or files (either manually or program-assisted) without explicit permission. This also applies to floppy disks and tapes and similar storage media.

There may be cases where supervisors must access an employee's mail or files to get specific job-related materials or conduct business. For example, an urgent memo must be sent, but the staff member who typed it is ill. The need to respond to business-related e-mail is another example. In all cases, unless prior arrangements have been made, reasonable effort to ask the employee's permission must be made.

Access codes allocated for specific purposes may be designated as "non-private." In such cases, no data stored under the code may be considered for the private use of the individual to whom the code is allocated. Prior notice of such designation must be given.

7. **Refrain from using ECF for unauthorized commercial activities.**

As with other institution resources, the use of the ECF for private, commercially oriented applications is forbidden without appropriate authorization. Use for institution-related private activities is often permitted. For example, running an unauthorized business, doing tax returns or sending e-mail soliciting donations for a non-institution-related entity are clearly not allowed. On the other hand, use by a student for writing a resume is quite acceptable. If in doubt, check with the appropriate Instructor, University Educational Resource Center Director, Department Head, Executive Vice President or Executive Director.

8. **Refrain from using ECF for any unauthorized or illegal purposes. Such purposes might include destruction or alteration of data owned by others, interference with legitimate access to computing facilities or harassment of users of such facilities at the institution or elsewhere, unauthorized disruption of ECF, attempts to discover or alter passwords or to subvert security systems in ECF or in any other computing or network facility.**

The law prohibits unauthorized use of computers; unauthorized access to information or programs; destruction or alteration of data or interference with lawful access to data and the use of a computer system with the intent to commit any of the above.

Intentional introduction of any computer virus, Trojan horse, worm or similar software is an explicit violation of this principle.

Any unauthorized action which intentionally denies or obstructs access for another legitimate user to ECF is forbidden.
9. Properly identify themselves in any electronic correspondence and provide valid, traceable identification if required by applications or servers within the ECF or in establishing connections from the ECF.

All transmissions must be identifiable by the institutional staff. That is, they must include your access code. Similar rules are imposed by many external networks. You are encouraged to ensure that your name (in addition to access code) is also attached to all applicable messages. It is specifically forbidden to attempt to mask your real identity or intentionally originate a message masquerading as someone else.

By convention, most systems offering "anonymous FTP" services request that you enter your network address as a password. Users must comply with this convention.

Users do not have a right to privacy when using ECF.

Users do not own accounts on the institution computers but are granted the privilege of use of accounts owned by the institution. Users have no ownership rights or reasonable expectation of privacy right regarding computer communications and data stored on institution computers or accessed through institution accounts.

Institution officials have the right to access electronic files, including e-mail files, for any purpose deemed reasonable by them in their sole discretion.

Any violation of this Code may be prosecuted in conformity with the relevant institution policy (Code of Student Conduct, personnel policies, etc.) as well as applicable criminal and civil laws.

CONFLICT OF INTEREST POLICY

A conflict of interest arises with respect to activities that compromise, or appear to compromise, an employee’s judgment in performing his or her University duties. These conflicts can arise when an employee, or a member of his/her family (as defined below) has an existing or potential personal, financial or other interest that: (a) impairs or may reasonably appear to impair his/her independence of judgment in the discharge of responsibilities to the University; or (b) may result in personal gain or advancement at the expense of the University. The integrity of the University must be protected at all times, both in actuality and appearance. Conflicts of interest therefore must be: (1) disclosed, (2) eliminated or (3) properly managed.

Many outside activities in which an employee may wish to engage, such as certain outside employment, private activities, involvement in public organizations, public service, and political involvement, present no conflicts of interest and can enhance the reputation of the University. When engaging in an otherwise permissible endeavor or activity, the employee must nonetheless make clear when she or he is acting as a private individual rather than as a representative of the University. In this regard, employees must abide by the terms of the University policies governing use of trademarks and use of the University name, symbols, letterhead.

Certain situations give rise to a possible conflict of interest and must therefore be disclosed so that they may be either ruled out as conflicts or handled under the conflicts management process. This list is not an all-inclusive list rather examples of conflicts.
• Negotiating or authorizing on behalf of the University a contract or other business transaction for services, goods, or products, from a company or enterprise in which the employee or a member of the employee’s family has an substantial financial interest or management position known to the employee.
• Accepting external employment or consulting contracts during a period of ANU employment that conflict with the employment at ANU.
• Accepting any form of remuneration, financial or otherwise, for endorsement of the products or services of a business or individual where a UVM title or employment is an express or implied aspect of the endorsement.
• Disclosing, or otherwise using on an unauthorized basis, University confidential or proprietary information to which the employee has access in the course of University duties.

Conflicts of Interest Resolution Procedure
I. Any activities that may be considered a conflict of interest must be promptly, and in advance of the proposed activity, disclosed in writing by an employee to his or her immediate supervisor, under the procedures described below. Addressing conflicts and developing strategies to manage them may require steps such as:

1) no action required beyond the disclosure;
2) development of a conflicts management plan memorialized in writing;
3) modification of University responsibilities, as mutually agreed, under applicable policies;

II. Violation by an employee of prohibited conflicts may lead to serious disciplinary action, up to and including dismissal.

Reporting of Possible Policy Violations
Supervisors are required to investigate promptly, possible violations of these policies. If a policy violation is proven, the supervisor must take appropriate responsive action, and report the violation to the Executive Vice President of Campus Operations or the Executive Vice President of Academic Affairs who will determine if any disciplinary measures need to be taken. Third parties may report possible violations of the conflict of interest policy to the employee’s supervisor.

GRIEVANCE POLICY

American National University has adopted an internal grievance procedure for prompt resolution of student complaints, including allegations of discrimination on the basis of race, color, religion, creed, ancestry, gender, marital status, sexual orientation, national origin, age, physical or other disability, military or veteran status, or receipt of public assistance.

Any student who has a complaint should address it as follows:

1. A complaint should be filed in writing with the Program Director with responsibility for the program of study in which the student is enrolled. The complaint should contain the name, address, telephone number, and email address of the student filing the complaint, a brief description of the circumstances giving rise to the complaint, and written statements from all
other persons involved in the complaint who wish to be heard. The complaint should be filed by email to StudentAcademicAppeal@an.edu.

a. A complaint should be filed within thirty (30) days of an alleged incident or one (1) week after the complainant becomes aware of the circumstances giving rise to the complaint, whichever is later.

b. The Program Director will investigate the complaint, making a determination, and take such action as he or she deems appropriate within 10 days of receiving the complaint.

2. If the complainant is not satisfied with the determination or action of the Program Director, he or she may make a written appeal within thirty (30) days of the determination or action of the Program Director to the Executive Vice President for Academics for complaints which relate to academic issues, or to the Executive Vice President for Operations for all other complaints. The appeal should be filed by email to FormalGrievance@an.edu.

a. The appeal should contain the name, address, telephone number, and email address of the student filing the appeal, a brief description of the circumstances giving rise to the original complaint, and a brief description of the reason why the student believes the determination and action of the Program Director to be in error.

b. The respective Executive Vice President will consider the appeal, make a determination, and take such action as he or she deems appropriate within 10 days of receiving the appeal.

3. If the complainant is not satisfied with the determination or action of the Executive Vice President, he or she along with all persons involved in the complaint may make a written appeal within thirty (30) days of the determination or action of the respective Executive Vice President to the President of the University. The appeal should be filed by email to FormalGrievance@an.edu.

a. The appeal should contain the name, address, telephone number, and email address of all persons involved in the complaint which prompted the appeal, a brief description of the circumstances giving rise to the original complaint, and a brief description of the reason why the student believes the determination and action of the Program Director and the respective Executive Vice President to be in error.

b. The President will consider the appeal, make a determination, and take such action as he or she deems appropriate within 10 days of receiving the appeal.

**SEXUAL MISCONDUCT POLICY**

American National University recognizes the seriousness of inappropriate sexual behavior and it believes that it is the responsibility of the University to provide our employees and students with an environment that is free from harassment. The University expressly prohibits harassment of employees or students on the basis of gender. This policy directly aligns with our Non-Discrimination policy to admit, instruct and evaluate students, and to recruit, employ, retain, and promote employees without
regard to race, color, religion, creed, ancestry, gender, marital status, sexual orientation, national origin, age, physical or other disability, military or veteran status, or receipt of public assistance.

The University has established certain procedures it will follow upon the report of an incidence of domestic violence, dating violence, sexual assault, stalking, or other violation. These procedures are set forth in the university’s grievance policy. If an institutional conduct proceeding arises from an incident report, the university will make appropriate judgments based on the preponderance of the evidence.

It is a violation of policy for any member of our College community to engage in sexual harassment and it is a violation of policy for any member of the College community to take action against an individual for reporting sexual harassment.

This policy covers actions of all students and employees, whether co-worker, manager or by any other persons doing business with or for American National University.

**Definitions**

Sexual harassment is unwelcome conduct of a sexual nature, and can include unwelcome sexual advances, requests for sexual favors, stalking and other verbal, nonverbal, or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic advancement,
2. Submission to or rejection of such conduct by an individual’s work or academic performance or creating an intimidating, hostile, or offensive working or academic environment,
3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working or academic environment.

Sexual harassment can occur in situations where one person has power over another, but it can also occur between equals. Both men and women can be sexually harassed. Sexual harassment can be as blatant as rape or as subtle as a touch.

Sexual Violence is any sexual act that is perpetrated against someone’s will. Sexual Violence encompasses a range of offenses, including a completed nonconsensual sex act (i.e., rape), an attempted nonconsensual sex act, domestic violence, dating violence, abusive sexual contact (i.e., unwanted touching), and non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, verbal sexual harassment). All types involve victims who do not consent, or who are unable to consent or refuse to allow the act.

This policy prohibits behavior such as, but not limited to:

1. Unwanted sexual advances;
2. Offering employment benefits in exchange for sexual favors;
3. Making or threatening reprisals after a negative response to sexual advances;
4. Verbal sexual advances or propositions;
5. Displaying sexually suggestive objects, pictures, cartoons or posters (includes by electronic means);
6. Sexually offensive comments, graphic verbal commentary about an individual’s body or dress, sexually explicit jokes and innuendos, and other sexually-oriented statements;
7. Stalking
8. Physical conduct, such as: touching, assault, or impeding or blocking movements.
9. Dating violence, domestic violence, and abusive sexual contact.

American National University provides educational programming to students and staff regarding the awareness of and prevention of domestic violence, dating violence, sexual assault, stalking and other inappropriate and/or criminal sexual behaviors. Such programming is provided to new students as part of the orientation process and to staff and students throughout the year. The educational program includes:

**Victims’ Rights Under Sexual Harassment Policy**

1. The victim is aware that criminal charges can be made with local law enforcement officials;
2. The prompt assistance of university educational resource center administration in notifying the appropriate law enforcement officials of a sexual assault incident;
3. A sexual assault victim’s participation in and the presence of the victim’s attorney or other support person at any facility disciplinary proceeding concerning a sexual assault complaint;
4. Notice to a sexual assault victim of the outcome of any facility disciplinary proceeding concerning a sexual assault complaint, consistent with laws relating to data practices;
5. The complete and prompt assistance of university educational resource center administration at the direction of law enforcement authorities, in obtaining, securing, and maintaining evidence in connection with a sexual assault incident;
6. The assistance of university educational resource center administration in preserving, for a sexual assault complaint or victim, materials relevant to a university educational resource center disciplinary proceeding;

The assistance of university educational resource center personnel, in cooperation with the appropriate law enforcement authorities, at a sexual assault victim’s request, in shielding the victim from unwanted contact with the alleged assailant, including transfer of the victim to alternative classes.

**SEXUAL MISCONDUCT GRIEVANCE PROCEDURES**

In addition to the general procedures set forth above, the institution is required by Title IX of the U.S. Code, the Violence Against Women Act, and Department of Education regulations to establish specific procedures in the event of complaints involving gender-based or sexual discrimination or harassment, sex or gender-based misconduct, a sex offense, domestic violence, dating violence, sexual assault, or stalking.
1. Definitions.
   a. Sexual harassment is unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Some examples of sexual harassment include, but are not limited to:
      i. physical assault;
      ii. unwanted sexual advances, requests for sexual favors or propositions of a sexual nature;
      iii. direct or implied threats that submission to sexual advances is a condition for employment promotion, good grades, recommendations, etc.
      iv. unwelcome verbal or physical conduct of a sexual nature which an individual regards as undesirable or offensive, including, but not necessarily limited to, sexually explicit jokes, statements and questions or remarks about sexual activity or experience.
   b. Sexual Violence is any sexual act that is perpetrated against someone’s will. Sexual violence encompasses a range of offenses, including a completed nonconsensual sex act (i.e., rape), an attempted nonconsensual sex act, abusive sexual contact (i.e. unwanted touching), and non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, verbal sexual harassment). All types involve victims who do not consent, or who are unable to consent or refuse to allow the act.

2. Complaint or Allegation of Sexual Violence or Misconduct.
   Any individual who believes they have been subjected gender-based or sexual discrimination or harassment, sex or gender-based misconduct, a sex offense, domestic violence, dating violence, sexual assault, or stalking is strongly encouraged to report such occurrence. A report should be filed in writing with the Title IX Coordinator. S/he may be contacted by mail at 1813 East Main Street, Salem, Virginia 24153, by email at TitleIXCoordinator@an.edu., or by telephone at (540) 769-8200.
   a. Upon receiving a report, American National University (“the University”) will respond promptly, equitably, and thoroughly.
   b. A student or employee who reports an incidence of prohibited activity, whether the offense occurred on or off site, will be given a written explanation of his or her rights and options. Victims of sexual offenses are strongly encouraged to examine all options available to them.
   c. Victims wishing to confidentially report an offense for inclusion in the annual security report should go to the Anonymous Reporting of Crime web address: http://www.an.edu/documents-library/about/consumer-disclosure/crime-tip/.
   d. In addition, the University will take steps to prevent the recurrence of the alleged sex and gender-based misconduct and correct its effects, as appropriate.
e. Individuals reporting criminal acts of sexual or gender-based misconduct may also choose to file a report with the local authorities. The University system and police/legal system work independently from one another. Individuals can file reports with the University, or with local authorities, or with both systems. If requested, the Title IX Coordinator may assist in the notification of local law enforcement authorities if the victim so chooses. Similarly, the victim may choose to decline such a notification.

3. **Retaliation**
   Any attempt by a member of the University community to penalize, intimidate, or retaliate in any way against a person who makes a report of or who is otherwise involved in an investigation of discrimination or harassment is prohibited. Any person who believes that he or she has been the victim of retaliation for reporting discrimination or harassment or cooperating in an investigation should immediately contact the Title IX Coordinator. Any person who retaliates against a person in response to a report or cooperation in an investigation will be in violation of policy and will be subject to the appropriate discipline process.

4. **Interim Measures**
   During the investigation and until resolution of the matter, interim measures may be issued, including but not limited to: restrictions on contact between the Complainant and the Respondent, bans from areas of university educational resource center, and/or appropriate changes in academic or employment schedule. Failure to adhere to the parameters of any interim measures is a violation of policy and may lead to additional disciplinary action.

5. **Preservation of Evidence**
   It is important to preserve evidence (if applicable) of the offense as it may be necessary to the proof of criminal domestic violence, dating violence, sexual assault, stalking, or in obtaining a protection order.

6. **Evidentiary Standard**
   The Title IX Coordinator will decide, based on a preponderance of the evidence, whether there has been a violation of any sex and gender-based misconduct policies upon a complete review of the investigative report and materials. Preponderance of evidence means that the Coordinator is convinced based on the information provided that a violation of policy was more likely to have occurred than not have occurred.

7. **Determination**
   The Coordinator will render a prompt, fair, and impartial investigation and resolution and issue a decision within fifteen (15) business days following the delivery of the investigative materials. To ensure fairness, the Title IX Coordinator shall receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking along with how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

If the Coordinator determines that a violation has occurred, they will then determine the appropriate sanctions in consultation with the University’s Legal Counsel. Consideration may be given to the nature of and the circumstances surrounding the violation, prior disciplinary
violations, precedent cases, University safety concerns and any other information deemed relevant.

Once a decision has been made, both the accuser and the accused shall be simultaneously informed, in writing, of the outcome, the procedures for both the accused and victim to follow to appeal the results of the decision, any change to the decision that occurs prior to the time that the results become final, and when the results become final.

8. **Potential Remedies and Sanctions**

Faculty, staff or administrators who are found in violation of any sexual or gender-based misconduct policy are subject to disciplinary action, up to and including termination.

Students are subject to disciplinary action, up to and including dismissal. Remedies may include reassignment of work duties or location; reassignment of class meetings; restrictions on contact with Complainant; access restrictions to College property and/or events, disciplinary probation, or dismissal.

Guests and other persons who are alleged to have engaged in sex or gender-based misconduct are subject to corrective action, which may include removal from the university educational resource center, ban from the university educational resource center, and/or termination of contractual arrangements.

Vendors or other agencies in contract with the University will be promptly notified if any of their employees are alleged to have violated policy, and such employees may be banned from any or all University properties and may also be subject to action deemed appropriate by their respective employer.

9. **Sources of Counseling, Advocacy, and Support**

The University’s primary concern is with the health, safety, and well-being of the members of the community. If you or someone you know may have experienced any form of gender-based misconduct, we urge you to seek immediate assistance.

Questions regarding Title IX may be referred to the Title IX Coordinator or to the Office of Civil Rights at the U.S. Department of Education.

Title IX Coordinator – (540) 769-8200


New York—Region II
32 Old Slip, 26th Floor
New York, NY 10005 Telephone: 646-428-3800 Email: OCR.NewYork@ed.gov

U.S. Department of Justice, Office on Violence Against Women
http://www.ovw.usdoj.gov/
ADDITIONAL AVENUES OF RESOLUTION

Grievances that are unable to be resolved within the University may be addressed to the State Council of Higher Education of Virginia (SCHEV) in writing at 101 N. 14th St., 10th Floor, Richmond VA 23219 or by phone at 804-225-2600 or through the web at http://www.schev.edu. The University's accreditor the Distance Education Accrediting Commission (DEAC) may also be contacted in writing at 1101 17th St. NW, Suite 808, Washington DC 20036 or by telephone at 202-234-5100 or through their website at www.deac.org.

In addition to the above, the student may submit a complaint to the approval or licensing authority in their home state using the contact information below.

Florida Students: Commissioner for Independent Education, 325 W.Gaines St., Suite 1414, Tallahassee, FL 32399-0400, cieinfo@fldoe.org.


Louisiana Students: Board of Regents, 1201 Third St., Suite 6-200, Baton Rouge, LA 70802, (225) 342-4253.


Ohio Students: Ohio State Board of Career Colleges and Schools, 30 East Broad St., Suite 2481, Columbus, OH 43215, (614) 466-2752 or (877) 275-4219.


Maryland students who wish to express a complaint or grievance about the institution should follow the grievance policy stated in the catalog. The University is subject to investigation of complaints by the Office of the Attorney General and/or the Maryland Higher Education Commission. Complaints may be directed to: Maryland Attorney General, Consumer Protection Division, 200 St. Paul St. Baltimore, MD 21202 – Telephone 410-528-8662/888-743-0023.
UNIVERSITY EDUCATIONAL RESOURCE CENTER SECURITY

In accordance with the Higher Education Act of 1965 as amended by Public Laws 101-542, 102-26, 102-325 and 103-208, all related to the Student Right-To-Know and Campus Security Act, the University makes available to current students, prospective students, employees, and prospective employees information about university educational resource center safety policies and procedures and statistics concerning whether certain crimes took place on site. The latest report is posted on the website, and is available upon request by contacting the university educational resource center director’s office through the address of the location the student is attending or planning to attend, or by writing to the University administrative office.

In summary, the report indicates the incidence of crimes at the individual locations of American National University are very low or nonexistent for all of the reportable years. However, any incident is a cause of concern to the University. Therefore, students, faculty, and staff are encouraged to report any crimes or suspected crimes to the Learning Site Director, who will immediately notify the appropriate local law enforcement agency. In the absence of the Learning Site Director or other official, or in lieu of notifying them, the individual should directly notify the local law enforcement agency.

INCLEMENT WEATHER POLICY

In the event of adverse weather, the following procedures will be followed:

Our first concern is the safety of our staff, faculty, and students. Every effort will be made to hold classes. Each individual must make his or her own decision as to whether or not to travel during inclement weather. Announcements regarding delays or cancellations will be made on e2Campus, as well as local television and radio stations.

Each American National University Educational Resource Center participates in e2Campus, an emergency alert system that allows students to receive emergency notifications via email and text message. Students can sign up for this optional alert system by going to e2Campus and clicking “User Sign Up.” From there, students can follow the on-screen instructions to register and create an account.

PARKING POLICY

1) Visitors’ Parking - Reserved for visitors ONLY. Students may not park in parking spaces identified for visitors.

2) Handicapped Parking - Marked and located near university educational resource center entrances.

3) General Parking - Open at all times and free to all students, faculty, and staff.

Your assistance is requested in order to ensure that everyone has access to a parking space. Cars should be parked in a courteous manner, using only one space, avoiding yellow areas, and not blocking passages.
DRESS POLICY

All members of the American National University community are asked to observe basic standards regarding appropriate dress. These standards are based on principles of neatness, cleanliness, and tasteful modesty for an academic setting. We frequently have business people and guests on site; many of these people are potential employers. We wish their opinion of our general student population to be completely positive.

An American National University student should always be neat and presentable. His or her hair style should be kept neat and clean. Shorts may be worn providing the hemline is not excessively short. Jeans are acceptable as long as they are clean and in good condition. In general, any dress that is considered inappropriate for an academic setting is also prohibited. Staff and faculty members may enforce this dress policy as necessary. The dress policy is for all live classes; either in person or on camera.

When special events are scheduled, such as Career Fairs, official visits by dignitaries, etc., more formal business dress is appropriate and recommended.

Some programs may have a dress code for specific courses.

CHILDREN ON SITE

American National University understands that many of our students are also parents and realizes that sometimes parents must bring their children on a learning site. Please remember that your learning site is an educational environment; whether you are there for class or to conduct other business, you should at all times refrain from any activity which could be disruptive to your fellow students, faculty, and staff. In particular, children should never be brought into classrooms, labs, or libraries regardless of age. In other non-academic areas of the learning site, children should be in the company of a parent and properly supervised at all times.

MOBILE PHONES AND OTHER COMMUNICATION DEVICES

Students may possess a mobile telephone or other communication device on University property, provided the device is in silent mode during class. If students are caught using communication devices during class and are causing a disruption, the instructor may and should confiscate the device and return it at the end of class. If the infraction occurs more than once during a term, disciplinary action will be taken for those failing to comply with this policy.

TOBACCO POLICY

All American National University locations are entirely tobacco-free environments, including all inside spaces and external grounds. This prohibition includes any form of tobacco product or surrogate tobacco product, such as cigarettes, cigars, pipes, electronic cigarettes, personal vaporizers, electronic nicotine delivery systems, or smokeless tobacco.

The tobacco policy is enforced on all locations and in live classes where students appear on camera.
SUBSTANCE ABUSE PREVENTION PROGRAM

American National University/National College (the “University”) is committed to protecting the safety, health, and well-being of its students, employees, and all people who come into contact with the University community. The abuse of alcoholic beverages, drugs, intoxicants, or other controlled substances (“substance abuse”) poses a direct and significant threat to this goal. Substance abuse can, among other things, impair thinking, reading, comprehension and verbal skills, produce mood swings, panic, and violent and bizarre behavior, and result in loss of physical control or death.

In an effort to create and maintain an environment free from such substance abuse, the University established its substance abuse prevention program. The program is consistent with the applicable sections of Federal Regulations 34 CFR Part 84 (Drug-Free Workplace) and Part 86 (Drug and Alcohol Abuse Prevention), and is set forth for students and employees alike. It consists of two primary parts. First, the University developed this Substance Abuse Prevention Program disclosure (the “Substance Abuse Disclosure”), which includes detailed information on a wide range of topics relating to substance abuse, including standards of conduct, institutional and legal sanctions, health risks, prevention, and treatment options. Second, the University put into place a set of policies designed to ensure that the Substance Abuse Disclosure is widely distributed and discussed, and that the effectiveness of the disclosure and distribution protocols is subject to periodic evaluation.

The University believes that the benefits of its substance abuse prevention program are manifold. The program provides the University community with critical information and resources relating to substance abuse, and implements standards, policies, and procedures that foster a healthy environment for students and employees alike. The program also serves to ensure our continued reputation and quality of service, to protect the University’s property and operations, and to enhance the safety of the general public.

ATTENDANCE POLICY

The best interest of the student of the University/College will be served by maintaining the same attitude towards coursework that is required for a career. Therefore, regular attendance will be expected as a necessary part of the student’s career training. Good attendance frequently means the difference between success and failure. The importance of regular attendance cannot be overemphasized. Experience indicates that there is a direct relationship between grades and attendance.

Consecutive Days Missed (applicable to each individual online, ground and video-conferencing course)

After missing 14 consecutive days (including weekends), or in the case of an online course, failing to submit work during 14 consecutive days (including weekends), the University/College will contact the student to determine the student’s intentions. The student will inform the University/College that their intention is to return to class(es) or not return to class(es). Students who do not intend to return will be withdrawn from the class(es) immediately. If the student informs the University/College that they plan to return to class(es), the student will inform the University/College of the date they plan to return. If the student does not attend on that date, the student will be withdrawn from the class(es).
FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. 1232g; 34 CFR Part 99) is a federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education. FERPA gives parents certain rights with respect to their children’s education records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are “eligible students.”

Eligible students have the right to inspect and review their education records maintained by the school. Schools are not required to provide copies of records for review, unless, for reasons such as great distance, it is impossible for eligible students to otherwise review the records. Schools may charge a fee for copies.

Additionally, eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading or otherwise in violation of the student’s privacy rights. If the school decides not to amend the record, the eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the eligible student has the right to place a statement with the record setting forth his or her view about the contested information. Requests regarding any of the activities described above must be made in writing to the Student Services Office. American National University makes the following forms available in the Student Services Office for these purposes – “Student Request to Review, Change or Receive a Copy of Education Records,” and “Student Request for Formal Hearing to Change Education Records.”

Generally, schools must have written permission from an eligible student in order to release personally identifiable information from that student’s education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34CFR 99.31).

Accordingly, it is the policy of American National University to release information to these parties:

- American National University school officials with legitimate educational interest;
- other educational institutions that have requested the information and in which the student seeks or intends to enroll or is already enrolled so long as the disclosure is for purposes related to the student’s enrollment or transfer;
- specified officials for audit or evaluation purposes;
- appropriate parties in connection with financial aid to a student;
- organizations conducting certain studies for or on behalf of the school;
- accrediting organizations;
- to comply with a judicial order or lawfully issued subpoena;
- appropriate officials in cases of health and safety emergencies;
- state and local authorities, within a juvenile justice system, pursuant to specific State Law;
- to persons or agencies requesting “directory information” (see below);
American National University faculty, staff, and certain agencies to which American National University outsources institutional services (who) may require information from a student’s education record in order to carry out their official duties. They are considered school officials with legitimate educational interest in those cases.

Students wishing to provide consent of release of their information to a party other than those listed above should complete form “Identity Authentication Process and Student Consent to Disclose Records,” available from the Student Services office.

Schools may disclose “directory” information without consent. Directory information is defined by American National University as a student’s name, address, telephone listing, electronic mail address, photograph, date of birth, place of birth, major field of study, grade level, enrollment status (e.g., undergraduate or graduate, full-time or part-time), dates of attendance, participation in officially recognized activities, degrees, honors, awards received, and the most recent institution attended. However, schools must tell eligible students about directory information and allow them a reasonable amount of time from the date of the notification to request that the school not disclose their directory information. American National University makes such notification annually, allowing students 10 business days from the date of the annual notification to request that the University not disclose directory information. Additionally, students may make a request related to the release of their directory information at any time by submitting a written request to the Student Services office. The “Directory Information” form, available from the Student Services office, may be used for this purpose.

Eligible students who believe that the school has failed to comply with the requirements of FERPA may file a complaint with the Department of Education at the following address: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC 20202-4605.

**REFRESHER PRIVILEGES**

In an effort to keep our graduates’ skills and training up to date, it is the policy of the University to permit its graduates to return to the University at any time to retake courses in their respective field, as available. There is no tuition fee to graduates for this benefit however they will be responsible for any book costs.

**CHANGING PROGRAMS**

Students who wish to change their program of study must make a written request using the Student Request form. Such requests are reviewed and approved by the Learning Site Director. Students should be advised that any change to their program may delay their graduation date. Any additional financial obligation incurred is the responsibility of the student.

The University reserves the right to change or discontinue any program or instruction at any time it deems advisable. Every effort is made to ensure that student objectives are not disturbed if such a change occurs. Students whose program changes while they are attending may have the option to remain in the current version of the program if it is more advantageous for them to do so.

**CANCELLATION POLICY**
A student’s notification of cancellation may be conveyed to the institution in any manner. A student has five calendar days after signing an enrollment agreement to cancel enrollment and receive a full refund of all monies paid to the institution.

A student requesting cancellation more than five calendar days after signing an enrollment agreement, but prior to beginning a course or program, is entitled to a refund of all monies paid minus:

- An application fee of up to $75
- Costs for materials ordered and received which have not been returned

**WITHDRAWAL**

The University reserves the right to at any time require the withdrawal of any student. Any student determined to be unwilling to abide by university rules, regulations or policies may be dismissed and withdrawn from enrollment at the University. Any student so dismissed may appeal his or her dismissal by filing a grievance in accordance with the University’s Grievance Policy set forth on page 40 of this catalog.

**REFUNDS AND ADJUSTMENTS**

A student shall be financially obligated for tuition charges once he or she has completed all of the following enrollment steps:

1. has made application and has been accepted for admission by the University;
2. has accepted a schedule of classes for the academic term; and
3. has attended any regularly scheduled sessions.

If a student discontinues attendance in any course before the expiration of the period for which tuition has been paid or obligated, and notifies the University of his or her intent to withdraw, the official date of withdrawal is the day the student discontinued the course. If the student registered for classes but did not attend class, the official date of withdrawal is the date of registration.

Refunds shall be made within 30 days of official withdrawal or 30 days of the date of determination of withdrawal if a student does not officially withdraw. In all instances, the refund shall be based on and computed from the last day of attendance in the withdrawn course.

**REFUND CALCULATIONS PROCEDURES**

The enrollment period is based on the number of days in the term, beginning on the first day of classes and ending on the last day of the term, including all periods of examination. A student who discontinues his or her studies in any course prior to the end of a term for which he or she was obligated will receive a refund in accordance with the institution’s refund policy.

The institution may retain the application fee. Cost of materials ordered will be excluded from the refund calculations.
If the student has received University funded grants or scholarships a refund of that funding will be made in the same percentage as was applied to the applicable charges.

REFUND POLICY

1. Institutional Refund Policy
When a student drops or is dropped from a course(s), the institutional refund policy calculation will be performed for the tuition and/or programmatic fee charges applied to the course(s). Certification fees associated with the withdrawn class will be fully refunded. Cost of materials ordered will be excluded from the refund calculations.

For 10 Week Terms

<table>
<thead>
<tr>
<th>Time of Withdrawal</th>
<th>Refund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within 7 days of term start date</td>
<td>100%</td>
</tr>
<tr>
<td>8-14 days after term start date</td>
<td>80%</td>
</tr>
<tr>
<td>15-21 days after term start date</td>
<td>60%</td>
</tr>
<tr>
<td>22-28 days after term start date</td>
<td>40%</td>
</tr>
<tr>
<td>29-35 days after term start date</td>
<td>20%</td>
</tr>
<tr>
<td>36 days or more after term start date</td>
<td>0%</td>
</tr>
</tbody>
</table>

Refund Policy Example (for 10 week Term):
This is an example only. Student finances are individualized and vary from student to student.
For example, if a student withdraws from a course on day 11 of a term, they will be refunded 80% of their tuition and/or programmatic fees charged for this course. In this situation, the following calculation would apply:

$1748 (tuition for one four-credit hour course)
$5 (activity fee)
$20 (program fee)
$1,773 total charges for the course

-$1,418.40 (the refund amount, which equates to 80% of the tuition and fee charges)

$1,773 - $1,418.40 = $354.60 (this is the remaining cost for the course which is the responsibility of the student. This is made up of the remaining 20% of the course tuition and programmatic fees for the withdrawn course).

For 5 Week Terms

<table>
<thead>
<tr>
<th>Time of Withdrawal</th>
<th>Refund</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-14 days after term start date</td>
<td>70%</td>
</tr>
<tr>
<td>15-21 days after term start date</td>
<td>40%</td>
</tr>
<tr>
<td>22-28 days after term start date</td>
<td>20%</td>
</tr>
</tbody>
</table>
29 days or more after term start date  0%

**Refund Policy Example:**

_This is an example only. Student finances are individualized and vary from student to student._

_For example, if a student withdraws from a course on day 11 of a term, they will be refunded 70% of their tuition and/or programmatic fees charged for this course. In this situation, the following calculation would apply:_

\[ \text{Refund amount} = \text{Total charges} \times 0.70 \]

\[ \text{Refund amount} = (\$1748 + \$5 + \$20) \times 0.70 = \$1241.11 \]

\[ \text{Remaining cost} = \text{Total charges} - \text{Refund amount} = \$1773 - \$1241.11 = \$531.89 \]

2. **Return of Title IV Funds**

If a student discontinues his or her studies prior to completing 60% of the term for which he or she has received Title IV financial aid funds, federal regulations require that the University and/or the student return Title IV funds which have not been earned for that term. Generally, Title IV funds are earned at the same percentage as that percentage of the term which was completed as of the student’s last date of attendance. Unearned funds must be returned within 45 days even if such a return results in a balance due to the University from the student for tuition, fees or other charges which had originally been paid by those Title IV funds. In some circumstances, a student may receive a post-withdrawal disbursement of Title IV funds for which the student was eligible on or before his or her last date of attendance.

**Order of Return of Title IV Funds and Title IV Overpayments**

In the event that federal regulations require the University to return unearned Title IV funds, such funds will be returned in the following order:

1. to unsubsidized Direct Stafford Loans
2. to subsidized Direct Stafford Loans
3. to Federal Perkins Loans
4. to Direct PLUS Loans
5. to Federal Pell Grants
6. to Federal SEOG Program
7. to other Title IV, HEA Programs

In the event that federal regulations require a student to return unearned Title IV funds, such funds are to be returned to the appropriate source in the order listed above, except that Title
IV overpayments due to the federal loan programs are to be made in accordance with the terms of the promissory note. Students who are required to return unearned Title IV funds and who do not do so may lose eligibility for subsequent financial aid.

**How Earned Financial Aid is Calculated:**
The amount of federal financial aid a student earns is determined on a pro-rated basis. The Financial Aid Office uses the following Department of Education formula to determine the percent of unearned aid that has to be returned to the federal government:

A. For Students in Credit Hour Programs:
   - The percent earned is equal to the number of calendar days completed up to the withdrawal date, divided by the total calendar days in the payment period (less any scheduled breaks that are at least 5 consecutive days long.)
   - The payment period for most students is the entire term. This is true even if the institution cancels a class or withdraws a student due to lack of prerequisite or other reason.
   - The percent unearned is equal to 100 percent minus the percent earned.
   - If more than 60% of the payment or semester has been completed by the student, no Title IV aid is required to be returned

**Official Withdrawals:** A student’s withdrawal date is the last day of attendance, determined once the school receives notice from the student that they are withdrawing.

**Unofficial Withdrawals:** A student’s withdrawal date is their last day of attendance. The school’s determination that a student is no longer in school for unofficial withdrawal is determined after 3 weeks of non-attendance.

3. **Order of Refunds**
If a credit balance exists on a student’s account after funds have been returned due to the application of the Return of Title IV Funds Policy, or if a refund is payable due to the application of the institution’s Refund Policy, any such credit balance or refund will be paid as set forth below:

1. Any amount attributable to the student will be paid to the student, up to the amount received for the enrollment period from which the student withdrew.
2. Any amount attributable to institutional loan, grant, or scholarship programs will be paid to such programs, up to the amount received for the enrollment period from which the student withdrew.
3. Any amount attributable to Title IV fund sources will be paid to the student, up to the amount received for the enrollment period from which the student withdrew.
4. Any amount attributable to state grant or scholarship programs will be paid to such programs, up to the amount received for the enrollment period from which the student withdrew.
5. Any amount attributable to private or corporate grants or scholarships will be refunded to the student, up to the amount received for the enrollment period from which the student withdrew, unless directed otherwise by the source of the funds.
6. Any amount attributable to federal job development, workforce investment, vocational rehabilitation, or similarly purposed sources will be refunded to the student, up to the amount received for the enrollment period from which the student withdrew.
7. Any amount attributable to sources other than those listed above will be refunded to the student, up to the amount received for the enrollment period from which the student withdrew.

4. **Examples of the implementation of these refund policies are available upon request by writing to:** University Refund Examples, P.O. Box 6400, Roanoke, VA 24017.

5. **Refund Procedures**
Students should make application for refunds by contacting the University Educational Resource Center Director or the Student Services Office and completing a withdrawal form as soon as they become aware that they must withdraw. The student should note his or her date of withdrawal on the form. The submission of this form by the student will initiate the refund process. If a student does not officially withdraw, the University will initiate the withdrawal process when it is apparent by the student’s absences that he or she has withdrawn. The refund policy as stated in the catalog will be implemented in the event of both official and unofficial withdrawals.

6. **Students are obligated to pay their tuition, fees and other institutional charges on or before the first day of class.**
If a student expects to receive federal, state, or other financial assistance but ultimately does not receive that assistance, the student is obligated to pay unpaid charges remaining for that period of enrollment.

**Veterans Administration Refund Procedure**
The refund policy for a student enrolled under the Veterans Administration in a diploma or an Associate’s degree program is in accordance with the standard Refund Policy of the University.

**COST AND FINANCIAL PLANNING**
A major concern of many students considering college is the cost: “Can I afford to go to college? Can I get help financing my college education?” Such students are pleased to discover that American National University is affordable! Through a comprehensive financial assistance program, American National University helps qualified students and their families apply for various types of assistance.

There are several kinds of financial assistance available – grants and scholarships, which do not have to be repaid; student loans, which must be repaid; and work study, which is part-time employment. Many students find it helpful to meet with a Student Services representative when planning how to arrange funding for their education. During these meetings, each student is evaluated, privately and impartially, to determine the dollar amount that they and their family can be expected to contribute to their education, based on a federal formula developed for this purpose. This amount is called their “expected family contribution” (EFC). To determine the amount of funding for which a student may qualify, their EFC is compared to their cost of education, including tuition, fees, housing, meals, transportation, certain living expenses, books and supplies. Specific information as to the types of financial assistance available are discussed, as well as how to apply for each, and any relevant
deadlines. In addition, students may refer to the section of this catalog titled “Types of Financial Assistance” for this information.

Payment arrangements must be made prior to the start of the term. This means that students on a tuition payment plan must make their first payment before the term begins. Students using federal funds and loans must have all paperwork completed and payments scheduled before the term begins. Students utilizing employer or other third-party tuition reimbursement plans must have a letter of contract on file that has been approved by the University for delayed payment.

American National University encourages students who are interested in learning more about the financial assistance application process to contact their Student Services Office.
TUITION, FEES AND CHARGES

APPLICATION FEE: One-time, non-refundable application fee as follows:
Diploma & Associate programs (Domestic students) – $0
Baccalaureate programs (Domestic students) - $0
Master’s degree programs (Domestic students) – Graduate - $75
International Students (any program) - $75

INTERNATIONAL PROCESSING FEE: One time, non-refundable fee, payable upon acceptance to the university (not applicable for students who study in their home country) - $50

MATRICULATION FEE – For all new or change of status international students (those who are not U.S. citizens or resident aliens). A one-time, non-refundable fee payable within two weeks after receiving a student VISA that will be automatically disbursed at the beginning of the second term of maintaining continuous enrollment (not applicable for students who study in their home country). $250 - $500 (depending upon country of origin)

TRANSFER FEE - a non-refundable fee for any international student transferring into or out of American National University. $250

STUDENT ACTIVITIES FEE – A term fee. This fee pays for a variety of student activities and services (charged to half-time and full-time students). $15

TECHNOLOGY FEE – Effective Term 185) July 23, 2018 – charged for each Undergraduate and Graduate course (including courses taken by refresher students and employees). Excludes predominantly externship courses. $175

EFFECTIVE TERM 185 (July 23, 2018)
UNDERGRADUATE TUITION: For all locations (in-state, out-of-state, and international students with the exception of Military students (Active and Reserve) and Veteran’s students):
Full-time (16 credit hours): $6,992
Full-time (12 credit hours): $5,244
Per Credit Hour: $437

For Military students (Active and Reserve) and Veterans students at any location:
Full-time (16 credit hours): $5,312
Full-time (12 credit hours): $3,984
Per credit hour: $332

GRADUATE TUITION: Per term (in-state, out-of-state, and international students).
Full-time (8 credit hours): $3,536
Per credit hour: $442

TRANSCRIPT FEE – (No charge for first copy) $5
GRADUATION FEES – Charges to cover the cost of the ceremony, diploma, cap and gown, invitations, and other expenses. This fee is charged to all graduates and is payable at the beginning of the final term. This fee is not contingent upon participation in the ceremony. $100

RETURNED CHECK FEE – $25

DUPLICATE ID FEE – $10

DIPLOMA REPRINT FEE – $50

TRANSCRIPT REQUEST FEE – A student’s account will be assessed for the costs incurred by the University for requesting and obtaining high school and university transcripts.

TEXTBOOK – the cost of books is estimated at $225 per class. Effective Term 185 (July 23, 2018) the cost of books is included with tuition and will not be charged separately.

ADDITIONAL PROGRAMMATIC CHARGES

Medical Assisting:
PROGRAM FEE: Charged each term. Certificate: $60 Associate: $25

UNIFORMS: Ordered from online bookstore during MED202 (three sets of scrubs and a scrub jacket). $100

RMA (Registered Medical Assistant) CERTIFICATION FEE: Charged when registered for MED298. $120

The Hepatitis B Vaccine is optional for the Medical Assisting program and is the responsibility of the student.

Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

Students are provided with the opportunity to sit for the CMA Certification Exam. The cost of the exam is $125 and is the responsibility of the student.

Pharmacy Technician (Associate’s Degree):
PROGRAM FEE: Charged each term. $20

eScience Kit – Charged when registered for PTA176 (will also be used in PTA276). $305.60

TN BOARD OF PHARMACY: Charged in the student’s first term. $85
IN BOARD OF PHARMACY: Charged in the student’s first term. $25
OH BOARD OF PHARMACY: Charged in the student’s first term. $25

CPhT (Certified Pharmacy Technician) CERTIFICATION FEE: Charged when registered for PTA288. $129
Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

**Pharmacy Technician (Diploma):**
PROGRAM FEE: Charged each term. $20

eScience Kit – Charged when registered for PTA176 (will also be used in PTA276). $305.60

TN BOARD OF PHARMACY: Charged in the student’s first term. $85
IN BOARD OF PHARMACY: Charged in the student’s first term. $25
OH BOARD OF PHARMACY: Charged in the student’s first term. $25

CPhT (Certified Pharmacy Technician) CERTIFICATION FEE: Charged when registered for PTA288. $129

Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

**Health Information Management:**
PROGRAM FEE: Charged each term. $30

RHIT (Registered Health Information Technician) CERTIFICATION FEE: Charged when registered for HIT298. $299

The Hepatitis B Vaccine is optional for the Health Information Management program and is the responsibility of the student.

Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

**Medical Billing and Coding:**
PROGRAM FEE: Charged each term. $10

Students are provided with the opportunity to sit for the Certification Exam(s). The cost of these exam(s) can range from $150–$370 depending on the credentialing organization and the status of the individual, e.g., student member of the credentialing agency.

Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

**Information Technology Programs:**
Network Support—Associate: CompTia A+, NET+ and MCSA (Microsoft Certified Solutions Associate) CERTIFICATION EXAMS. These charges are the responsibility of the student and are not paid through the university. $703 + Tax

Network Administration—Bachelor: Microsoft Exam 70-413 and Microsoft Exam 70-414 CERTIFICATION EXAMS. These charges are the responsibility of the student and are not paid through the university. $166+ Tax
Phlebotomy and ECG Technician:
PROGRAM FEE: Charged each term. $25

UNIFORMS: Ordered from online bookstore during PEC110 (three sets of scrubs & one scrub jacket). $100

National Certified Phlebotomy Technician (NCPT) Certification. $90
National Certified ECG Technician Certification. $90

Additional immunizations and screenings may be required by the externship sites and are the student’s responsibility and not paid by the university.

ADDITIONAL COSTS – AMERICAN NATIONAL UNIVERSITY

The cost of attending the University is not limited to charges that appear on students’ university accounts. Additional costs will vary by individual, but the following estimates may be helpful for planning purposes. These figures correspond to those used to determine eligibility for federal and state financial aid for a full-time student for one academic year (3 terms) in the 2017–2018 year.

<table>
<thead>
<tr>
<th></th>
<th>STUDENTS WITHOUT DEPENDENTS, LIVING WITH PARENTS</th>
<th>STUDENTS OTHER THAN THOSE WITHOUT DEPENDENTS, LIVING WITH PARENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing</td>
<td>$3,184 - $3,800</td>
<td>$6,312</td>
</tr>
<tr>
<td>Transportation</td>
<td>$2,998 (all)</td>
<td>$2,998</td>
</tr>
<tr>
<td>Other Living Expenses</td>
<td>$1,744 - $2,080</td>
<td>$3,456</td>
</tr>
</tbody>
</table>

FINANCIAL ASSISTANCE ELIGIBILITY

Students must establish and maintain satisfactory progress toward their educational objective in order to receive and retain eligibility for financial aid. This progress is measured according to the standards found in the Standards of Academic Progress section of this catalog.

The Standards of Academic Progress for financial assistance recipients are the same as those required of other students.

Students denied financial assistance as a result of a failure to meet the published standards may subsequently have their assistance eligibility re-established by following the procedures as outlined by the Standards of Academic Progress.
Students who have not met the Standards of Academic Progress eligibility requirements for financial assistance as a result of involuntary military service, serious medical emergencies, personal disaster, or other like circumstances may appeal their case. This appeal should be made in writing to the Learning Site Director. The appeal will then be directed to the Academic Review Committee, which will act on the appeal.

VERIFICATION POLICY

To ensure that students receive the correct types and amounts of federal financial aid, the Department of Education has established a procedure to verify the accuracy of information reported on students’ FAFSAs (Free Application for Federal Student Aid).

Verification documents are collected by American National University from students selected by the Department of Education and for additional students selected by the college. Such students must provide documentation supporting the answers to certain questions on the FAFSA to the Financial Aid Office (FAO). This documentation will be used to determine if corrections to the information reported on the FAFSA are required. The documentation required will include some or all of the following information:

1. 2016 income information for anyone required to report income on the FAFSA:
   • Dependent Students - the student and the student’s parent(s)
   • Independent Students - the student and the student’s spouse, if any (not required if student was separated as of the date the FAFSA is signed)

   Tax filers should provide this information by using the IRS Data Match available through FAFSA on the Web at www.fafsa.ed.gov. In many cases this satisfies the requirement to verify income; however, some situations may arise that require alternate documentation. Students should contact the FAO to discuss whether the use of the IRS Data Match is available to them.

   Non-tax filers (those who were not required to file taxes) should provide W2s to confirm the amount of their 2016 work income.

2. A 2018-19 Verification Worksheet, available in the FAO.

3. Proof of the student’s secondary school completion, such as a high school diploma or transcript, a GED certificate or a state certificate or transcript for students who passed a state authorization examination that the state recognizes as the equivalent of a high school diploma, or, for those who completed secondary school in a homeschool setting, a copy of any state-required credential or a transcript from the parent or guardian. For students who completed secondary school outside the United States, a copy of the “secondary school leaving certificate” or similar document, obtained from the appropriate government agency, may be used.
4. Proof of the student’s identification and completion of a Statement of Educational Purpose. Students taking courses exclusively online must submit a notarized Statement of Educational Purpose.

5. Proof of the amounts of untaxed income received in 2016. A student selected for verification will be notified of his/her verification status and required documentation by the FAO. Students should provide the requested documentation to the FAO prior to the beginning of the award year (or by the earliest term of the award year in which he or she expects to be in attendance) whenever possible. Failing to comply with this schedule may result in a delay in the receipt of federal funding, or in some cases a loss of federal funding for the award year. The institution’s deadline for 2018-19 verification is September 21, 2019, or 120 days after the last day of the student’s enrollment, whichever is earlier. Note that this deadline applies to everyone selected for verification – including those who receive a filing extension from the IRS. Notwithstanding any IRS extension dates, taxpayers must file taxes and complete verification prior to the verification deadline in order to retain any federal financial aid received for the award year.

A student who is selected for verification, but fails to complete the process, will not receive federal financial aid. In addition, any information received by the college that appears to be potentially fraudulent or may indicate criminal misconduct will be investigated by the college. Any credible instances of such activity will be referred to the Office of Inspector General.

If, as a result of the verification process, a student must make corrections to some of the information on the FAFSA, the FAO will notify him or her of this requirement. ISIR Correction Forms are available in the FAO for this purpose. If a student’s financial aid award and Expected Family Contribution (EFC) change due to the verification process, the FAO will notify the student of the change(s) via a revised Financial Plan. Notification that a student has a revised Financial Plan takes place as soon as possible once it is determined that the award amount(s) have changed and is made using the method(s) most appropriate to the student’s situation, such as by mail, email, or in person. Changes to Financial Plans are typically discussed in person with enrolled students.

**RIGHTS AND RESPONSIBILITIES OF FINANCIAL ASSISTANCE RECIPIENTS**

Students who receive state or federal assistance have certain rights and responsibilities. A full understanding of these will place them in a better position to make decisions about their educational goals and how such goals may best be achieved. Students with questions about their rights and responsibilities should contact the Financial Aid Office or Learning Site Director for additional information.

Students have a right to know:
- the total “cost of attendance” for American National University for an academic year, including tuition, fees and estimated costs of personal expenses, housing, meals, supplies, and transportation;
- the due dates for mandatory fees and the payment procedures for those receiving financial assistance;
- the deadline for submitting applications;
• how their financial need is determined;
• how much of their financial need has been met;
• the types and terms of financial assistance offered by the University;
• the method the University uses to determine satisfactory academic progress;
• the University refund policy for students who withdraw from a course.

Students are responsible:
• to submit honest and accurate information concerning enrollment and family financial circumstances;
• to adhere to all agreements signed in the course of applying for and receiving financial assistance;
• to report changes to their enrollment status during the award period;
• to promptly report to the University the receipts of any scholarships, grants, or loans awarded by organizations or agencies other than the University;
• to become familiar with the deadlines for application, the terms of financial assistance received and refund policies for students who withdraw from a course;
• if transferring to American National University from another college, to request that the previous college(s) update the National Student Loan Data Service with updated enrollment and financial aid information;
• to know student loan repayment terms and to abide by those terms as disclosed on the promissory note;
• if awarded student employment, to perform the job in a satisfactory manner.

**INTERNATIONAL STUDENTS**

**GOVERNMENT-SPONSORED OR SUBSIDIZED PROGRAMS**

Programs sponsored or subsidized by the United States government are generally not available to international students. International students should consult their country’s consul or ambassador for educational benefits sponsored by their home country or obtain a private sponsor before departing for study in the United States.

**STUDY ABROAD**

Although the institution has no study-abroad programs, in compliance with federal regulations (34 CFR Part 668.39 the following statement is made: A student enrolled in a program of study abroad is eligible to receive title IV, HEA program assistance if – the student remains enrolled as a regular student in an eligible program at an eligible institution during his or her program of study abroad; and the eligible institution approves the program of study abroad for academic credit.

**FINAL FINANCIAL AND ACADEMIC TRANSACTIONS**

All financial and academic transactions and financial awards between this University and students are considered final 12 months after a student’s last date of attendance (LDA). Any interruption of attendance of longer than five (5) months (two terms) will be a firm LDA for purposes of this policy.
This policy does not apply if a financial or academic charge or adjustment is governed by a federal, state, or other controlling jurisdiction.

**TO APPLY FOR FINANCIAL ASSISTANCE**

Any student interested in attending American National University may apply for financial assistance. The types of financial aid offered at American National University are listed starting on the next page. In addition, students are encouraged to review the Department of Education document “Do You Need Money for College 2018-19” available via the Financial Aid link at www.an.edu. Students seeking financial assistance are scheduled by university educational resource center staff to meet with the Financial Aid Office and review all financing options. Students seeking to participate in federal and/or most state financial aid programs must complete the Free Application for Federal Student Aid (FAFSA), available at [www.fafsa.ed.gov](http://www.fafsa.ed.gov). Transfer students should contact the Financial Aid Office to determine if this step is necessary. Staff members in the Financial Aid Office are available to answer questions regarding the financial aid application process, student eligibility, and other financial aid-related matters.

**TYPES OF FINANCIAL ASSISTANCE**

**FEDERALLY FUNDED GRANTS**

**FEDERAL PELL GRANT**

This program was established for undergraduate students with financial need who have not completed a first bachelor’s or graduate degree. Eligibility is determined according to a formula established by the federal government. $6,095 is the 2018-19 Federal Pell Grant Scheduled Award for a full time student. Eligible students who attend less than full-time or who attend less than the full award year are eligible to receive a reduced award. Beginning with the 2018-19 award year, eligible students may receive up to 150 percent of their Federal Pell Grant Scheduled Award. To be eligible for the additional Pell Grant funds, the student must be enrolled at least half-time in the payment period(s) for which the student receives the additional Pell Grant funds in excess of 100 percent of their scheduled award.

Students apply for this program by filing the Free Application for Federal Student Aid (FAFSA). The completion of the FAFSA results in the calculation of an Expected Family Contribution (EFC)*, which is used along with other factors to determine the student’s eligibility for this grant. These factors include the academic year structure of the University, the student’s enrollment status, and cost of attendance. Pell eligible students may receive no more than the equivalent of 12 semesters of full time Pell disbursements during their lifetime. The amounts received under the 150 percent provision will be included in determining the student’s Pell Grant duration of eligibility and Lifetime Eligibility Used. Additional eligibility requirements for future award years will depend on the federal rules in place at that time.

* An increased Pell amount is awarded to otherwise Pell-eligible children of soldiers whose parent or guardian died as a result of U.S. military service in Iraq or Afghanistan after September 11, 2001, if the student was less than 24 years old when the parent or guardian died or was enrolled at an institution of higher education at the time of the parent or guardian’s death, and who has a Pell-eligible EFC other than 0.
IRAQ AND AFGHANISTAN SERVICE GRANT
This program was established for non-Pell Grant eligible children of military personnel killed as a result of service in Iraq or Afghanistan after September 11, 2001, if the student was less than 24 years old when the parent or guardian died or was enrolled at an institution of higher education at the time of the parent or guardian’s death, and who meets all other criteria for Pell Grant eligibility. Awards are made under the same terms and conditions as for Pell Grant and disbursements are calculated in the same manner as for Pell Grants.

FEDERAL SUPPLEMENTAL EDUCATIONAL OPPORTUNITY GRANT
This program was established for undergraduate students with exceptional financial need. Priority is given to Federal Pell Grant eligible students with the lowest Expected Family Contribution (EFC) figures (based on the federal formula). Awards are made in the amount of $300 for each term of the award year. Students apply for this program by filing the Free Application for Federal Student Aid (FAFSA) by the deadlines published each year (see below). No funds will be awarded to students who apply past these deadlines.

<table>
<thead>
<tr>
<th>2018-2019 deadlines</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Students as of 185</td>
<td>July 23, 2018</td>
</tr>
<tr>
<td>New Students in 187</td>
<td>Oct. 8, 2018</td>
</tr>
<tr>
<td>New Students in 191</td>
<td>Jan. 2, 2019</td>
</tr>
<tr>
<td>New Students in 193</td>
<td>March 18, 2019</td>
</tr>
<tr>
<td>New Students in 195</td>
<td>May 27, 2019</td>
</tr>
</tbody>
</table>

INSTITUTIONAL GRANTS AND SCHOLARSHIPS

ARMED SERVICES RECOGNITION GRANT
The Armed Services Recognition Grant is awarded and funded by American National University. It is designed to assist military service member students by supplementing some or all of the contribution made to the student’s tuition, fees and books from any military education assistance program. Funds are awarded to minimize expenses incurred while pursuing an education at American National University. In addition, spouses and dependents of a military service member are eligible if the service member is receiving military education benefits.

Application: Students with military education assistance funding are evaluated for eligibility during financial aid appointments.

Award: If eligibility is established, the grant will be awarded in an amount that supplements the contribution made to the student’s tuition, fee and book costs from any veterans’ education assistance program, $5,000, or the amount of a student’s remaining tuition, or fee costs after the application of other financial aid, whichever is less. Disbursement amounts for a term will not exceed $1,000. Full time students who participate in the Blue Ribbon Grant and apply at least $800 of military education benefits toward their tuition, fees and book costs will receive ASRG for book costs. Halftime students who participate in the Blue Ribbon Grant and apply at least $600 of military education benefits toward
their tuition, fees and book costs will receive ASRG for book costs, with the following exception – halftime students using Chapter 1606 must bring in all of the VA education benefits and will be eligible for ASRG to cover the cost of one book. Armed Services Recognition Grant will be used to match Yellow Ribbon payments for certain students with Chapter 33 benefits. Recipients are evaluated annually for continued eligibility.

**BLUE RIBBON GRANT**

The Blue Ribbon Grant is designed to recognize and assist veterans, active-duty military personnel, and other related individuals (spouses, dependents, etc.) by providing additional financial support to extend the impact of military educational benefits.

**Eligibility:** MyCaa recipients are not eligible to receive the Blue Ribbon Grant but for all others American National University provides a grant of up to 35% of the total amount that is paid toward the cost of tuition, fees and books on behalf of an individual qualified by the Veterans Administration under Chapter 30, 31, 33, 35, 1606, Military Tuition Assistance, State National Guard benefits or other related program; the Department of Defense under any applicable educational support program; or any military service component or branch under any applicable educational support program (the “applicable veterans’ benefits”).

**Application:** See the Financial Aid Office staff for an application.

**Award:** Eligible students may accumulate up to a maximum of $18,000 to use to extend their programs of study, complete their studies, or assist a qualified spouse or dependent at American National University.

The grant will be considered payable toward the student’s tuition, fees, and books once earned. At that time the accumulated grant amount may be utilized to pay tuition and fees at American National University in the recipient’s current program, or any new academic program or degree level.

The military student, spouse, or dependent earning the grant may elect to transfer the earned grant to a current spouse or to a dependent under the age of 30. In the event of such transfer, the grant will be considered earned, transferable, and payable toward the transferee spouse or dependent’s account following the completion of any term in which eligible military student benefit funds are paid toward the transferor’s tuition, fees, or books.

**FAST TRACK GRANT**

The Fast Track Grant is awarded and funded by American National University. It is designed to assist exceptionally needy undergraduate students whose Pell Grant eligibility for the award year has expired, by paying up to 50% of their cash payment or private education loan payment up to the amount of the full Pell Award for the term but not to exceed the amount of their tuition and fee costs. Funds are awarded to minimize out-of-pocket expense incurred while pursuing an education at American National University.

**Award:** If eligibility is established, the grant will be awarded in an amount that pays up to 50% of their cash payment or private education loan payment up to the amount of the full Pell Award for the term,
but not to exceed the amount of their tuition and fee costs. Recipients are evaluated each academic year for continued eligibility.

**PRIVATE LOAN SUPPLEMENTAL GRANT**

The American National University Private Loan Supplemental Grant assists students who utilize private loan funds to finance their tuition, fee, and book costs at American National University.

**Eligibility:** American National University students who are financing such costs with private loan funds may qualify. The grant amount depends upon the number of courses financed by the private loan funds.

**Application Process:** Students are reviewed for eligibility at the time the institution becomes aware of their private loan.

**Award:** The maximum grant amount is equal to 40% of the amount of the private loan required to fund their education. The University has allocated $600,000 to fund this grant program for the 2017–2018 award year. Continued eligibility is determined at the time of reapplication.

**BUSINESS PARTNERSHIP GRANT**

The Business Partnership Grant was designed to provide additional assistance to students receiving employer tuition assistance, who are attending the University in order to obtain new job skills or to upgrade existing job skills.

**Eligibility:** Eligible students are identified through association with a company that has entered into a tuition assistance agreement with the University. Continued eligibility is dependent on the continued receipt of employer tuition assistance. This award is not available to those who are enrolled as international students.

**Application Process:** Eligible students and their employers will complete the Business Partnership Grant application, available at the Student Services Office, and will return the completed application to the Student Services Office.

**Award:** Awards are made up to $1 for every $2 of employer tuition assistance received, limited to the amount of unpaid tuition costs. For the four-year period beginning June 1, 2014, American National University has allocated $2,000,000 for this grant.

**AMERICAN NATIONAL UNIVERSITY OPPORTUNITY GRANT**

The Opportunity Grant is awarded and funded by American National University. It is designed to provide additional support to students receiving outside grant and scholarship funds provided by defined social, local, and civic organizations.

**Eligibility:** Eligibility is based on a student’s receipt of outside agency funds. Students are required to utilize grant and scholarship funding available through other local, state, federal or institutional programs before they may be considered for the Opportunity Grant. Students must provide a letter disclosing the award amount on agency letterhead, or other relevant documentation, to verify the
source of the outside scholarship or grant. This can be provided when the student (or agency) makes payment to the University.

**Award:** If eligibility is established, a grant will be awarded in an amount no greater than the amount of the outside agency award, $4,000, or the amount of a student’s remaining tuition and fees after the application of other financial aid, whichever is less. Awards are calculated every 12 months beginning with the term in which the student began to receive payments from the social, local, or civic organizations. Students may receive this grant for subsequent years if eligibility criteria are met. This grant can be received in conjunction with other institutional grants.

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**PARTNERSHIP FOR INTERNATIONAL EDUCATION SCHOLARSHIP**

The Partnership for International Education Scholarship is designed to recognize, award, and assist international students who wish to study in the United States. The purpose of the scholarship is to help international students reach their goal of obtaining a career education at the post-secondary and graduate levels.

**Initial Eligibility:** Each calendar year, the first hundred international students who have a F1 or M1 Visa and have completed the application process may qualify for this scholarship.

**Application Process:** The application process consists of the submission of the following to an International Admissions Officer:

- A completed American National University international student application and application fee
- A Partnership for International Education Scholarship form signed by the student
- A letter of sponsorship

**Award:** Eligible students will be awarded $2,400 for each degree level – Associates, Bachelors and Masters. The scholarship is awarded in these amounts: $200 per term for a 4 credit hour load, $400 per term for an 8 credit hour load, $600 per term for a 12 credit hour load, and $800 per term for a 16 credit hour load. Scholarship payments are applied directly to students' tuition and fee charges on their student accounts.

**Continued Eligibility at American National University:** Continued eligibility (from term to term and level to level), is contingent on students’ continuous enrollment at the university. However, students who have had an interruption in their attendance due to a return to their home country for Visa purposes or health issues may have the requirement for continuous enrollment waived and be eligible to receive the remainder of their award. Such students should discuss their situations with their University Educational Resource Center Director who will forward the information to the Executive Vice President of Campus Operations who will make the final determination of eligibility.

American National University will provide up to 100 Partnership for International Education Scholarships each calendar year. The certification of receipt of the Partnership for International Education Scholarship application will be based upon the date that it is received by an International Admissions Officer. The award year for the scholarship is defined as July 1st to June 30th. The total amount of funds allocated by American National University for the scholarship is $100,000 each award year. The availability of the scholarship will be evaluated at the end of each calendar year.
**EVOlution Grant**

The Evolution Grant is awarded and funded by American National University. It is available to undergraduate students attending locations in Virginia, Indiana, Kentucky, Ohio, and West Virginia. It is designed to increase grant aid to students while keeping student debt as low as possible. Award amounts are capped at the amount of students’ unpaid tuition, fees, and book costs after the application of other aid, or $420 per 4 credit hour course, whichever is less. Awards are typically made for one academic year at a time. Disbursements are made quarterly, directly to eligible students’ accounts. International students and those receiving military or veterans benefits are not eligible to receive the Evolution Grant.

**Friendship Grant**

The Friendship Grant is funded by American National University and is available to students who are transferring from ITT Technical Institute, Brown Mackie College, Med Tech or Miller Mott to an ANU educational resource center in Roanoke, VA, Danville, VA, or Bristol, TN. The grant is made for the amount of unpaid direct costs after the application of other financial aid sources to students’ accounts, or $50 per credit hour, whichever is less. Friendship Grant funds may not be used in conjunction with the University Grant.

**International Tuition Deposit Grant**

The International Tuition Deposit Grant is designed to reward new international students who continue their education past the first term of studies. The purpose of the grant is to help international students to continue to work towards reaching their goal of obtaining a career education.

**Eligibility**: Each calendar year, new incoming international students who are enrolled in a program of study at American National University, have completed the first term and enrolled for the second term, qualify for this one-time grant, subject to availability of funding as described below.

**Application Process**: There is no application process for this grant. All new incoming international students who start their second term of study are eligible.

**Award**: Eligible students will be awarded the one-time grant amount up to the amount paid by the student for Matriculation fees. Grant payments are applied directly to students’ tuition and fee charges on their student accounts. Continued Eligibility at American National University: No continued eligibility as this is a one-time grant.

The award year for the grant is defined as July 1st to June 30th. The total amount of funds allocated by American National University for the grant is $500,000 each award year. The availability of the grant will be evaluated at the end of each calendar year.
INTERNATIONAL GATEWAY CAREER GRANT
The International Gateway Career Grant is designed to recognize, award, and assist international students who wish to study in their home country. The purpose of the grant is to help international students reach their goal of obtaining a career education at the undergraduate levels.

Initial Eligibility: Each calendar year, international students who are enrolled in an undergraduate level online program of study at American National University or an undergraduate level program at a University Education Resource Center established by American National University in a country other than the United States, qualify for this grant, subject to availability of funding as described below.

Application Process: The application process consists of the submission of the following to an International Admissions Officer:

- A completed American National University international student application for study in home country either online or at a University Education Resource Center, and the application fee.
- Evidence of the required English Language skills.
- Completion of the required education level for entry into the level of program desired.
- Commitment to obtain employment in or related to the field of study.
- Ability to attend for the period required to complete the selected program.

Award: Eligible students will be awarded $800 per course for undergraduate degree level. Grant payments are applied directly to students’ tuition and fee charges on their student accounts.

Continued Eligibility at American National University: Continued eligibility (from term to term and level to level), is contingent on students’ continuous enrollment at the university in undergraduate level online courses or undergraduate level courses at a University Education Resource Center established by American National University in a country other than the United States.

The award year for the grant is defined as July 1st to June 30th. The total amount of funds allocated by American National University for the grant is $960,000 each award year. The availability of the grant will be evaluated at the end of each calendar year. This grant cannot be combined with other grants or scholarships.

INTERNATIONAL GATEWAY GRADUATE CAREER GRANT
The International Gateway Graduate Career Grant is designed to recognize, award, and assist international students who wish to study in their home country. The purpose of the grant is to help international students reach their goal of obtaining a career education at the graduate levels.

Initial Eligibility: Each calendar year, international students who are enrolled in a graduate level online program of study at American National University or a graduate level program at a University Education Resource Center established by American National University in a country other than the United States, qualify for this grant, subject to availability of funding as described below.

Application Process: The application process consists of the submission of the following to an International Admissions Officer:

- A completed American National University international student application for study in home country either online or at a University Education Resource Center, and the application fee.
• Evidence of the required English Language skills.
• Completion of the required education level for entry into the level of program desired.
• Commitment to obtain employment in or related to the field of study.
• Ability to attend for the period required to complete the selected program.

Award: Eligible students will be awarded $425 per course for graduate degree level. Grant payments are applied directly to students’ tuition and fee charges on their student accounts.

Continued Eligibility at American National University: Continued eligibility (from term to term and level to level), is contingent on students’ continuous enrollment at the university in graduate level online courses or graduate level courses at a University Education Resource Center established by American National University in a country other than the United States.

The award year for the grant is defined as July 1st to June 30th. The total amount of funds allocated by American National University for the grant is $500,000 each award year. The availability of the grant will be evaluated at the end of each calendar year. This grant cannot be combined with other grants or scholarships.

UNIVERSITY PARTNERSHIP SCHOLARSHIP
The University Partnership Scholarship is designed to enhance collaboration between educational institutions and facilitate continued higher education for students. It is offered to students from Universities and Colleges outside of the United States with whom American National University has signed a Memorandum of Understanding and certain Program Agreements. The agreements either relate to joint programs or to the acceptance of academic credits earned in certain other specific programs.

Initial Eligibility: Each calendar year, international students who have met the following criteria may qualify for this scholarship:
• Have completed the portion of the joint program or completed specific programs as indicated in the Memorandum of Understanding and Program Agreements; and
• Be enrolled in a designated program of study at American National University as specified by the signed agreements between both educational institutions.

Application Process: The application process consists of the submission of the following to an International Admissions Officer:
• A completed American National University international student application and application fee
• A letter by the University or College with which American National University has a Memorandum of Understanding and Program Agreements.

Award: Eligible students will be awarded $305 per course for each degree level – Associates, Bachelors and Masters as determined in the Memorandum of Understanding and Program Agreements. Scholarship payments are applied directly to students’ tuition and fee charges on their student accounts.

Continued Eligibility at American National University: Continued eligibility (from term to term and level to level), is contingent on students’ continuous enrollment at the university. However, students
who have had an interruption in their attendance due to a return to their home country for Visa purposes or health issues may have the requirement for continuous enrollment waived and be eligible to receive the remainder of their award. Such students should discuss their situations with their Campus Director who will forward the information to the Regional Vice President of Operations who will make the final determination of eligibility.

The certification of receipt of the University Partnership Scholarship will be based upon the date that the application for admission is received by an International Admissions Officer. The award year for the scholarship is defined as July 1st to June 30th. The total amount of funds allocated by American National University for the scholarship is $305,000 each award year. The availability of the scholarship will be evaluated at the end of each calendar year. This scholarship cannot be combined with any other grants or scholarships including the Partnership for International Education Scholarship.

PRESIDENT’S GRANT
This grant has been established by American National University to provide administrators, at the direction of the President, with the ability to assist students in overcoming financial barriers to program completion, including but not limited to students who have experienced a reduction in eligibility for Title IV funds, students who are not eligible for Title IV funds, students whose schedules have created undue financial hardships, and students for whom a financial barrier due to a prior withdrawal from enrollment exists. It is the intent of the University in establishing this grant that its parameters be construed as widely as necessary to effectuate the goal of reducing financial barriers to enrollment, re-enrollment, and program completion.

WORKFORCE DEVELOPMENT GRANT
The Workforce Development Grant is awarded and funded by American National University. It is designed to assist eligible displaced or disadvantaged students in financing an education to help them enter or reenter the workforce or to transition into another career.

Eligibility: Eligibility is based on a student’s status as dislocated or disadvantaged, as determined through their association with local, state, or federal job training programs such as WIA or TAA; the amount of a student’s remaining tuition and fees after the application of other aid; and the availability of grant funds. Students are required to utilize grant and scholarship funding available through local, state, and federal sources such as WIA, TAA, Pell, SEOG, etc., institutional grants and institutional scholarships before they may be considered for the Workforce Development Grant. Students may receive this grant for subsequent years if eligibility criteria are met.

Award: If eligibility is established, awards are made annually, in an amount not to exceed $7,500 or the amount of a student’s remaining tuition and fee costs after the application of other financial aid, whichever is less. No more than $1,500 will be awarded per term.

JOSEPH E. HURN SCHOLARSHIP
The Joseph E. Hurn Scholarship is designed to recognize and assist students who excel in their university studies. Eligibility is based on academic merit and pace toward program completion. At the end of each academic year (typically 3 terms), students are evaluated for eligibility for the following academic year.
The first academic year is called the “leading academic year” and the next year is the “trailing academic year.” Awards are made to assist students with tuition and fee costs.

To qualify for the scholarship, students must:

- Have a Cumulative Grade Point Average (CGPA) of at least 3.0 at the end of the leading academic year,
- Have maintained continuous enrollment throughout the leading academic year,
- Have received at least 8 credits in each of the terms in the leading academic year, and
- Be taking at least 8 credits at the time of each disbursement during the trailing academic year.

**Eligibility Evaluation:**

Initial review - to assist students in the planning process for their trailing academic year, a review takes place before that year begins, normally during the 2nd term of the leading academic year. If they appear eligible at that time, the scholarship will be listed on their initial Financial Plan for the trailing academic year. If such a student does not maintain eligibility through the end of the leading year, he or she will not receive funding for the trailing year, but will be evaluated for eligibility again after that year.

Final review - after grades are posted for the last term of the leading year, students are evaluated for eligibility for the trailing year and awards are made to those who qualify.

Disbursement amounts – for each term of the trailing award year, a disbursement is made for the lesser of $350 or the amount of tuition and fees not paid/expected to be paid from other sources. This review, evaluation and awarding process continues each academic year until students graduate or withdraw from the university.

Withdrawal and Reentry Policy: Hurn Scholarship recipients who withdraw from the institution before receiving a full award for their trailing year, lose eligibility for any unpaid disbursement for that year. However, if they reenter (and otherwise meet all of the eligibility requirements), they will be considered for the scholarship at the conclusion of the academic year in which they reenter.

**FEDERAL STUDENT LOANS**

**FEDERAL DIRECT LOANS**

Direct student loans are made available to students attending college on at least a half-time basis through the William D. Ford Federal Direct Loan Program (through which the federal government provides funds). Within this program, there are two types of loans – subsidized loans (those subsidized by the federal government) and unsubsidized loans. A student may qualify for one or both depending on the student’s need and other factors. In general, the federal government pays interest on subsidized loans until repayment begins and during authorized periods of deferment. However, this benefit does not apply to all borrowers. See the Financial Aid Office or refer to “Do You Need Money for College 2018-19,” a Department of Education publication, or go to www.studentaid.gov to determine whether, and under what circumstances, the interest subsidy benefit applies to you. “Do You Need Money for College 2018-19” is available on the university website, www.an.edu/admissions/financial-assistance.
Students with unsubsidized loans are charged interest from the time the loan is disbursed until it is paid in full. Maximum annual loan amounts range from $5,500 for first-year dependent students to $20,500 for graduate students. Graduate students are ineligible for subsidized loans but may borrow through the unsubsidized program. Note that, effective July 1, 2013, some students’ subsidized loan eligibility is limited to a time period equal to 150% of the length of their program. Please see “Do You Need Money for College 2018-19” or go to www.studentaid.gov for more information regarding annual and aggregate loan limits and other financial aid information. Interest rates, fees, and loan limits are subject to legislative changes that may affect continuing eligibility. Repayment is made in installments, generally beginning six months after a student leaves school or from the point his or her enrollment status falls below half-time. Please see the Repayment Success Office for further information. Students may apply and access loan application and entrance counseling at https://studentloans.gov. Note that Federal Stafford Loan information is submitted to the National Student Loan Data System, and information about the loans is accessible there to certain guaranty agencies, eligible lenders and eligible institutions of higher education. Students must complete entrance counseling prior to the disbursement of a loan to their student account.

**FEDERAL DIRECT PLUS LOANS**

Graduate students and parents of dependent students are eligible to apply through the PLUS Loan Program. Such loans are available for students attending the University on at least a half-time basis through the William D. Ford Federal Direct Loan program (through which the federal government provides funds). These unsubsidized loans enable borrowers to borrow up to the cost of attendance minus other aid received. Eligibility is determined, in part, upon the credit history of the borrower. Repayment is made in monthly installments until the loan is paid in full. Interest rates, fees, and loan limits are subject to legislative changes that may affect continuing eligibility. Additional information is available at www.studentaid.com. Graduate students must complete entrance counseling prior to the receipt of a loan disbursement. Parent borrowers in certain, limited situations may have to complete exit counseling as well. You may contact your Student Services Office for more information. Loan applications and entrance counseling is available at https://studentloans.gov “Do You Need Money for College 2018-19,” a Department of Education publication, provides more information regarding annual and aggregate loan limits. This may be accessed at the American National University website, www.an.edu/admissions/financial-assistance, along with other financial aid information. Note that PLUS Loan information is submitted to the National Student Loan Data System, and information about the loans is accessible there to certain guaranty agencies, eligible lenders and eligible institutions of higher education.

**PRIVATE/EDUCATION LOANS**

Not all students are eligible to borrow through the federal loan programs, and some students with financial need may prefer to participate in private loan programs. Accordingly, American National University participates with a variety of private lenders who make educational loans to students. The terms, loan limits and eligibility criteria vary between lenders, and the Student Services Office can assist in reviewing a student’s private loan options.
**EMPLOYER TUITION ASSISTANCE PROGRAM**
Some employers encourage the professional development of their employees by providing tuition reimbursement to their employees. Students can contact their employers to see if they currently have or will develop an Employer Tuition Assistance Program. The University will partner with employers to increase the amount of tuition assistance offered through its Business Partnership Grant (see page 69). The University will be pleased to send information about these programs to any employer interested in learning more about our course offerings or degree requirements.

**TUITION PAYMENT PLAN**
The University offers a Tuition Payment Plan to its students. Students choosing to enroll in this voluntary program will make their first payment on or before the first day of the term, their second payment on the first of the next month, and their third and final payment for the term on the first of the next month. The amount of each payment is dependent on the total amount to be paid each term, which will be divided by three and paid in equal installments. Students who choose to enroll in the payment plan will complete and sign a Tuition Payment Plan Agreement.

**WORKSTUDY PROGRAMS**

**FEDERAL WORK STUDY PROGRAM**
This program provides part-time employment for students with financial need. Jobs are available on and off site, providing student service and community service employment opportunities. Work schedules may not conflict with students’ class schedules. Employment under this program is dependent on the availability of federal funds. Applications for this program are available in the Student Services Office. Award amounts are determined based on the hourly rate and hours required for the FWS job, generally for the period of an academic year. Continued eligibility depends upon federal rules and guidelines in place for each year.

**INSTITUTIONAL WORK STUDY PROGRAM**
American National University offers an institutional work study program which provides additional opportunities for students to help finance their educations. Whenever possible, work study employment is designed to improve students’ business skills and to provide experience for the business specialization in which they are enrolled. Students interested in this program should contact their Student Services Office.

**VETERANS AFFAIRS WORK STUDY PROGRAM**
Qualified students enrolled at a rate of three-quarter time or greater in a college degree, vocational or professional program may “earn while they learn” under the Department of Veterans Affairs (VA) Work Study Allowance Program. This program is open to all individuals eligible for the following VA education programs, not just veterans, and permits eligible students to perform services related to the VA in return for a monetary allowance equal to the prevailing federal or state minimum wage, whichever is higher. The VA education programs are Post-9/11 GI Bill, Montgomery GI Bill-Active Duty, Reserve Educational Assistance program, Montgomery GI Bill-Selected Reserve, Post-Vietnam Era Veterans’ Educational Assistance Program, Dependents’ Educational Assistance Program, Vocational Training and Rehabilitation for Veterans with service connected disabilities, and the Fry Scholarship. Eligible dependents under 38 U.S.C. Chapter 35 may use work study only while training in a state. Services a
VA work study employee performs must be related to VA work, such as working at a VA facility, at educational institutions, or in certain veteran support capacities. For additional information and application procedures, please contact the school’s veteran affairs office or the VA Regional Office at (800) 827-1000 or visit the VA website at www.va.gov.

OTHER FEDERAL ASSISTANCE PROGRAMS
American National University is approved by the State Approving Agency for the education and training of eligible veterans and their dependents. To inquire about specific programs, contact the Student Services Office.
# ACADEMIC CALENDAR

## 2018 Calendar

<table>
<thead>
<tr>
<th>Term 179</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Term Begins</strong></td>
<td>November 27, 2017</td>
</tr>
<tr>
<td><em>No classes on campus</em></td>
<td></td>
</tr>
<tr>
<td><em>Christmas Day and New Year’s Day observed</em></td>
<td>December 24, 2017 – Jan. 1, 2018</td>
</tr>
<tr>
<td><strong>Makeup days will be scheduled for ground classes</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>February 10, 2018</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Inter-Term Break – NO CLASSES – February 11, 2018 – February 18, 2018</th>
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</tr>
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<tbody>
<tr>
<td><strong>Term 181</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Term Begins</strong></td>
<td>February 19, 2018</td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>April 28, 2018</td>
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<table>
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<tr>
<th>Inter-Term Break – NO CLASSES – April 29, 2018 – May 6, 2018</th>
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<tbody>
<tr>
<td><strong>Term 183</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Term Begins</strong></td>
<td>May 7, 2018</td>
</tr>
<tr>
<td><em>No classes on campus</em></td>
<td>May 28, 2018</td>
</tr>
<tr>
<td><strong>No classes on campus</strong></td>
<td>July 4, 2018</td>
</tr>
<tr>
<td><em>Memorial Day Observed- makeup day will be scheduled for ground classes</em></td>
<td></td>
</tr>
<tr>
<td><strong>Independence Day Observed – makeup day will be scheduled for ground classes</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>July 14, 2018</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Inter-Term Break – NO CLASSES – July 15, 2018 – July 22, 2018</th>
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</thead>
<tbody>
<tr>
<td><strong>Term 185</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Term Begins</strong></td>
<td>July 23, 2018</td>
</tr>
<tr>
<td><em>Labor Day Observed- Makeup day scheduled for ground classes</em></td>
<td>September 3, 2018</td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>September 29, 2018</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Inter-Term Break – NO CLASSES – September 30, 2018 – October 7, 2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Term 186</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Term Begins</strong></td>
<td>August 26, 2018</td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>September 29, 2018</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Term 187</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Term Begins</strong></td>
<td>October 8, 2018</td>
</tr>
<tr>
<td><em>No classes on campus</em></td>
<td>November 19-23, 2018</td>
</tr>
<tr>
<td><em>Thanksgiving Day Observed-Makeup day will be scheduled for ground classes</em></td>
<td></td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>December 22, 2018</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Term 188</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Term Begins</strong></td>
<td>November 11, 2018</td>
</tr>
<tr>
<td><strong>Holiday Break – No classes on campus</strong></td>
<td>December 23 – 29, 2018</td>
</tr>
<tr>
<td><strong>Last Day of Term</strong></td>
<td>January 26, 2019</td>
</tr>
</tbody>
</table>

| Inter-Term Break – NO CLASSES – Jan. 27, 2019 – February 19, 2019 |  |
### 2019-2020 Calendar

<table>
<thead>
<tr>
<th>Term</th>
<th>Term Begins</th>
<th>Last Day of Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Term 189</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Term 191</td>
<td>January 6, 2019</td>
<td>March 16, 2019</td>
</tr>
<tr>
<td>Term 192</td>
<td>February 10, 2019</td>
<td>April 20, 2019</td>
</tr>
<tr>
<td>Term 193</td>
<td>March 24, 2019</td>
<td></td>
</tr>
<tr>
<td>No classes on campus*</td>
<td>May 27, 2019</td>
<td></td>
</tr>
<tr>
<td>*Memorial Day Observed – Makeup day will be scheduled for ground classes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Last Day of Term</td>
<td>June 1, 2019</td>
<td></td>
</tr>
</tbody>
</table>

### Inter-Term Break – NO CLASSES – March 17, 2019 – March 23, 2019

| Term 194  | April 28, 2019 |
| No classes on campus* | May 27, 2019 |
| *Memorial Day Observed – Makeup day will be scheduled for ground classes | |
| Last Day of Term | July 6, 2019 |

### Inter-Term Break – NO CLASSES – June 2, 2019 – June 8, 2019

| Term 195  | June 9, 2019 |
| No classes on campus* | July 4, 2019 |
| *Independence Day Observed – Makeup day will be scheduled for ground classes | |
| Last Day of Term | August 17, 2019 |

### Inter-Term Break – NO CLASSES – August 18, 2019 – August 24, 2019

| Term 196  | July 14, 2019 |
| Last Day of Term | September 21, 2019 |

### Inter-Term Break – NO CLASSES – September 22 – September 28, 2019

<p>| Term 197  | August 25, 2019 |
| No classes on campus* | September 2, 2019 |
| *Labor Day Observed – Makeup day will be scheduled for ground classes | |
| Last Day of Term | November 2, 2019 |</p>
<table>
<thead>
<tr>
<th>Term</th>
<th>Begins</th>
<th>Breaks</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>198</td>
<td>September 29, 2019</td>
<td>November 3, 2019 – November 9, 2019</td>
<td>December 7, 2019</td>
</tr>
</tbody>
</table>

*Note: *Labor Day Observed – Makeup day will be scheduled for ground classes

**Note: **Thanksgiving Observed

***Note: ***New Year’s Day Observed – Makeup day will be scheduled for ground classes
COURSE DELIVERY

American National University offers flexibility with Distance Education courses. Video Conferencing and Online classes are both considered distance education classes. Video conferencing classes are offered on a Learning Site with a video instructor and students from other Learning Sites. Online classes are offered through the Canvas Learning Management system. There are some required lab courses that will be offered at your learning site.

TECHNOLOGY REQUIREMENTS

Minimum technology requirements for enrolling in an online course include:

- Desktop or laptop computer utilizing Windows 7, 8 or 10; MacIntosh OS 10.9 or higher
- Broadband Internet Access
- Java version 7 or higher
- Pop-up blockers disabled
- Browser: Firefox from Mozilla version 31 or higher, Chrome from Google version 35 or higher, Safari version 6 or higher, Internet Explorer Version 11 or higher (Firefox is the preferred browser)
- Adobe Reader version 9 or higher
- Adobe Flash Player version 10 or higher
- Apple Quicktime Player version 7 or higher
- Microsoft Office 365 (available free to students via download)

STUDENT PORTAL

It is vital that students keep track of their academic performance. Students can do this by logging into the Student Portal, an online student portal. Here, students can check their attendance, grades, class schedule, and financial ledger account information. The Student Portal is also where students must complete their registration process within the published deadlines. Students should check their attendance for each course throughout the term, and students should also log into the Student Portal to review the course outline and syllabus for each of their classes. This will help students to keep track of important deadlines and assignments. Missed deadlines could result in termination of enrollment, so it is important for students to log into the Student Portal frequently!

Students can access their profile by going to www.an.edu (National College students can access their profile by going to www.national-college.edu) and clicking on Student Portal from the Quick Links Menu. New users should click on “Student Portal Homepage” and then “Create New Account.” Students’ usernames will be automatically created, but students will have the option to select their own password. If students forget their password and are unable to reset it using the “forgot password” option on the Student Portal homepage, they may email softwaresupport@national-college.edu for assistance. Students can also access the career services portal, ANU CareerConnect, by logging into the student portal. ANU CareerConnect provides career-related tools and resources essential for career success.
CANVAS LOGIN INFORMATION

Please point your web browser to https://anu.instructure.com. Your login name will be your National Mail address (the whole thing). Your first password will be your last name with the first letter capitalized and the last four digits of your social security number. If your name is Joe Smith and your SSN is 123-45-6789, then your password will be Smith6789.
# CAREER PROGRAMS

Select your degree or diploma program from among these career choices.*

**Accounting**
- Business Administration Accounting, Bachelor’s Degree ......................................................... 86
- Business Administration Accounting, Associate’s Degree .......................................................... 88
- Accounting, Diploma .................................................................................................................. 90

**Business Administration**
- Master of Business Administration .......................................................................................... 92
- Business Administration Management, Bachelor’s Degree ....................................................... 95
- Business Administration Management, Associate’s Degree .................................................... 97
- Business Administration, Diploma ........................................................................................... 99

**Health Science**
- Master of Science in Nursing .................................................................................................... 102
- Medical and Health Services Management, Bachelor’s Degree ............................................. 104
- RN to BSN, Bachelor’s Degree .................................................................................................. 106
- Health Information Management, Associate’s Degree ............................................................. 108
- Medical Assisting, Associate’s Degree ..................................................................................... 109
- Medical Assisting, Certificate .................................................................................................... 112
- Medical Office Professional, Diploma ......................................................................................... 114
- Medical Billing and Coding, Diploma .......................................................................................... 115
- Pharmacy Technician, Associate’s Degree .................................................................................. 116
- Pharmacy Technician, Diploma .................................................................................................. 118
- Phlebotomy and ECG Technician, Diploma ................................................................................. 119

**Information Technology**
- Master of Science in Information Technology ............................................................................. 122
- Master of Science in Cybersecurity ............................................................................................. 123
- Cybersecurity, Bachelor’s Degree ................................................................................................ 124
- Network Administration, Bachelor’s Degree ............................................................................. 126
- Network Support, Associate’s Degree .......................................................................................... 128

**Paralegal**
- Paralegal, Associate’s Degree ....................................................................................................... 132
- Paralegal Studies, Certificate ........................................................................................................ 134
Accounting professionals are the lifeline of any organization, with the Bureau of Labor Statistics (www.bls.gov) listing accountants and auditors among “occupations with the most job growth” as projected through 2022.

American National University’s accounting programs combine rigorous technical accounting training with a general overview of business and a foundation in professional skills to prepare graduates for careers in this dynamic field. Accounting programs are available at the associate degree and bachelor’s degree levels, equipping new students and existing professionals alike with the skills necessary to cultivate a successful accounting career.
BUSINESS ADMINISTRATION-ACCOUNTING (BBACC) – BACHELOR’S DEGREE

The Business Administration Accounting bachelor’s degree program incorporates foundational and upper-level accounting courses with a strong representation of business and management courses. Graduates will be able to successfully utilize relevant software packages and will acquire an in-depth understanding of problem-solving and communication skills relative to the accounting profession. In addition to a variety of general and specific accounting courses, the curriculum will also cover areas such as operations management, business law, financial planning, and economics.

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

1. Demonstrate an understanding of accounting principles.
2. Communicate effectively with internal and external business stakeholders and potential employers.
3. Perform relevant business computations for use by internal and external business stakeholders.
4. Demonstrate an understanding of internal accounting tools and metrics used to aid management decision making.
5. Demonstrate an understanding of the functional business areas that complement the accounting component of a company.
6. Use computer software to produce effective business documents and perform key business procedures.
7. Demonstrate an understanding of professional, legal, and ethical standards by which accountants and auditors must abide.
8. Demonstrate knowledge and understanding of accounting topics and be tested from sample questions found on previously used CPA exam.

180 credit hours required/360 quality points required. All courses are 4 credit hours

Program Core (Required) 112 total credit hours required
ACC101 Principles of Accounting I
ACC102 Principles of Accounting II
ACC115 Computerized Accounting
ACC200 Principles of Accounting III
ACC201 Intermediate Accounting I
ACC203 Cost Accounting I
ACC216 Income Tax
ACC313 Managerial Accounting
ACC314 Auditing
ACC317 Cost Accounting II
ACC320 Intermediate Accounting II
ACC416 Advanced Taxation
ACC418 Municipal and Institutional Accounting
ACC420 Intermediate Accounting III
BUS110 Business Math I
BUS121 Principles of Economics
BUS210 Business Math II
BUS225 Business Communications
BUS324  Financial Planning and Investments
BUS386  Money, Banking and the Financial Marketplace
BUS390  Research and Report Writing
COM151  The Microsoft® Office
COM234  Desktop Applications
COM235  Spreadsheet Applications

Select 4** (Minimum of 8 credit hours must be 300-400 level)
BUS101  Introduction to Business
BUS123  Practical Law
BUS125  Principles of Management
BUS217  Organizational Behavior
BUS223  Sales and Contract Law
BUS350  Managing the Small Business
BUS391  Production and Operations Management
BUS392  Purchasing and Materials Management
BUS490  Corporate Budgeting
BUS495  Strategic Management

General Education: At least 1 from each discipline required; a minimum of 5 must be 300–400 level courses, 56 total credit hours required

Written and Oral Communication
ENG102  English Composition*
ENG126  Oral Communication

Mathematics, Statistics, and Logic
LOG215  Thinking Critically
LOG357  Logic and Critical Thinking
MAT101  Understanding Mathematics
MAT220  Algebra and Basic Statistics
MAT214  Algebra
MAT419  Introduction to Statistics

Arts and Humanities
ETH205  Ethics
GEN241  Cultural Appreciation
REL330  World Religion

Social and Behavioral Sciences
GOV340  American Government
HIS290  American History 1945–Present
HIS490  American Economic History
POL202  Political Science
PRO453  Parliamentary Procedures/Group Dynamics
PSY127  Psychology
PSY200  Human Growth and Development
SOC103  General Sociology
SOC463  Social Problems

Physical/Natural Science
BIO101  Introduction to Biology
CHM105  General, Organic Biochemistry
ENV101  Environmental Science
PER330  Personal Health

Electives (Select 3 **) 12 total credit hours required
To be selected in consultation with the Academic Advisor to complete the Baccalaureate degree and compliment individual areas of interest.

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent
** Based on availability
For program disclosure information, please visit http://www.an.edu/programs/business-administrationaccounting-bachelors

BUSINESS ADMINISTRATION-ACCOUNTING (BAA) – ASSOCIATE’S DEGREE
The Business Administration Accounting associate of science degree program is designed to provide graduates with a solid core competency in general accounting practices, procedures, concepts, and theory. Students will gain the necessary training required to analyze transactions, prepare journal entries, and manage a company’s payroll and books and will be prepared to assist in auditing and tax preparation utilizing industry standard accounting-based software. In addition to the principal course of study, students in this program will receive a foundation in computer technology and business organization.

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

1. Demonstrate an understanding of accounting principles, intermediate accounting concepts, and individual taxation concepts.
2. Communicate effectively with internal and external business stakeholders and potential employers.
3. Perform relevant business computations for use by internal and external business stakeholders.
4. Demonstrate an understanding of internal accounting tools and metrics used to aid management decision making.
5. Demonstrate an understanding of the functional business areas that complement the accounting component of a company.
6. Use computer software to produce effective business documents and perform key business procedures.

96 credit hours required/192 quality points required. All courses are 4 credit hours

Program Core (Required) 48 total credit hours required
ACC101  Principles of Accounting I
ACC102  Principles of Accounting II
ACC110  Payroll Accounting
ACC115  Computerized Accounting
ACC200  Principles of Accounting III
ACC201  Intermediate Accounting I
ACC203  Cost Accounting I
ACC216  Income Tax
ACC320  Intermediate Accounting II
BUS125  Principles of Management
BUS210  Business Math II
COM151  The Microsoft® Office

Career Support (Required)  20 total credit hours required
ACC313  Managerial Accounting
BUS110  Business Math I
BUS121  Principles of Economics
BUS225  Business Communications
COM235  Spreadsheet Applications

General Education:  At least 1 from each discipline required; 24 total credit hours required

Written and Oral Communication
ENG102  English Composition*
ENG126  Oral Communication

Mathematics, Statistics, and Logic
LOG215  Thinking Critically
MAT101  Understanding Mathematics
MAT220  Algebra and Basic Statistics
MAT214  Algebra

Arts and Humanities
ETH205  Ethics
GEN241  Cultural Appreciation

Social and Behavioral Sciences
POL202  Political Science
PSY127  Psychology
PSY200  Human Growth and Development
SOC103  General Sociology

Physical/Natural Science
BIO101  Introduction to Biology
CHM105  General, Organic Biochemistry
ENV101  Environmental Science

Electives (Select 1 **)  4 total credit hours required
To be selected in consultation with the Academic Advisor to achieve a balanced educational program in keeping with the personal objectives and career ambitions of the student.

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent
** Based on availability

Note: Based on availability and department chair approval, students may substitute course ACC299 Accounting Externship for a course listed under Career Support.

For program disclosure information, please visit http://www.an.edu/programs/business-administration-accounting-associates
ACCOUNTING (ACC) – DIPLOMA

The Accounting diploma program provides students with both introductory skills and training in fundamental business practices with an emphasis on general accounting. Students will become familiar with the most widely-used accounting software. Upon completion of the accounting program, graduates will be able to assess, analyze, and interpret data and will have gained a deeper understanding of the accounting process.

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

1. Complete the manual accounting cycle for service and merchandising entities.
2. Complete the computerized accounting cycle for service and merchandising entities.
3. Identify the legal and ethical responsibilities of accountants and general bookkeepers.
4. Assist clients with individual income tax return preparation and planning.
5. Demonstrate an understanding of the payroll process and its relationship to the entity’s general accounting system.
6. Demonstrate an understanding of basic corporate accounting principles.

60 credit hours required/120 quality points required   All courses are 4 credit hours

**Program Core (Required)** 36 total credit hours required
ACC101   Principles of Accounting I
ACC102   Principles of Accounting II
ACC110   Payroll Accounting
ACC115   Computerized Accounting
ACC200   Principles of Accounting III
ACC203   Cost Accounting I
ACC216   Income Tax
COM151   The Microsoft® Office
COM235   Spreadsheet Applications

**Career Support (Required)** 16 total credit hours required
BUS110   Business Math 1
BUS121   Principles of Economics
BUS225   Business Communications
ENG102   English Composition

**Electives (Select 2**) 8 total credit hours required**
To be selected in consultation with the Academic Advisor to achieve a balanced educational program in keeping with the personal objectives and career ambitions of the student.

For all courses: See course description for applicable prerequisites.
** Based on availability
For program disclosure information, please visit [http://www.an.edu/programs/accounting](http://www.an.edu/programs/accounting)
BUSINESS ADMINISTRATION

American National University’s business administration programs are designed for prospective students who are interested in managerial or administrative career opportunities in sales, business administration, management, operations, marketing, human resources, or office administration.

These programs will provide graduates with hands-on training in the basic theories, principles, concepts, and analytical tools used in business, with emphasis on computer technology, accounting, and a solid background in business administration. These skills are taught through an integrated curriculum that incorporates business fundamentals with critical thinking and decision-making skills.

Students from a variety of educational and career backgrounds can take advantage of the multiple degree levels available, advancing from associate programs to the Master of Business Administration (MBA) degree.

American National University’s graduate programs build upon the solid foundation of our current undergraduate curricula and offer a career-focused opportunity for bachelor’s degree holders to earn a master’s degree, becoming better-equipped to handle upper-level business challenges and assume leadership roles in business, healthcare, industry, and society. Our programs are designed to improve graduates’ opportunities in both the private and public job markets, with a primary focus on career development and enhancement.

Our master’s degree programs provide students with a broad, cross-functional approach to numerous business and healthcare fields. The courses for the programs were carefully chosen to help students develop analytical and decision-making skills, while providing the foundational knowledge necessary for managerial proficiency.
MASTER OF BUSINESS ADMINISTRATION (MBA)

American National University offers a Master of Business Administration (MBA) degree program for students interested in continuing their postgraduate education in the field of business. The program allows business professionals to increase their breadth of knowledge and ability to analyze business alternatives and to put learning into practice through projects with companies and other local organizations.

The MBA program helps students become familiar with the complexities of the modern workplace, while preparing them for the challenges of upper-level leadership positions. The program curriculum prepares students to apply a theoretical understanding of business principles to real-world scenarios, which helps sharpen the analytical skills they will need on the job. Students may select a general MBA encompassing a broad program of all the required areas of management in today’s workplace or focus their efforts on a specialized MBA degree. The MBA specializations include:

MBA Specialization in International Business—The MBA, International Business Management Specialization is designed so students will receive in-depth study providing for a solid foundation in global diversity, international finance, International Human Resources, and accounting for multinational organizations. The program will assist students with strategic skills and an essential understanding of global competitiveness as they prepare for exciting international careers.

MBA Specialization in Accounting Management—The MBA, Accounting Management Specialization provides students with both the theoretical and practical accounting and management skills necessary to work in today’s for-profit corporations, government entities and non-profit organizations. The program’s curriculum also focuses on communication, collaboration and business analysis to heighten students’ success in the accounting field.

MBA Specialization in Organizational Management—The MBA, Organizational Management Specialization is designed to prepare students for leadership in a broad range of industries and organizations. Students will attain knowledge specific to the design and measurement of organizational effectiveness, will gain an understanding of the role of leadership, and will learn to successfully manage work teams.

MBA Specialization in Healthcare Management—The MBA, Healthcare Management Specialization is designed for students and current professionals seeking leadership and management positions within the ever-changing healthcare industry. The program focuses on strategic management of the healthcare arena while providing the specialized knowledge related to healthcare in informatics, health policy, organizational systems, quality improvement, patient safety, and risk management, ethical, legal, and regulatory issues.

MBA Specialization in Hospitality Management – The MBA, Hospitality Management is designed for students to learn about the use and the development of natural and cultural resources in tourism projects, the methods employed to reinvent a destination, and the opportunities to engage a destination’s local population. The program challenges students to discover new ways in which technology can support a destination, how to attract and retain markets, and how to procure funding for development projects. The international scope of the program provides a framework for students to understand the interrelationship between business and politics, and how lawmakers develop policies that govern the flow of people and businesses within and between countries. Faculty members...
are respected experts in areas such as cultural heritage, customer management, and government policies that foster and sustain tourism and promote broader social and economic development objectives.

**MBA Specialization in Information Technology** - The MBA, Information Technology is designed for students and professionals who are interested in the field of business with special emphasis on leadership and management of technology businesses or technology operations within an organization. The program focuses on strategic management of IT operations or businesses, alignment between IT and business strategy, IT governance, ethical leadership, and the interrelationship between technology and business in a global and networked market place.

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

1. Assess their specialized field (General, Accounting, Hospitality, International Finance, Organizational Management, Information Technology or Healthcare) within a global economy.
2. Generate innovative thinking to solve problems from the customer’s viewpoint, to build financial and operational models that will save business dollars, to understand technology's role in business and to promote healthy sustainable organizations.
3. Determine the functional business knowledge of marketing, operations, information technology, finance, accounting, statistics and quantitative analysis in a global market.
4. Participate in team projects and demonstrate leadership skills.
5. Formulate strategic skills to enable effective decision-making and problem solving.
6. Demonstrate effective oral, written and presentation communication skills.
7. Evaluate the ethical, social and legal responsibilities of organizations in a global market.

**56 credit hours required/168 quality points required.** All courses are 4 credit hours

**Program Core (Required)** 36 total credit hours required

- ACC513 Financial Management
- MB518 Developing Human Resources**
- MB523 Legal Environment of Business
- MB528 Marketing Management
- MB554 Business Research
- MB570 Business Information Systems
- MB621 Managerial Economics
- MB630 Operations Management
- MB695 Business Leadership Policy and Strategy

**General MBA Specialization (Select 5*)** - 20 total credit hours required

- ACC522 Management Control
- ACC610 Financial Reporting
- ACC640 Business Tax Strategies
- MB505 Business and Society
- MB511 Management Communications
MB517  Dynamics of Organizational Behavior
MB524  21st Century Leadership
MB625  International Management

Organizational Management Specialization – 20 total credit hours required
MB520  Organizational Sustainability
MB524  21st Century Leadership
MB588  Managing Quality
MB611  Project Management Life Cycle
MB690  Organizational Management (Capstone Course)

International Business Management Specialization – 20 total credit hours required
ACC650  International Accounting/Multinational Enterprises
MB565  International Finance
MB582  Managing Global Diversity
MB584  Managing International Human Resources
MB625  International Management

Accounting Management Specialization – 20 total credit hours required
ACC522  Management Control
ACC610  Financial Reporting
ACC640  Business Tax Strategies
ACC650  International Accounting/Multinational Enterprises
ACC690  Accounting Management (Capstone Course)

Healthcare Management Specialization (Select 5*) – 20 total credit hours required
MS500  Healthcare Informatics
MS530  Health Policy, Regulations, and Politics for Healthcare
MS550  Ethics and Legal Principles for Healthcare
MS560  Healthcare Organizational Systems and Quality Improvement
MS615  Health and Patient Safety Risk Management
MS618  Human Resource Management for Healthcare**

Hospitality Management Specialization (Select 5*) – 20 total credit hours required
HS575  Meetings and Events Planning
HS610  Sales, Marketing and Branding for the Hospitality Industry
HS615  Managing Quality Service in the Hospitality Industry
HS550  Principles, Practices and Philosophies for the International Hospitality Industry
HS620  Legislation and the Hospitality Industry
HS605  Human Resources in the Hospitality Industry

Information Technology Specialization - 20 total credit hours required
CY501  Information Assurance and Security Management
IT540  Marketing Innovation and Technology
IT590  Enterprise Architecture and IT Governance
IT610  Global IT Products and Services Outsourcing
IT620  Decision Models for Technology Management
All course prerequisites must be satisfied prior to admission to the program. For all courses: See course description for applicable prerequisites
* Based on availability
** If taking the Healthcare Management Specialization – course MS618 replaces MB518 in the program core

For program disclosure information, please visit http://www.an.edu/programs/master-business-admininistration

**BUSINESS ADMINISTRATION-MANAGEMENT (BBAMG) – BACHELOR’S DEGREE**

The Business Administration – Management bachelor’s degree program is designed to provide graduates with the skills, knowledge, and competencies needed to qualify for mid-level management or leadership positions. The program provides essential business knowledge, including day-to-day corporate business management tactics, accounting, payroll, and human resources. The coursework will emphasize critical thinking and effective communications – the skills employers demand. With labs designed to simulate real-world situations, students learn problem-solving techniques and develop team-building skills.

This program is specifically designed to prepare students for a career in today’s demanding business world and, as such, prepares graduates with a wide range of business skills to help them move up the corporate ladder.

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

1. Apply fundamental knowledge of the functional areas of business specifically in human resources, marketing, accounting, business law, management and computers.
2. Recognize the underlying ethical, legal and sustainability implications inherent in business situations and apply that knowledge to make responsible decisions.
3. Understand the complexities of the cultural, economic, regulatory, and social environments as they impact business in the domestic or global economy.
4. Participate in team projects, research and demonstrate leadership skills.
5. Formulate sound business decisions utilizing appropriate mathematical, quantitative techniques and/or decision making.
6. Deliver effective written and oral business communications including a written business report an oral argument that is logical, compelling, and clear to the target audience.
7. Demonstrate an understanding of computer applications and proficiency with the managerial and financial applications of Internet technology, including the application of management principles and financial/accounting principles.
8. Differentiate the fundamentals of Project Management.

180 credit hours required/360 quality points required. All courses are 4 credit hours

**Program Core (Required) 108 total credit hours required**
- ACC101 Principles of Accounting I
- ACC102 Principles of Accounting II
- ACC200 Principles of Accounting III
- BUS101 Introduction to Business
- BUS110 Business Math I
BUS121    Principles of Economics
BUS123    Practical Law
BUS125    Principles of Management
BUS217    Organizational Behavior
BUS224    Organizational Leadership
BUS225    Business Communications
BUS227    Human Resource Management
BUS228    Principles of Marketing
BUS350    Managing the Small Business
BUS390    Research and Report Writing
BUS391    Production and Operation Management
BUS392    Purchasing and Materials Management
BUS420    Project Management
BUS495    Strategic Management
COM151    The Microsoft® Office
COM234    Desktop Applications
COM235    Spreadsheet Applications

Select 5** a minimum of 8 credit hours must be 300-400 level
ACC115    Computerized Accounting
ACC201    Intermediate Accounting I
ACC216    Income Tax
ACC313    Managerial Accounting
ACC314    Auditing
ACC320    Intermediate Accounting II
ACC418    Municipal and Institutional Accounting
BUS223    Sales and Contract Law
BUS324    Financial Planning and Investment
BUS386    Money, Banking and the Financial Marketplace
BUS490    Corporate Budgeting
BUS499    Business Externship

General Education:  At least 1 from each discipline required; a minimum of 5 must be 300–400 level courses, 56 total credit hours required

Written and Oral Communication
ENG102    English Composition*
ENG126    Oral Communication

Mathematics, Statistics, and Logic
LOG215    Thinking Critically
LOG357    Logic and Critical Thinking
MAT101    Understanding Mathematics
MAT220    Algebra and Basic Statistics
MAT214    Algebra
MAT419    Introduction to Statistics

Arts and Humanities
ETH205    Ethics
GEN241    Cultural Appreciation
REL330  World Religion  

Social and Behavioral Sciences  

GOV340  American Government  
HIS290  American History 1945–Present  
HIS490  American Economic History  
POL202  Political Science  
PRO453  Parliamentary Procedures/Group Dynamics  
PSY127  Psychology  
PSY200  Human Growth and Development  
SOC103  General Sociology  
SOC463  Social Problems  

Physical/Natural Science  

BIO101  Introduction to Biology  
CHM105  General, Organic Biochemistry  
ENV101  Environmental Science  
PER330  Personal Health  

Electives (Select 4 **) 16 total credit hours required  
To be selected in consultation with the Academic Advisor to complete the Baccalaureate degree and complement individual areas of interest.

For all courses: See course description for applicable prerequisites.  
* This program requires this General Education course or equivalent  
** Based on availability  
For program disclosure information, please visit http://www.an.edu/programs/business-administrationmanagement-bachelors

BUSINESS ADMINISTRATION - MANAGEMENT (MGT) – ASSOCIATE’S DEGREE

In the Business Administration – Management associate of science degree program, students explore fundamental business principles and learn to apply problem-solving strategies to real-life scenarios. Students gain foundational knowledge in various functional areas of business, including accounting, human resources, marketing, and technology.

The broad knowledge gained will provide a solid base for entry into a wide range of business areas, such as marketing, sales, administration, human resources, accounting, and even business ownership.

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

1. Apply functional areas of business specifically in human resources, marketing, accounting, business law, management and computers.
2. Recognize the underlying ethical, legal and sustainability implications inherent in business situations and apply that knowledge to make responsible decisions.
3. Demonstrate an understanding of computer applications and proficiency with the managerial and financial applications of Internet technology, including the application of management principles and financial/accounting principles.
4. Participate in team projects, research and demonstrate leadership skills.
5. Formulate sound business decisions utilizing appropriate mathematical, quantitative techniques and/or decision-making.
6. Deliver effective written and oral business communications including a written business report, an oral argument that is logical, compelling, and clear to the target audience.

**96 credit hours required/192 quality points required.** All courses are 4 credit hours

### Program Core (Required) 44 total credit hours required
- BUS101 Introduction to Business
- BUS123 Practical Law
- BUS125 Principles of Management
- BUS218 Customer Service Management
- BUS224 Organizational Leadership
- BUS227 Human Resource Management
- BUS228 Principles of Marketing
- BUS350 Managing the Small Business
- COM151 The Microsoft® Office
- COM234 Desktop Applications
- COM235 Spreadsheet Applications

### Career Support (Required) 28 total credit hours required
- ACC101 Principles of Accounting I
- ACC102 Principles of Accounting II
- BUS110 Business Math I
- BUS121 Principles of Economics
- BUS217 Organizational Behavior
- BUS225 Business Communications
- BUS270 Introduction to Project Management

### General Education: At least 1 from each discipline required; 24 total credit hours required

#### Written and Oral Communication
- ENG102 English Composition*
- ENG126 Oral Communication

#### Mathematics, Statistics, and Logic
- LOG215 Thinking Critically
- MAT101 Understanding Mathematics
- MAT220 Algebra and Basic Statistics
- MAT214 Algebra

#### Arts and Humanities
- ETH205 Ethics
- GEN241 Cultural Appreciation

#### Social and Behavioral Sciences
- POL202 Political Science
- PSY127 Psychology
- PSY200 Human Growth and Development
- SOC103 General Sociology
**Physical/Natural Science**

BIO101  Introduction to Biology  
CHM105  General, Organic Biochemistry  
ENV101  Environmental Science

For all courses: See course description for applicable prerequisites.  
*This program requires this General Education course or equivalent  
Note: Based on availability and department chair approval, students may substitute course BUS299 Business Externship for a course listed under Career Support

For program disclosure information, please visit [http://www.an.edu/programs/business-administrationmanagement-associates](http://www.an.edu/programs/business-administrationmanagement-associates).

**BUSINESS ADMINISTRATION (BAM) – DIPLOMA**

The Business Administration diploma program is designed to help build leadership and communication skills and to equip program graduates with a foundational knowledge of business principles and practices. In this program, students receive training in both theoretical concepts and the application of concepts to business-specific situations.

The Business Administration diploma program prepares students for entry-level employment using technology found in office environments of every size, including government agencies, corporations, medium and small businesses – or as a foundation for self-employment.

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

1. Demonstrate fundamental knowledge of the functional areas of business specifically in human resources, marketing, accounting, business law, management and computers.  
2. Recognize the underlying ethical, legal and sustainability implications inherent in business situations and apply that knowledge to make responsible decisions.  
3. Demonstrate an understanding of computer applications and proficiency with the managerial and financial applications of Internet technology, including the application of management principles and financial/accounting principles.  
4. Participate in team projects, research and demonstrate leadership skills.  
5. Formulate sound business decisions utilizing appropriate mathematical, quantitative techniques and/or decision-making.  
6. Deliver effective written and oral business communications including a written business report and an oral argument that is logical, compelling, and clear to the target audience.

**48 credit hours required/96 quality points required**  
All courses are 4 credit hours

**Program Core (Required)**  
24 total credit hours required  
ACC101  Principles of Accounting I  
ACC102  Principles of Accounting II  
BUS101  Introduction to Business  
BUS123  Practical Law  
BUS125  Principles of Management
COM151  The Microsoft® Office

**Career Support (Required)** 16 total credit hours required
- BUS110  Business Math I
- COM234  Desktop Applications
- COM235  Spreadsheet Applications
- ENG102  English Composition

**Electives (Select 2*)** 8 total credit hours required
To be selected in consultation with the Academic Advisor to achieve a balanced educational program in keeping with the personal objectives and career ambitions of the student.

For all courses: See course description for applicable prerequisites.
* Based on availability
For program disclosure information, please visit [http://www.an.edu/programs/business-administration](http://www.an.edu/programs/business-administration)
HEALTH SCIENCE

The health science programs at American National University are a great fit for those who are both compassionate and career-oriented. The academic programs offered train students for a variety of in-demand, entry-level health care careers, whether you are looking for direct patient contact or prefer an administrative setting.

Industry professionals help build the program curricula, which are taught by faculty with real-world experience. The programs offered provide the in-depth knowledge and skills needed to seek health care-related certifications relative to the student’s field of study. Most programs include externship or practicum placements in clinical settings, as well as lab experience with up-to-date equipment and technologies. Many graduates of our programs find employment in hospitals, private medical practices, clinics, and labs.

Our health science programs include certificates, diplomas, associate degrees, bachelor degrees and master’s degree programs designed to allow you to seamlessly continue your education as you advance in your career.
MASTER OF SCIENCE IN NURSING (MSN)

American National University offers a master’s degree in nursing (MSN) for students interested in furthering their studies in nursing. Three admissions are possible: 1. MSN program for a student who has a bachelor’s degree in nursing, 2. RN to MSN program for a student with an associate degree in nursing and a bachelor’s degree in another field, 3. RN to MSN for a student with an associate degree in nursing, who will complete both a BSN and MSN.

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

1. Lead change to improve quality outcomes for patients, families, communities utilizing information systems and technologies.
2. Generate a culture of excellence through lifelong learning.
3. Build and lead collaborative inter-professional teams.
4. Integrate services across the healthcare system incorporating ethical, theoretical, and legal principles.
5. Translate and integrate evidence utilizing theoretical principles into practice.
6. Develop a business plan applying business and economic principles.
7. Formulate policies with ethical principles and advocate for policies that improve the health of the public and the profession of nursing at the local, national, or global level.
8. Design patient-centered and culturally responsive strategies in the delivery of clinical prevention and health promotion interventions and/or services to individuals, families, communities, and aggregates/clinical populations.
9. Advocate for patients, communities, and the health professional team.

Of the four specializations, two are direct care roles: Clinical Nurse Leader and Nurse Educator and two are indirect care roles or areas of practice that focus on aggregates, systems, or organizations: Nurse Administrator and Nurse Informaticist.

The Clinical Nurse Leader (CNL) specialization prepares highly skilled nurses focused on the improvement of quality and safety outcomes for patients or patient populations. This is an advanced generalist leadership role and upon completion of the program, the graduate is eligible to sit for the CNL certification exam. Students completing this specialization will be able to develop clinical leadership skills for patient-care practices and delivery, including the design, coordination, and evaluation of care for individuals, families, groups, and populations.

The Nurse Educator specialization prepares the student for a role in nursing education in an academic setting and other educator roles within the healthcare delivery system. Upon completion of the program, the graduate is eligible to sit for the National League of Nursing (NLN) Certified Nurse Educator (CNE) exam. Students completing this specialization will be able to develop leadership skills and skills in curriculum design, teaching methodologies, and evaluation for educational programs.

The Nurse Administrator specialization prepares the nurse for a leadership role in nursing management or administration in a variety of health care delivery systems. Nurses with appropriate work experience are eligible to sit for the Certified in Executive Nursing Practice (CENP) exam. Students completing this specialization will be able to develop leadership and business skills to oversee and manage the operations within the healthcare arena.
The Nurse Informaticist specialization prepares the student for a set of informatics competencies to practice in the current health care system in a leadership role. Upon completion of the program, the graduate is eligible to for the Registered Nurse-Board Certified (RN-BC) for Nursing Informatics. Students completing this specialization will be able to develop leadership skills and skills in data and project management, including planning, analysis, designing, building, implementing, testing, evaluating, maintaining, and supporting clinical information systems and electronic healthcare record systems.

56 credit hours required/168 quality points required.
All courses are 4 credit hours unless otherwise noted.

Program Core (Required) 36 total credit hours required
MS500 Healthcare Informatics
MS510 Epidemiology for Advanced Nursing Practice
MS520 Theoretical Foundations of Advanced Nursing
MS530 Health Policy, Regulations, and Politics for Healthcare
MS540 Healthcare Economics and Fiscal Management
MS550 Ethics and Legal Principles for Healthcare
MS560 Healthcare Organizational Systems and Quality Improvement
MS570 Nursing Leadership Development and Inter-Professional Collaboration
MS670 Advanced Nursing Evidence-Based Practice and Research Methods

Choose Specialization from below:

Clinical Nurse Leader – 20 total credit hours needed
MS600 Advanced Health Assessment
MS605 Advanced Pathophysiology
MS610 Advanced Pharmacology
MS630 Clinical Outcomes and Care Environment Management - CNL Immersion I (2 Credit Hours)
MS635 Clinical Outcomes and Care Environment Management - CNL Immersion II (2 credit hours)
MS640 Clinical Nurse Leadership - CNL Immersion III (2 credit hours)
MS645 Clinical Nurse Leadership - CNL Immersion IV (2 credit hours)

Nurse Administrator – 20 total credit hours needed
MS615 Health and Patient Safety Risk Management
MS618 Human Resource Management for Healthcare
MS620 Strategic Healthcare Planning and Management
MS650 Nurse Administrator Leadership I (2 Credit Hours)
MS655 Nurse Administrator Leadership II (2 Credit Hours)

Nurse Educator – 20 total credit hours needed
MS600 Advanced Health Assessment
MS605 Advanced Pathophysiology
MS610 Advanced Pharmacology
MS660 Educational Theory, Curriculum Development, and Teaching Methodologies
MS665 Nurse Educator Leadership and Evaluation
Nurse Informaticist – 20 total credit hours needed
MS625 System Design Life Cycle
MS675 Data Management and Health Care Technologies
MB611 Project Management Life Cycle
MS680 Nurse Informaticist Leadership I
MS685 Nurse Informaticist Leadership II

All course prerequisites must be satisfied prior to admission to the program.
For program disclosure information, please visit www.an.edu/programs/master-nursing/

MEDICAL AND HEALTH SERVICES MANAGEMENT (MHSM) – BACHELOR’S DEGREE

The Medical and Health Services Management Bachelor of Science degree provides health care practitioners holding an associate degree or certificate in an allied health discipline with the skills and competencies needed to function as managers and supervisors in health care settings. The program provides a foundation in management, as well as specifics on leadership, ethics, law, health policy, economics, quality improvement, project management, evidence based practice, and inter-professional healthcare collaboration. Students will be able to seek employment in management and supervisory positions in a variety of health related organizations including physician offices, hospitals, long term care facilities, and clinics.

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

1. Provide management and leadership in health care organizations by developing management and leadership skills within their area of practice.
2. Develop skills for inter-professional collaboration.
3. Utilize knowledge of research to provide evidence based practice.
4. Utilize knowledge of healthcare economics, law, bioethics, and healthcare policy within their practice setting.
5. Develop skills and knowledge to provide quality improvement within their practice setting.
6. Develop skills in project management to utilize within their practice setting.
7. Develop skills necessary for their practice environment for each individual practitioner.

180 credit hours required/360 quality points required. All courses are 4 credit hours

Program Core (Required) 52 total credit hours required
BUS420 Project Management
HSM301 Introduction to Healthcare Management and Human Resources
HSM302 Accounting & Billing Procedures for HSM
HSM315 Management in a Medical Practice Setting
HSM323 Advanced Healthcare Law and Bioethics
HSM324 Healthcare Economics
HSM390 Quality Improvement in Healthcare
HSM400 Inter-Professional Healthcare Collaboration
HSM410 Revenue Management and Compliance
HSM425  Healthcare Data Analytics
HSM430/NUR430  Healthcare Policy
HSM440  Healthcare Evidence Based Practice and Research
HSM490  Leadership in Healthcare

**Transfer Credit**  72 credits transferred from an accredited allied health or nursing program if the student has an associate degree. (Additional transfer credits may be awarded based on individual student associate degree)

**General Education**: 56 total credit hours required - 24 credits transferred from an accredited allied health or nursing program. The remaining 32 credits must be taken from those below with a minimum of (5) 300-400 level courses.

**Written and Oral Communication**
ENG102  English Composition
ENG126  Oral Communication

**Mathematics, Statistics, and Logic**
LOG215  Thinking Critically
LOG357  Logic and Critical Thinking
MAT101  Understanding Mathematics
MAT214  Algebra
MAT220  Algebra and Basic Statistics
MAT419  Introduction to Statistics*

**Arts and Humanities**
ETH205  Ethics
GEN241  Cultural Appreciation
REL330  World Religion

**Social and Behavioral Sciences**
GOV340  American Government
HIS290  American History 1945–Present
HIS490  American Economic History
POL202  Political Science
PRO453  Parliamentary Procedures/Group Dynamics
PSY127  Psychology
PSY200  Human Growth and Development
SOC103  General Sociology
SOC463  Social Problems

**Physical/Natural Science**
BIO101  Introduction to Biology
BIO201  Basic Anatomy & Physiology I
BIO202  Basic Anatomy & Physiology II
CHM105  General, Organic Biochemistry
ENV101  Environmental Science
PER330  Personal Health

For all courses: See course description for applicable prerequisites.

*This program requires this general education course or its equivalent

For program disclosure information, please visit [http://www.an.edu/programs/medical-health-services-management](http://www.an.edu/programs/medical-health-services-management).
RN TO BSN (RNBSN) – BACHELOR’S DEGREE

This program is designed for those students who already have an associate degree in nursing and have an unencumbered license as a registered nurse. Building on the skills and knowledge gained in their associate degree students who complete the Bachelor of Science in Nursing program will have holistic and culturally sensitive care based on an understanding of the norms and health care beliefs and practices of various racial, ethnic, religious, socioeconomic, gender-specific, and age-related populations. The program is designed to utilize critical thinking skills learned, coupled with increased proficiency using the current and ever-changing health care information technologies to research, analyze and resolve health care issues professionally and within the community. Students will provide health care that demonstrates professional values and standards of practice. Students will learn to incorporate community resources to meet primary, secondary, and tertiary health care needs for individuals, families and communities.

Students who have completed an associate’s degree in nursing from an accredited institution may enroll with immediate junior-level standing. A block of 120 quarter hours or equivalent semester hours (96 core credits and 24 general education credits) will be transferred into the program. These credits must include college-level lab-based courses in anatomy, physiology, and microbiology and college algebra. Students without these pre-requisite courses must complete these prior to enrolling in the RN-BSN program. Additional transfer of credit may be awarded based upon the University’s transfer of credit policy. Students must complete the required number of total credits to graduate from the bachelor’s degree program.

Students must hold a current, unencumbered license as a registered nurse. Students may be required to participate in an interview to be admitted to the program.

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

1. Integrate theories and concepts from liberal education into nursing practice.
2. Ensure holistic and culturally sensitive care based on an understanding of the norms and health care beliefs/practices of various racial, ethnic, religious, socioeconomic, gender-specific, and age-related populations.
3. Provide healthcare that demonstrates professional values and standards of practice, and includes moral, ethical, and legal concepts.
4. Incorporate knowledge of health promotion and disease prevention into professional nursing practice.
5. Understand the development and implementation of national and international health care policy from social, economic, political, legislative, and professional perspectives.
6. Employ critical thinking skills to resolve health care issues effectively utilizing current and changing health care and information technologies.
7. Incorporate community resources to meet primary, and tertiary needs for individuals, families, communities, and populations.
8. Participate in activities that support the nursing profession and engage in professional development.
9. Engage in leadership utilizing inter-professional communication and collaboration for quality care, patient safety, and evidenced based practice to improve patient health outcomes.
180 credit hours required/360 quality points required. All courses are 4 credit hours

Program Core (Required) 28 total credit hours required
- NUR300 Professional Nursing Concepts and Trends
- NUR330 Community/Public Health Nursing
- NUR400 Nursing Informatics
- NUR410 Nursing Research and Evidence Based Practice
- NUR415 Epidemiology for Nursing Practice
- NUR430 Health Care Policy
- NUR440 Leadership and Management

General Education: 56 total credit hours required - a minimum of (5) must be 300-400 level courses
Written and Oral Communication
- ENG102 English Composition*
- ENG126 Oral Communication

Mathematics, Statistics, and Logic
- LOG215 Thinking Critically
- LOG357 Logic and Critical Thinking
- MAT101 Understanding Mathematics
- MAT214 Algebra
- MAT419 Introduction to Statistics*

Arts and Humanities
- ETH205 Ethics
- GEN241 Cultural Appreciation
- REL330 World Religion

Social and Behavioral Sciences
- GOV340 American Government
- HIS290 American History 1945–Present
- HIS490 American Economic History
- POL202 Political Science
- PRO453 Parliamentary Procedures/Group Dynamics
- PSY127 Psychology
- PSY200 Human Growth and Development*
- SOC103 General Sociology
- SOC463 Social Problems*

Physical/Natural Science
- BIO101 Introduction to Biology
- CHM105 General, Organic Biochemistry*
- ENV101 Environmental Science
- PER330 Personal Health

For all courses: See course description for applicable prerequisites.
*This program requires this General Education course or equivalent

For program disclosure information, please visit http://www.an.edu/online/programs/rn-to-bsn
HEALTH INFORMATION MANAGEMENT (HIM) – ASSOCIATE’S DEGREE

The Health Information Management associate of science degree program provides graduates with the skills necessary to compile, organize, analyze, evaluate, and secure information using health data, applications systems, and electronic health information databases. The program encompasses the disciplines of medicine, information management, and computer technology.

In addition to the principal course of study, students in the program will receive a background in computers and will participate in an externship placement that will further provide practical work experience.

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

1. Apply current federal, state, institutional, and accreditation agency guidelines for health record content, accuracy, integrity, collection and maintenance for the purpose of correct coding and reimbursement by integrating knowledge of medical terminology, anatomy and physiology, pharmacology, and disease processes.
2. Utilize the knowledge of current health laws, regulations, and internal and external standards to remain in compliance with privacy, security, and confidentiality of patient data while maintaining professional and ethical behavior.
3. Utilize health information technologies and information systems to support enterprise wide decision support for strategic planning, policy making, data and information governance, analytics and revenue cycle management processes.
4. Apply general leadership, management, and critical thinking skills to health information management roles and responsibilities, including change management, effective communication skills, work design and process improvement, human resource management, training and development to improve patient care quality.
5. Demonstrate the knowledge, skills, and attitudes to function as an entry level health information management professional and be prepared to obtain the Registered Health Information Technician (RHIT) credential upon graduation.

96 credit hours required/192 quality points required. All courses are 4 credit hours

Program Core (Required) 72 total credit hours required

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>BIO206</td>
<td>Diseases of the Human Body</td>
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<tr>
<td>COM151</td>
<td>The Microsoft® Office</td>
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<tr>
<td>COM235</td>
<td>Spreadsheet Applications</td>
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<tr>
<td>HIM101</td>
<td>Introduction to Health Information Management</td>
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<tr>
<td>HIM104</td>
<td>Legal and Ethical Practices in Health Information Management</td>
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<td>HIM150</td>
<td>Pharmacology for Health Information Management</td>
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<td>HIM160</td>
<td>Healthcare Delivery Systems</td>
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<td>HIM200</td>
<td>Health Informatics</td>
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<td>HIM201</td>
<td>Clinical Classification Systems I</td>
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<td>HIM202</td>
<td>Clinical Classification Systems II</td>
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<tr>
<td>HIM205</td>
<td>Procedural Coding I</td>
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<tr>
<td>HIM206</td>
<td>Procedural Coding II</td>
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<tr>
<td>HIM208</td>
<td>Reimbursement Methodologies</td>
</tr>
<tr>
<td>HIM210</td>
<td>Advanced Coding</td>
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</tbody>
</table>
HIM249  Principles of Health Care Management
HIM250  Quality Management in Health Care
HIM298  RHIT Exam Success Class
HIM299  Professional Practice Experience

General Education: At least 1 from each discipline required; 24 total credit hours required

Written and Oral Communication
ENG102  English Composition*
ENG126  Oral Communication

Mathematics, Statistics, and Logic
LOG215  Thinking Critically
MAT101  Understanding Mathematics
MAT220  Algebra and Basic Statistics*
MAT214  Algebra

Arts and Humanities
ETH205  Ethics
GEN241  Cultural Appreciation

Social and Behavioral Sciences
POL202  Political Science
PSY127  Psychology
SOC103  General Sociology
PSY200  Human Growth and Development

Physical/Natural Science
BIO101  Introduction to Biology
BIO201  Basic Anatomy and Physiology I*
BIO202  Basic Anatomy and Physiology II*
CHM105  General, Organic Biochemistry
ENV101  Environmental Science

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent
For program disclosure information, please visit http://an.edu/programs/health-information-management-associates

MEDICAL ASSISTING (MAA) – ASSOCIATE’S DEGREE

The Medical Assisting associate of science degree program provides graduates with both clinical and administrative skills. The goal of the program is to prepare competent entry-level medical assistants in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. The practical and comprehensive coursework will include anatomy, physiology, medical terminology, pharmacology, administering injections, performing EKGs, and venipuncture.

In addition to the principal course of study, students in the program will receive a background in computers and may participate in an externship placement that will further provide practical work experience. Graduates of the Medical Assisting program are eligible to take the RMA (Registered Medical Assistant) exam, administered by the American Medical Technologists (AMT) or the CMA
Upon successful completion of this degree program, students will be able to:

1. Display professionalism by displaying a professional manner and image; demonstrating initiative and responsibility; working as a member of the health care team; prioritizing and performing multiple tasks; adapting to change; promoting credentials associated with medical assisting; enhancing skills through continuing education; treating all patients with compassion and empathy; utilizing psychological theories; and promoting the practice through positive public relations.

2. Exhibit communication skills by recognizing and respecting cultural diversity; adapting communications to an individual’s ability to understand; using professional telephone techniques; recognizing and responding effectively to verbal, nonverbal, and written communications; using medical terminology appropriately; utilizing electronic technology to receive, organize, prioritize, and transmit information; and serving as a liaison and patient navigator, demonstrate self-boundaries and respect for individual diversity.

3. Apply legal concepts by performing with legal and ethical boundaries; maintaining confidentiality, preparing and maintaining medical records; documenting accurately and appropriately; following the employer’s established policies dealing with the health care contract; implementing and maintaining federal and state health care legislation and regulations; complying with established risk management and safety procedures; recognizing professional credentialing criteria and the impact personal ethics and morals have on delivery of healthcare.

4. Provide instruction for individuals according to their needs; explain office policies and procedures; teach methods of health promotion and disease prevention; and locating community resources for dissemination of information.

5. Perform operational office functions by performing an inventory supplies and equipment; perform routine maintenance of administrative and clinical equipment; and applying computer techniques to support office operations.

6. Perform administrative procedures utilizing basic administrative medical assisting function; scheduling, coordinating and monitoring appointments; scheduling inpatient/outpatient admissions and procedures; understanding and applying third party guidelines; obtaining reimbursement through accurate claims submissions; monitoring third-party reimbursement; and understanding and adhering to managed care policies and procedures; apply principles of practice finances by performing procedural and diagnostic coding; apply bookkeeping principles; and manage accounts receivable.

7. Perform clinical fundamental principles by applying principles of aseptic technique and infection control; complying with quality assurance practices; and screening and following up on patients’ test results; perform diagnostic testing by collecting and processing specimens as well as testing specimens in the CLIA waived category. Follow safety protocols, and ergonomics procedures.

8. Incorporate critical thinking skills with patient assessment and care; actively participate in patient care by adhering to established patient screening procedures; obtaining patient history and vital signs; preparing and maintaining examination and
treatment areas; preparing patients for examinations, procedures, and treatment; assist with examinations, procedures, and treatment; exhibit knowledge regarding usage of drug reference materials; read and verify drug labels; prepare and administer medications and immunizations; maintain medication and immunization records; recognize and respond to emergencies; and coordinate patient care information with other health care providers.

9. Identify structure and function, organization, systems, directional terms, major organs, genetic concepts, and pathology related to body systems; analyze pathology for each system including diagnostic measures and treatment; describe dietary nutrients, the function of dietary supplements, and special dietary needs and restrictions; categorize medication classifications to include indications for use, routes of administration, desired effects, side effects and adverse reactions; demonstrate knowledge of math computations, using measurement systems, conversions of the systems, and identify abbreviations and symbols used with the systems in calculations.

96 credit hours required/192 quality points required. All courses are 4 credit hours

Program Core (Required) 52 total credit hours required
BIO206 Diseases of the Human Body
MED110 Dosage and Calculation of Medications
MED160 Health Care Law and Ethics
MED175 Pharmacology I for Medical Assistants
MED202 Clinical Medical Assisting
MED208 Medical Office Procedures
MED218 Communication for the Healthcare Professional
MED225 Pharmacology II for Medical Assistants
MED273 Invasive Clinical Procedures
MED275 Non-Invasive Clinical Procedures
MED285 Medical Office Finance
MED298 Medical Assisting Exam Success Class
MED299 Medical Assisting Externship

Electives (Required) Select 4 20 credit hours required – students may only take two COM classes
Courses with a * are required.
ACC101 Principles of Accounting I
COM151 The Microsoft® Office *
COM234 Desktop Applications
COM235 Spreadsheet Applications
BUS125 Principles of Management
BUS225 Business Communications
HIM201 Clinical Classification Systems I
HIM202 Clinical Classification Systems II
MED107 Medical Terminology
PEC110 Phlebotomy Techniques
PEC115 ECG Interpretation
PEC198 Phlebotomy and ECG Review
PEC199 Phlebotomy and ECG Externship
**General Education:** At least 1 from each discipline required; 24 total credit hours required

**Written and Oral Communication**
ENG102 English Composition*
ENG126 Oral Communication

**Mathematics, Statistics, and Logic**
LOG215 Thinking Critically
MAT101 Understanding Mathematics
MAT214 Algebra

**Arts and Humanities**
ETH205 Ethics
GEN241 Cultural Appreciation

**Social and Behavioral Sciences**
POL202 Political Science
PSY127 Psychology
PSY200 Human Growth and Development
SOC103 General Sociology

**Physical/Natural Science**
BIO201 Basic Anatomy and Physiology I*
BIO202 Basic Anatomy and Physiology II*

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent

For program disclosure information, please visit [http://www.an.edu/programs/medical-assisting-associates](http://www.an.edu/programs/medical-assisting-associates)

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**MEDICAL ASSISTING (MA-C) - CERTIFICATE**

The Medical Assisting certificate program provides graduates with both clinical and administrative skills. The goal of the program is to prepare competent entry-level medical assistants in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. The practical and comprehensive coursework will include anatomy, physiology, pharmacology, administering injections, performing EKGs, and venipuncture.

In addition to the principal course of study, students in the program will receive a background in computers and may participate in an externship placement that will further provide practical work experience. Graduates of the Medical Assisting program are eligible to take the RMA (Registered Medical Assistant) exam, administered by the American Medical Technologists (AMT) or CMA (Certified Medical Assistant) exam, administered by AAMA (American Association of Medical Assistants).

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

1. Display professionalism by displaying a professional manner and image; demonstrating initiative and responsibility; working as a member of the health care team; prioritizing and performing multiple tasks; adapting to change; promoting credentials associated with medical assisting; enhancing skills through continuing
education; treating all patients with compassion and empathy; utilizing psychological
theories; and promoting the practice through positive public relations.

2. Exhibit communication skills by recognizing and respecting cultural diversity;
   adapting communications to an individual’s ability to understand; using professional
   telephone techniques; recognizing and responding effectively to verbal, nonverbal,
   and written communications; using medical terminology appropriately; utilizing
   electronic technology to receive, organize, prioritize, and transmit information; and
   serving as a liaison and patient navigator, demonstrate self-boundaries and respect
   for individual diversity.

3. Apply legal concepts by performing with legal and ethical boundaries; maintaining
   confidentiality, preparing and maintaining medical records; documenting accurately
   and appropriately; following the employer’s established policies dealing with the
   health care contract; implementing and maintaining federal and state health care
   legislation and regulations; complying with established risk management and safety
   procedures; recognizing professional credentialing criteria and the impact personal
   ethics and morals have on delivery of healthcare.

4. Provide instruction for individuals according to their needs; explain office policies and
   procedures; teach methods of health promotion and disease prevention; and
   locating community resources for dissemination of information.

5. Perform operational office functions by performing an inventory supplies and
   equipment; perform routine maintenance of administrative and clinical equipment;
   and applying computer techniques to support office operations.

6. Perform administrative procedures utilizing basic administrative medical assisting
   function; scheduling, coordinating and monitoring appointments; scheduling
   inpatient/outpatient admissions and procedures; understanding and applying third
   party guidelines; obtaining reimbursement through accurate claims submissions;
   monitoring third-party reimbursement; and understanding and adhering to managed
   care policies and procedures; apply principles of practice finances by performing
   procedural and diagnostic coding; apply bookkeeping principles; and manage
   accounts receivable.

7. Perform clinical fundamental principles by applying principles of aseptic technique
   and infection control; complying with quality assurance practices; and screening and
   following up on patients’ test results; perform diagnostic testing by collecting and
   processing specimens as well as testing specimens in the CLIA waived category.
   Follow safety protocols, and ergonomics procedures.

8. Incorporate critical thinking skills with patient assessment and care; actively
   participate in patient care by adhering to established patient screening procedures;
   obtaining patient history and vital signs; preparing and maintaining examination and
   treatment areas; preparing patients for examinations, procedures, and treatment;
   assist with examinations, procedures, and treatment; exhibit knowledge regarding
   usage of drug reference materials; read and verify drug labels; prepare and
   administer medications and immunizations; maintain medication and immunization
   records; recognize and respond to emergencies; and coordinate patient care
   information with other health care providers

9. Identify structure and function, organization, systems, directional terms, major
   organs, genetic concepts, and pathology related to body systems; analyze pathology
   for each system including diagnostic measures and treatment; describe dietary
   nutrients, the function of dietary supplements, and special dietary needs and
restrictions; categorize medication classifications to include indications for use, routes of administration, desired effects, side effects and adverse reactions; demonstrate knowledge of math computations, using measurement systems, conversions of the systems, and identify abbreviations and symbols used with the systems in calculations.

48 credit hours required/96 quality points required. All courses are 4 credit hours

Program Core (Required) 48 total credit hours required
BIO206  Diseases of the Human Body
BIO201  Basic Anatomy & Physiology I
BIO202  Basic Anatomy & Physiology II
MED175  Pharmacology I for the Medical Assistant
MED202  Clinical Medical Assisting
MED208  Medical Office Procedures
MED225  Pharmacology II for the Medical Assistant
MED273  Invasive Clinical Procedures
MED275  Non-Invasive Clinical Procedures
MED285  Medical Office Finance
MED298  Medical Assisting Exam Success Class
MED299  Medical Assisting Externship

For all courses: See course description for applicable prerequisites.
For program disclosure information, please visit http://www.an.edu/programs/medical-assisting-certificate

MEDICAL OFFICE PROFESSIONAL (MOP) - DIPLOMA

The Medical Office Professional diploma program will prepare graduates to function in a medical health care environment. Students will gain knowledge and experience in medical office skills, including medical and general office technologies, managing medical office procedures, electronic medical records, records management and medical language. It is also designed to prepare students to take the National Center for Competency Testing (NCCT) National Certified Medical Office Assistant (NCMOA) Exam. Graduates of the Medical Office Professional program can be employed in a variety of healthcare organizations under titles such as Medical Office Specialist, Medical Secretary, Healthcare Support Workers, etc.

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

1. Demonstrate knowledge and skills to be prepared for the medical and collaborate with the health care team within the scope of practice as required to function as an entry level medical office professional.
2. Display professionalism by displaying a professional manner and image; demonstrating initiative and responsibility; working as a member of the health care team; prioritizing and performing multiple tasks; adapting to change; and promoting credentials associated with medical office professional.
3. Exhibit communication skills by recognizing and respecting cultural diversity; adapting communications to an individual’s ability to understand; using professional
telephone techniques; recognizing and responding effectively to verbal, nonverbal, and written communications; and using medical terminology appropriately;

4. Apply legal concepts by performing with legal and ethical boundaries; preparing and maintaining medical records; documenting accurately and appropriately; and complying with established risk management and safety procedures.

5. Perform operational office functions by performing an inventory supplies and equipment; perform routine maintenance of administrative and clinical equipment; and applying computer techniques to support office operations.

6. Perform administrative procedures utilizing basic administrative medical assisting function; apply principles of practice finances by performing procedural and diagnostic coding; apply bookkeeping principles; and manage accounts receivable.

7. Incorporate critical thinking skills with patient assessment and care; performing clinical fundamental principles by observing BBP, applying principles of aseptic technique, and infection control.

36 credit hours required/72 quality points required. All courses are 4 credit hours

Program Core (Required) 32 total credit hours required
COM151 The Microsoft Office
COM235 Spreadsheet Applications
ENG102 English Composition
MED107 Medical Terminology
MED160 Health Care Law and Ethics
MED208 Medical Office Procedures
MED218 Communication for Healthcare Professionals
MED285 Medical Office Finances

Electives (Select 1**) 4 total credit hours required
ACC101 Principles of Accounting I
BUS125 Principles of Management

For all courses: See course description for applicable prerequisites.
**Based on availability
For program disclosure information, please visit http://www.an.edu/programs/medical-office-professional

MEDICAL BILLING AND CODING - DIPLOMA

The Medical Billing and Coding diploma program prepares graduates to perform many of the billing and coding duties of the medical office including accurately coding medical conditions and services, adhering to insurance plan rules and regulations, and operating a medical billing program.

Graduates are eligible to take the certification exam as a Medical Biller through the American Association of Medical Billers (AAMB), or the Certified Professional Coder (CPC) and Certified Professional Coder-Hospital (CPC-H) through the American Academy of Professional Coders (AAPC).

Graduates may be employed in physician’s offices, clinics, medical service bureaus, insurance companies, or through managed care plans.
Upon successful completion of this diploma program, students will be able to:

1. Apply comprehensive knowledge of medical terminology, anatomy, physiology, disease processes, and the principles of coding utilizing Official Coding Guidelines for Coding and Reporting established by public and private agencies in coding information from medical records.
2. Analyze documentation in health records to ensure accuracy, integrity and quality of information to remain in compliance with regulations and internal and external standards while maintaining the privacy, security, and confidentiality of patient data in a professional and ethical manner.
3. Utilize current applications and classification systems in assigning diagnosis codes, procedure codes, service codes and payment methodologies for the coding and billing functions for appropriate reimbursement.
4. Demonstrate coding skills by qualifying to take a coding certification exam and function as an entry level position in the field of coding, billing, claims handling for any health care related delivery setting.

48 credit hours required/96 quality points required. All courses are 4 credit hours

Program Core (Required) 48 total credit hours required
BIO201 Anatomy and Physiology I
BIO202 Anatomy and Physiology II
BIO206 Diseases of the Human Body
COM151 The Microsoft Office
HIM150 Pharmacology for Health Information Management
HIM201 Clinical Classification Systems I
HIM202 Clinical Classification Systems II
HIM205 Procedural Coding
HIM206 Procedural Coding II
HIM208 Reimbursement Methodologies
HIM210 Advanced Coding
MED249 Medical Billing and Coding Externship and Review

For all courses: See course description for applicable prerequisites.
**Based on availability
For program disclosure information, please visit http://www.an.edu/programs/medical-billing-coding

PHARMACY TECHNOLOGY (PTA) – ASSOCIATE’S DEGREE

The Pharmacy Technician Associate of Science degree program is designed to provide students with an understanding of medical and pharmaceutical technology, pharmacology, pharmacy record keeping, pharmaceutical techniques, and pharmacy law and ethics. In addition, an externship is required so students can receive hands-on experience in a pharmacy practice site.

A pharmacy technician supports and assists the licensed pharmacist with ordering, stocking, and packaging prescription and over-the-counter medicines. Other duties may include controlling inventory, maintaining records, preparing labels, and processing insurance claims.
Pharmacy Technician program graduates are eligible to sit for the Certified Pharmacy Technician (CPhT) exam offered by the Pharmacy Technician Certification Board (PTCB).

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

1. Practice pharmacy in a professional, legal and ethical manner.
2. Demonstrate effective written and oral communications with patients and healthcare providers.
3. Demonstrate pharmaceutical calculations for the safe dispensing of medications.
4. Utilize medical terminology, pharmacology and pathophysiology in the safe dispensing of medications.
5. Perform clerical procedures to assure adequate inventory and continuous quality improvement.
6. Utilize current technology in the processing and dispensing of prescriptions.
7. Demonstrate proficiency in the safe and legal preparation, dispensing, and storage of medications.

96 credit hours required/192 quality points required. All courses are 4 credit hours

**Program Core (Required)** 56 total credit hours required
BIO206 Diseases of the Human Body
MED110 Dosage and Calculation of Medications
MED218 Communication for the Healthcare Professional
COM151 The Microsoft® Office
BUS217 Organizational Behavior
PTA165 Pharmacy Law and Ethics
PTA176 Community Pharmacy Operation and Laboratory
PTA205 Pharmacology I for the Pharmacy Technician
PTA207 Pharmacology II for the Pharmacy Technician
PTA250 Pharmacy Software Applications
PTA276 Institutional Pharmacy Operation and Laboratory
PTA279 Community Pharmacy Technician Externship
PTA288 Pharmacy Technician Exam Success Class
PTA289 Institutional Pharmacy Technician Externship

**Electives (Required)** Select 4 16 credit hours required (Student may only take one COM course)
ACC101 Principles of Accounting I
BUS125 Principles of Management
BUS224 Organizational Leadership
BUS225 Business Communications
BUS227 Human Resource Management
COM234 Desktop Applications
COM235 Spreadsheet Applications
MED107 Medical Terminology

**General Education:** At least 1 from each discipline required; 24 total credit hours required

**Written and Oral Communication**
ENG102 English Composition*
**Mathematics, Statistics, and Logic**
- LOG215 Thinking Critically
- MAT101 Understanding Mathematics
- MAT214 Algebra

**Arts and Humanities**
- ETH205 Ethics
- GEN241 Cultural Appreciation

**Social and Behavioral Sciences**
- POL202 Political Science
- PSY127 Psychology
- SOC103 General Sociology

**Physical/Natural Science**
- BIO201 Basic Anatomy and Physiology I*
- BIO202 Basic Anatomy and Physiology II*

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent

For program disclosure information, please visit [http://www.an.edu/programs/pharmacy-technician-associates](http://www.an.edu/programs/pharmacy-technician-associates)

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**PHARMACY TECHNICIAN (PTH) - DIPLOMA**

The Pharmacy Technician diploma program provides students the opportunity to learn the basics of drug interactions, medical abbreviations, and patient communication. Training also includes a background in anatomy and physiology, and courses in Microsoft Office as well as health care law and ethics. In addition, an externship is required so students receive additional hands-on experience in a pharmacy practice site.

Pharmacy Technician graduates work in retail and non-retail pharmacies. This can include the town pharmacy, major pharmacy chains, grocery stores, a hospital or health care setting, or a mail-order pharmacy.

Pharmacy Technician program graduates are eligible to sit for the Certified Pharmacy Technician (CPhT) exam offered by the Pharmacy Technician Certification Board (PTCB).

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

1. Practice pharmacy in a professional, legal and ethical manner.
2. Demonstrate effective written and oral communications with patients and healthcare providers.
3. Demonstrate pharmaceutical calculations for the safe dispensing of medications.
4. Utilize medical terminology, pharmacology and pathophysiology in the safe dispensing of medications.
5. Perform clerical procedures to assure adequate inventory and continuous quality improvement.
6. Utilize current technology in the processing and dispensing of prescriptions.
7. Demonstrate proficiency in the safe and legal preparation, dispensing, and storage of medications.
48 credit hours required/96 quality points required. All courses are 4 credit hours

Program Core (Required) 48 total credit hours required
MED107  Medical Terminology
MED110  Dosage and Calculations of Medications
MED218  Communication for the Healthcare Professional
PTA165  Pharmacy Law and Ethics
PTA176  Community Pharmacy Operation and Laboratory
PTA205  Pharmacology I for the Pharmacy Technician
PTA207  Pharmacology II for the Pharmacy Technician
PTA250  Pharmacy Software Applications
PTA276  Institutional Pharmacy Operation and Laboratory
PTA279  Community Pharmacy Technician Externship
PTA288  Pharmacy Tech Exam Success Class
PTA289  Institutional Pharmacy Technician Externship

For all courses: See course description for applicable prerequisites.
For program disclosure information, please visit http://www.an.edu/programs/pharmacy-technician

PHLEBOTOMY AND ECG TECHNICIAN (PBY-ECG) - DIPLOMA

The Phlebotomy and ECG Technician Program prepares students for entry level careers as a phlebotomy and/or ECG technician. The program prepares students to collect and prepare blood specimens for laboratory testing. Additionally students will gain the skills and knowledge needed to perform diagnostic tests to assess a patient’s heart rhythm and rate and record the ECG. By combining these skills graduates will qualify for a variety of positions in healthcare. Real-world experience will be gained through an externship. Students will sit for the National Center for Competency Testing (NCCT) National Certified Phlebotomy Technician (NCPT) and the National ECG Technician (NCET) exams in the final course of the program. The program is transferrable to the Medical Assisting program for students wishing to pursue an associate degree in healthcare.

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

1. Perform an ECG and interpret cardiac rhythms and dysrhythmias.
2. Function as an entry-level ECG technician with the necessary knowledge, skills, and professional behavior.
3. Perform venipuncture and capillary puncture following proper protocol.
4. Function as an entry level phlebotomist with the necessary knowledge, skills and professional behavior.
5. Apply legal concepts by performing with legal and ethical boundaries; preparing and maintaining medical records; and documenting accurately and appropriately and communicate effectively.

36 credit hours required/72 quality points required. All courses are 4 credit hours

Program Core (Required) 36 total credit hours required
COM151  The Microsoft Office
MED160  Health Care Law and Ethics
MED218  Communication for the Healthcare Professional
BIO201  Basic Anatomy and Physiology I
BIO202  Basic Anatomy and Physiology II
PEC110  Phlebotomy Techniques
PEC115  ECG Interpretation
PEC198  Phlebotomy & ECG Review
PEC199  Phlebotomy & ECG Externship

For all courses: See course description for applicable prerequisites.
For program disclosure information, please visit http://www.an.edu/programs/phlebotomy
Information and computer technology affects almost every aspect of modern life. Computer technicians, IT support specialists, and network administrators continue to be in high-demand.

The information technology (IT) programs at American National University offer students the opportunity to learn from IT professionals in the field who provide a balance of theory with on-the-job relevance to the coursework.

Students train in computer labs using current technologies, where they tackle real-world challenges in which simulate the experiences they’ll encounter on the job. In addition, our designation as a Microsoft IT Academy unlocks numerous opportunities for students to learn about the most widely used technologies in today’s workplace.

Our IT master’s, bachelor’s, and associate programs include lecture and lab training in courses centered around operating systems, programming, networks, and security.

Our IT coursework is designed to deliver hands-on experiences enabling students to build, configure, create, maintain, and secure network infrastructures.

Many of our courses prepare students to sit for recognized industry certification exams, such as CompTIA Network+, Microsoft Certified Solutions Associate (MCSA), or Cisco Certified Network Associate (CCNA), among others. These valuable credentials help graduates stand out in today’s competitive job market and broaden employment opportunities.
MASTER OF SCIENCE IN INFORMATION TECHNOLOGY (MS-IT)

The Master of Science in Information Technology (MS-IT) is designed for current and aspiring professionals in charge of developing, implementing, operating, and managing information systems in a variety of organizations. Students in this program will gain a broad technical understanding of current and emerging technologies in the industry, a familiarity with systems engineering concepts, and a solid foundation in net-centric computing. They will also have a firm grasp of current and future effects of the convergence of the telecommunications, media, and information technology sectors.

Faculty with both academic and industry backgrounds also provide a practical perspective. Real-world problems and opportunities with software intensive systems are explored, and methods to evaluate, adopt and take advantage of emerging technologies are learned. MS-IT students will be working closely with fellow IT professionals, to complete class assignments within teams, in order to prepare students for the real-world work environment and build their professional networks.

Possible career paths: Network Administrator, Network Architect, IT Manager, Chief Technology Officer, Network and Security Engineer, Web Developer, Integration Engineer, and Network and Systems Administrator.

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

1. Build a foundation of critical thinking skills on which to make professional judgments relating to information technology.
2. Design and implement solutions aligned with information technology needs.
3. Solidify an understanding of theoretical methods, principles, and tools used in the information technology industry.
4. Examine the fundamental information technology issues and processes in today’s organizations relating to: systems engineering, computer networking, database technologies, IT governance and strategy, Web development, and information assurance.

56 credit hours required/168 quality points required. All courses are 4 credit hours

**Program Core (Required)** 36 total credit hours required
- IT523  Advanced Database Systems
- IT531  Networking – Advanced Management
- IT550  Network Security
- IT572  Web Application Development – Mobile Applications
- IT582  Systems Analysis
- IT623  Pattern Discovery in Data Mining
- IT630  Data Warehousing – Cloud Based
- IT660  Social Media and Society: Theoretical and Empirical
- IT672  Advanced Web Development

**Electives (Select 5)** 20 total credit hours required
- CY501  Information Assurance and Security Management
- IT540  Marketing Innovation and Technology Products and Services
- IT590  Enterprise Architecture and IT Governance
IT610  Global IT Products and Services Outsourcing
IT620  Decision Models for Technology Management
MB554  Business Research
MB570  Business Information Systems
MB611  Project Management Life Cycle

All course prerequisites must be satisfied prior to admission to the program.
For program disclosure information, please visit www.an.edu/programs/master-of-information-technology

MASTER OF SCIENCE IN CYBERSECURITY (MSC)

The Master of Science in Cybersecurity provides the advanced theory and information needed to address today’s security issues and anticipate tomorrow’s cyber threats. The program focuses on the advanced prevention, detection, countering, and recovery from cyber incidents. Students learn to use technical tools and organizational practices such as training, access control, security management, evidence collection, disaster recovery, and business continuity planning. The students completing the Master of Cybersecurity will understand how to become industry leaders who can move from behind traditional IT roles to design and implement robust cyber security solutions.

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

1. Build a foundation of critical thinking skills on which to make professional judgments relating to Cybersecurity.
2. Design and implement solutions aligned with Cybersecurity needs.
3. Solidify an understanding of theoretical methods, principles, and tools used in the Cybersecurity industry.
4. Examine the fundamental information technology issues and processes in today’s organizations relating to: systems engineering, computer networking, database technologies, IT governance and strategy, Web development, and information assurance.

56 credit hours required/168 quality points required. All courses are 4 credit hours

Program Core (Required) 44 total credit hours required
MSC510  Information Security Systems and Organizational Awareness
MSC520  Intrusion Detection Attack and Countermeasures
MSC530  Information Security and Organizational Change
MSC540  Business and Security Risk Analysis
MSC550  Information Security Project Management
MSC560  Strategic Analysis in Information Security
MSC610  Design, Development and Evaluation of Security Controls
MSC620  Security Policies, Standards and Procedures
MSC630  Information Security and Assurance Policy Planning and Analysis
MSC640  Risk Management and Compliance
MSC650  Certification and Accreditation

Electives (Select 3) 12 total credit hours required
CIS525  Legal and Ethical Practices in Information Security (CISSP)
CSM535  Information Security Management (CISM)
CSP545  Secure Software Development (CSSLP)
CHP555  Ethical Hacking and Penetration Testing (CEH/LPT)
CFE565  Forensic Evaluation and Analysis (CCFE)
CBC575  Business Continuity Planning (CBCP)

All course prerequisites must be satisfied prior to admission to the program.
For program disclosure information, please visit www.an.edu/programs/master-of-science-cybersecurity

**CYBERSECURITY (CSYB) – BACHELOR’S DEGREE**

The Cyber Security Bachelor of Science degree program prepares graduates for careers in enterprise network security and security administration and management. These in-demand professionals are helping government and industry protect their physical and information assets from unauthorized access, malicious attacks and corporate or government sponsored espionage. The graduates of this program will possess skills in security and vulnerability assessment, threat analysis, network and infrastructure defense mechanisms, biometric technologies, computer forensics, and incident response and disaster recovery.

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

1. Demonstrate a strong foundation in the principles and methods of Cybersecurity.
2. Apply security measures across a variety of network architectures and settings.
3. Begin an entry-level career as an information assurance specialist, network security administrator, or network security analyst.
4. Demonstrate skills in security and vulnerability assessment, threat analysis, network and infrastructure defense mechanisms, biometric technologies, computer forensics, and incident response and disaster recovery.

**180 credit hours required/360 quality points required.** All courses are 4 credit hours

**Program Core (Required) 108 total credit hours required**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<tbody>
<tr>
<td>COM151</td>
<td>The Microsoft Office</td>
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<tr>
<td>CS105</td>
<td>Introduction to Relational Database Management Systems</td>
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<tr>
<td>CS250</td>
<td>Systems Analysis &amp; Design</td>
</tr>
<tr>
<td>CY200</td>
<td>Security+</td>
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<tr>
<td>CY300</td>
<td>Physical and Technical Security</td>
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<td>CY302</td>
<td>Mobile Security</td>
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<tr>
<td>CY310</td>
<td>Principles of Incident Response &amp; Disaster Recovery</td>
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<tr>
<td>CY320</td>
<td>Cyber Security Law and Ethics</td>
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<tr>
<td>CY325</td>
<td>Biometrics: Application, Technology and Management</td>
</tr>
<tr>
<td>CY350</td>
<td>Information Security Fundamentals</td>
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<td>CY375</td>
<td>Computer Forensics</td>
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<td>CY410</td>
<td>Ethical Hacking and Network Defense</td>
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<tr>
<td>IT100</td>
<td>Electronics and Systems</td>
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<td>IT101</td>
<td>Implementing and Troubleshooting OS Technology</td>
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<td>IT102</td>
<td>Computer Hardware Technology</td>
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<td>IT110</td>
<td>Network I</td>
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<td>IT111</td>
<td>Network II</td>
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</tbody>
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124
IT215  Client Configuration I  
IT216  Client Configuration II  
IT220  CISCO I  
IT221  CISCO II  
IT300  Linux Operations  
IT330  Project Management for Information Technology Professionals  
NET205  Windows Server Installation and Configuration  
NET227  Network Server Installation and Configuration  
NET228  Network Server Core Services  
NET229  Network Server Advanced Services

Electives: Select 4 (16 total credit hours required)
IT200  Technical Writing for IT Professionals  
IT230  Help Desk Remote Services  
IT315  Application Development  
IT335  Principles of Cryptography  
IT400  Information Security Governance  
NET310  Implementing Collaborative Services  
NET315  VOIP & Unified Communications

General Education: At least 1 from each discipline required; a minimum of 5 must be 300–400 level courses, 56 total credit hours required

Written and Oral Communication
ENG102  English Composition*  
ENG126  Oral Communication

Mathematics, Statistics, and Logic
LOG215  Thinking Critically  
LOG357  Logic and Critical Thinking*  
MAT101  Understanding Mathematics  
MAT220  Algebra and Basic Statistics  
MAT214  Algebra*  
MAT419  Introduction to Statistics

Arts and Humanities
ETH205  Ethics  
GEN241  Cultural Appreciation  
REL330  World Religion

Social and Behavioral Sciences
GOV340  American Government  
HIS290  American History 1945–Present  
HIS490  American Economic History  
POL202  Political Science  
PRO453  Parliamentary Procedures/Group Dynamics  
PSY127  Psychology*  
PSY200  Human Growth and Development
SO103  General Sociology
SOC463  Social Problems

**Physical/Natural Science**
BIO101  Introduction to Biology
ENV101  Environmental Science
PER330  Personal Health

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent
For program disclosure information, please visit [http://www.an.edu/programs/cybersecurity-bachelors](http://www.an.edu/programs/cybersecurity-bachelors)

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**NETWORK ADMINISTRATION (NET-B) – BACHELOR’S DEGREE**

The Bachelor of Science in Network Administration program prepares its graduates as network administrators and computer systems analysts. These in-demand professions are helping governments and industry respond to the challenges of today’s technically complex work place. They possess skills in computer hardware, software, Local and Wide Area Networking. They are versed in Network design and deployment and advanced server configuration, server management, and security, as well as emerging virtualization and server cloud technologies.

The Network Administration Bachelor’s degree program will provide graduates with the skills necessary for pursuing jobs in network administration, as well as the preparation to sit for recognized industry certifications.

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

1. Assign routing protocols & routing table configuration.
2. Administer & maintain a PC based network for companies.
3. Ensure network connectivity throughout a company's LAN/WAN infrastructure is on par with technical considerations.
4. Manage servers in a site to site local environment.
5. Maintain network servers such as file servers, VPN gateways, and intrusion detection systems.
6. Implement Network security procedures and maintain network security.
7. Apply critical thinking & problem solving to support & troubleshoot network environments.
8. Assist technical support staff & network users through all phases of troubleshooting and installation of network services.
9. Respond to user needs in a PC based network.
10. Assign configuration of authentication and authorization of directory services.
11. Maintain integrity of the network, server deployment, and security.
12. Deploy a PC based network in accordance with the needs of a business.

**180 credit hours required/360 quality points required.** All courses are 4 credit hours
### Program Core (Required) 92 total credit hours required

<table>
<thead>
<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>BUS420</td>
<td>Project Management</td>
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<td>COM151</td>
<td>The Microsoft® Office</td>
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<td>CS105</td>
<td>Introduction to Relational Database Management Systems</td>
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<td>Designing and Implementing a Server Infrastructure</td>
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<td>NET400</td>
<td>Implementing an Advanced Server Infrastructure</td>
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### Electives – Select 8 32 total credit hours required

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<td>IT425</td>
<td>Managing Innovation</td>
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<td>NET315</td>
<td>VOIP &amp; Unified Communications</td>
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### General Education: At least 1 from each discipline required; a minimum of 5 must be 300–400 level courses, 56 total credit hours required

### Written and Oral Communication

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<td>English Composition*</td>
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<td>ENG126</td>
<td>Oral Communication</td>
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### Mathematics, Statistics, and Logic

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</tr>
<tr>
<td>LOG357</td>
<td>Logic and Critical Thinking*</td>
</tr>
<tr>
<td>MAT101</td>
<td>Understanding Mathematics</td>
</tr>
<tr>
<td>MAT220</td>
<td>Algebra and Basic Statistics</td>
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NETWORK SUPPORT (NET-A) - ASSOCIATE’S DEGREE

The Associate of Science in Network Support program prepares graduates as network and computer systems support engineers or analysts. These in-demand professionals are helping governments and industry respond to the challenges of today’s technically complex work place. They possess skills in computer hardware, software, Local and Wide Area Networking. They are skilled in basic and advanced server configuration, server management, and security, as well as emerging virtualization and server cloud technologies.

The Network Support associate of science degree program will provide graduates with the foundation for pursuing a bachelor’s degree in network administration, as well as the preparation to sit for recognized industry certifications, including CompTia’s A+, NET+, and Microsoft Certified Solutions Associate (MCSA).

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

1. Assign routing protocols & routing table configuration.
2. Administer & maintain a PC based network for companies.
3. Ensure network connectivity throughout a company’s LAN/WAN infrastructure is on par with technical considerations.
4. Manage servers in a site to site local environment.
5. Maintain network servers such as file servers, VPN gateways, and intrusion detection systems.

6. Implement Network security procedures and maintain network security.

7. Apply critical thinking & problem solving to support & troubleshoot network environments.

8. Assist technical support staff & network users through all phases of troubleshooting and installation of network services.

9. Respond to user needs in a PC based network.

10. Assign configuration of authentication and authorization of directory services.

11. Maintain integrity of the network, server deployment, and security.

12. Deploy a PC based network in accordance with the needs of a business.


**96 credit hours required/192 quality points required.** All courses are 4 credit hours

**Program Core (Required) 72 total credit hours required**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>COM151</td>
<td>The Microsoft® Office</td>
</tr>
<tr>
<td>CS105</td>
<td>Introduction to Relational Database Management Systems</td>
</tr>
<tr>
<td>CY200</td>
<td>Security +</td>
</tr>
<tr>
<td>IT100</td>
<td>Electronics and Systems</td>
</tr>
<tr>
<td>IT101</td>
<td>Implementing &amp; Troubleshooting OS Technology</td>
</tr>
<tr>
<td>IT102</td>
<td>Computer Hardware Technology</td>
</tr>
<tr>
<td>IT110</td>
<td>Network I</td>
</tr>
<tr>
<td>IT111</td>
<td>Network II</td>
</tr>
<tr>
<td>IT215</td>
<td>Client Configuration I</td>
</tr>
<tr>
<td>IT216</td>
<td>Client Configuration II</td>
</tr>
<tr>
<td>IT220</td>
<td>CISCO I</td>
</tr>
<tr>
<td>IT221</td>
<td>CISCO II</td>
</tr>
<tr>
<td>IT230</td>
<td>Help Desk Remote Services</td>
</tr>
<tr>
<td>NET205</td>
<td>Windows Server Administration I</td>
</tr>
<tr>
<td>NET227</td>
<td>Network Server Installation and Configuration</td>
</tr>
<tr>
<td>NET228</td>
<td>Network Server Core Services</td>
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<tr>
<td>NET229</td>
<td>Network Server Advanced Services</td>
</tr>
<tr>
<td>NET298</td>
<td>Network Administration Certification and Career Success</td>
</tr>
</tbody>
</table>

**General Education:** At least 1 from each discipline required; 24 total credit hours required

**Written and Oral Communication**

<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>ENG102</td>
<td>English Composition</td>
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**Mathematics, Statistics, and Logic**

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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>LOG215</td>
<td>Thinking Critically</td>
</tr>
<tr>
<td>MAT101</td>
<td>Understanding Mathematics</td>
</tr>
<tr>
<td>MAT214</td>
<td>Algebra**</td>
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<tr>
<td>MAT220</td>
<td>Algebra and Basic Statistics**</td>
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**Arts and Humanities**

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<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>ETH205</td>
<td>Ethics</td>
</tr>
<tr>
<td>GEN241</td>
<td>Cultural Appreciation</td>
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</tbody>
</table>
**Social and Behavioral Sciences**

- POL202 Political Science
- PSY127 Psychology
- PSY200 Human Growth and Development
- SOC103 General Sociology

**Physical/Natural Science**

- BIO101 Introduction to Biology
- ENV101 Environmental Science
- CHM105 General, Organic Biochemistry

For all courses: See course description for applicable prerequisites.

** This program requires either MAT214 or MAT220 or equivalent.

For program disclosure information, please visit [http://an.edu/programs/networksupport](http://an.edu/programs/networksupport)
American National University’s Paralegal programs prepare graduates for paralegal or legal assistant roles under the supervision of an attorney. While lawyers are ultimately responsible for legal work, many tasks are often delegated to paralegals. This program provides students with the skills and knowledge to work competently in a law office or other legal setting.

The university offers both an associate degree program and a certificate program in paralegal studies. The Paralegal programs are taught by practicing attorneys and legal professionals and have been approved by the American Bar Association (ABA). The ABA approves only select collegiate programs that have been found to meet its standards.

“For paralegals who come into the field, no matter which area you go into, every day you’re helping people...and very important help.” Linda Slough, Attorney and Paralegal Program Director at American National University.
PARALEGAL (PLG) – ASSOCIATE’S DEGREE

The Paralegal Associate of Science degree program is designed to provide graduates with a broad-based understanding of the core areas of law and the court system, including terminology used in the legal system and how to understand legal documents, contracts, and other legal material. Graduates are prepared to draft routine pleadings and other legal documents, interview clients, conduct independent research of non-legal matters and simple legal questions, and draft legal memoranda.

The coursework and instructors will prepare graduates to take the Certified Legal Assistant (CLA) or Certified Paralegal (CP) exam administered by the National Association of Legal Assistants (NALA).

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

1. Understand the education and training required of a paralegal, and recognize the guidelines and ethical responsibilities of the profession and the importance of legal research and writing.
2. Demonstrate an understanding of the history, origin and structure of the American legal system, identify and use major tools, software, and sources of American law.
3. Explain the difference between criminal and civil law and interpret various categories of civil law, such as torts, contract law, corporate law, property law, family law, and wills and estates.
4. Draft basic legal documents such as complaints, answers, and contracts, interview clients, conduct independent research of non-legal matters and simple legal questions, and draft legal memoranda.

96 credit hours required/192 quality points required. All courses are 4 credit hours

Program Core (Required) 32 total credit hours required
PLG102 Introduction to Paralegal Studies
PLG207 Legal Research and Writing
PLG214 Family Law
PLG215 Torts and Personal Injury
PLG216 Estate Administration and Elder Law
PLG229 Legal Office Procedures
PLG250 Pretrial Discovery and Trial Preparation
PLG262 Criminal Law and Procedure

Program Core (Select 4) 16 total credit hours required
BUS223 Sales and Contract Law
MED160 Health Care Law & Ethics
PLG213 Medical Records Analysis
PLG232 Bankruptcy and Collections Procedures
PLG252 Real Estate Practices
PLG299 Paralegal Externship

Career Support (Select 5) 20 total credit hours required
BUS+ Business Elective
BUS+ Business Elective
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<tr>
<th>Code</th>
<th>Course</th>
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<tbody>
<tr>
<td>BUS+</td>
<td>Business Elective</td>
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<tr>
<td>BUS+</td>
<td>Business Elective</td>
</tr>
<tr>
<td>COM151</td>
<td>The Microsoft® Office</td>
</tr>
<tr>
<td>COM235</td>
<td>Spreadsheet Applications</td>
</tr>
</tbody>
</table>

**General Education:** At least 1 from each discipline required; 28 total credit hours required

**Written and Oral Communication**
- ENG102 English Composition*
- ENG126 Oral Communication

**Mathematics, Statistics, and Logic**
- LOG215 Thinking Critically
- MAT101 Understanding Mathematics
- MAT214 Algebra
- MAT220 Algebra and Basic Statistics

**Arts and Humanities**
- ETH205 Ethics
- GEN241 Cultural Appreciation

**Social and Behavioral Sciences**
- POL202 Political Science
- PSY127 Psychology
- PSY200 Human Growth and Development
- SOC103 General Sociology

**Physical/Natural Science**
- BIO101 Introduction to Biology
- ENV101 Environmental Science
- CHM105 General, Organic Biochemistry

For all courses: See course description for applicable prerequisites.
* This program requires this General Education course or equivalent.
+ Business Elective – Student may choose from any business course being offered.

For program disclosure information, please visit [http://www.an.edu/programs/paralegal-associates](http://www.an.edu/programs/paralegal-associates)
# PARALEGAL STUDIES (PLGC) - CERTIFICATE

The Certificate Program in Paralegal Studies is designed for students who have already earned an academic associate or bachelor’s degree and wish to develop the skills necessary to become a paralegal. The program provides a broad-based understanding of the core areas of law and the court system, including terminology used in the legal system and how to understand legal documents, contracts, and other legal material. Graduates are prepared to draft routine pleadings and other legal documents, interview clients, conduct independent research of non-legal matters and simple legal questions, and draft legal memoranda.

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

1. Understand the education and training required of a paralegal, and recognize the guidelines and ethical responsibilities of the profession and the importance of legal research and writing.
2. Demonstrate an understanding of the history, origin and structure of the American legal system, identify and use major tools, software, and sources of American law.
3. Explain the difference between criminal and civil law and interpret various categories of civil law, such as torts, contract law, corporate law, property law, family law, and wills and estates.
4. Draft basic legal documents such as complaints, answers, and contracts, interview clients, conduct independent research of non-legal matters and simple legal questions, and draft legal memoranda.

**32 credit hours required/64 quality points required.** All courses are 4 credit hours

## Program Core (Required) 32 total credit hours required

<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>PLG102</td>
<td>Introduction to Paralegal Studies</td>
</tr>
<tr>
<td>PLG207</td>
<td>Legal Research &amp; Writing</td>
</tr>
<tr>
<td>PLG214</td>
<td>Family Law</td>
</tr>
<tr>
<td>PLG215</td>
<td>Torts and Personal Injury</td>
</tr>
<tr>
<td>PLG229</td>
<td>Legal Office Procedures</td>
</tr>
<tr>
<td>PLG250</td>
<td>Pretrial Discovery &amp; Trial Preparation</td>
</tr>
<tr>
<td>PLG262</td>
<td>Criminal Law &amp; Procedure</td>
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## Select 1

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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>PLG213</td>
<td>Medical Records Analysis</td>
</tr>
<tr>
<td>PLG216</td>
<td>Estate Administration and Elder Law</td>
</tr>
<tr>
<td>PLG232</td>
<td>Bankruptcy &amp; Collection Procedures</td>
</tr>
<tr>
<td>PLG252</td>
<td>Real Estate Practices</td>
</tr>
</tbody>
</table>

For all courses: See course description for applicable prerequisites.
For program disclosure information, please visit [http://www.an.edu/programs/paralegal-studies-certificate](http://www.an.edu/programs/paralegal-studies-certificate)
COURSE DESCRIPTIONS

FOUNDATION COURSES
These courses carry four credit hours and count toward attempted hours for purposes of Standards of Academic Progress. However, these courses do not count toward programmatic requirements for graduation.

ENG090 Basic English
4 Non-Degree Credits
This course is designed to develop and enhance students’ basic English skills.

MAT090 Basic Math
4 Non-Degree Credits
This course is designed to develop and enhance students’ basic math skills.

ACCOUNTING COURSES

ACC101 Principles of Accounting I 4 Credit Hours
This introductory level course focuses on contemporary accounting practices and the procedures of individually owned businesses.

ACC102 Principles of Accounting II 4 Credit Hours
(Prereq. – ACC101) This advanced course focuses on the principles of accounting as applied to inventory, tangible assets, owner’s equity, and the wholesale or retail business. This course also provides a review of procedures for preparing end-of-the-year financial statements and the annual report.

ACC110 Payroll Accounting 4 Credit Hours
(Prereq. – ACC101) Payroll Accounting illustrates the methods of computing wages, deductions, and salaries; the methods of keeping records, and the preparation of government reports.

ACC115 Computerized Accounting 4 Credit Hours
(Prereq. – ACC102, COM151) Students will learn how to use the computer to apply the basic principles and procedures of accrual accounting. The focus of this course will include: general ledger, accounts receivable, accounts payable, invoicing, payroll, inventory, and job costs by using and familiarizing themselves with QuickBooks software.

ACC200 Principles of Accounting III 4 Credit Hours
(Prereq. – ACC102) This course focuses on corporate accounting. Students will learn about corporate organizations, capital stock, earnings and bonds, investments, branch operations, cost accounting, and financial statement analysis.

ACC201 Intermediate Accounting I 4 Credit Hours
(Prereq. – ACC200) This is the first in a series of three courses that will provide students with a comprehensive study of the accounting process and methodology. Students taking this course will
gain an in-depth knowledge of primary financial statements, revenues, receivables, inventory and the use of present/future value techniques.

**ACC203 Cost Accounting I 4 Credit Hours**  
(Prereq. – ACC200) This course provides students with an introduction to major topics including: job order costs; process costing; by-product and joint product costing; factory overhead planning and control; quantitative models for materials, and labor-related costs.

**ACC216 Income Tax 4 Credit Hours**  
(Prereq. – ACC101) This course provides students with an introduction to tax preparation for individuals.

**ACC299 Accounting Externship 4 Credit Hours**  
(Prereq. – Advisor’s approval and completion of 48 credit hours with a CGPA of 2.0) Students will gain practical skills and hands-on experience by spending 120 clock hours in a supervised accounting environment.

**ACC313 Managerial Accounting 4 Credit Hours**  
(Prereq. – ACC200, BUS121) Students taking this course will learn accounting concepts used in managerial decision-making. Students will have the opportunity to apply these concepts to case studies. Course work focuses on the preparation of individual and corporate returns.

**ACC314 Auditing 4 Credit Hours**  
(Prereq. – ACC320) The focus of this course includes auditing theory and practice, working papers, financial statements, and professional ethics. Students will gain an in-depth understanding of auditing standards, statistical compliance testing, and substantive testing.

**ACC317 Cost Accounting II 4 Credit Hours**  
(Prereq. – ACC203) This course provides students with a detailed study of cost accounting. Emphasis is placed on standard costs, flexible budgets, variance analysis, and differential cost analysis. Course work also includes: direct costing, intracompany transfer pricing, product pricing, marketing, cost analysis, linear programming applications, and capital expenditures.

**ACC320 Intermediate Accounting II 4 Credit Hours**  
(Prereq. – ACC201) This is the second in a series of three courses that will provide students with a comprehensive study of the accounting process and methodology. Students taking this course will gain an in-depth knowledge of long-term and tangible assets; acquiring and writing off non-current assets; investments in debt and equity securities, and debt and equity financing.

**ACC416 Advanced Taxation 4 Credit Hours**  
(Prereq. – ACC216) Students taking this course will discuss capital gains, tax-deferred transaction, minimum tax, investment credit, and corporate taxation. Emphasis is placed on estate and gift taxation.

**ACC418 Municipal and Institutional Accounting 4 Credit Hours**  
(Prereq. – ACC320) This advanced course provides students with a study of accounting as it applies to municipalities and non-profit organizations. Both general and various specialized funds will be discussed.
ACC420 Intermediate Accounting III 4 Credit Hours
(Prereq. – ACC320) This is the final in a series of three courses that will provide students with a comprehensive study of the accounting process and methodology. The focus of this advanced course includes: the more complex issues of leases; accounting for income taxes; pension accounting; earnings per share; correcting errors, and analyzing financial statements.

ACC513 Financial Management 4 Credit Hours
This course introduces students to the fundamentals of valuation, financial forecasting, risk and return analysis, cost of capital, debt policy, and project evaluation.

ACC522 Management Control 4 Credit Hours
Students taking this course will obtain an in-depth understanding of the analysis and design of control systems to facilitate short-term decisions in order to aid in focus on long-term strategic issues. Integrates the development, implementation, and evaluation of control systems in various business environments.

ACC610 Financial Reporting 4 Credit Hours
Students taking this course will develop an understanding of the issues involved in the development of financial accounting information. Emphasis will be placed on current issues facing financial reporting and the potential impact of these issues on business entities.

ACC640 Business Tax Strategies 4 Credit Hours
This course provides an evaluation of how taxation affects various business entities and managerial decision-making. Discussion topics include an evaluation of taxation and its influence on proprietorships, partnerships, and corporations and how taxation also influences decisions regarding acquisitions, dispositions, and exchanges.

ACC650 International Accounting and Multinational Enterprises 4 Credit Hours
This course presents international accounting within the context of managing multinational enterprises, focusing on business strategies and how accounting applies to these strategies. Students will have the opportunity to learn about international accounting topics such as: foreign currency transactions, analysis of foreign financial statements, foreign taxation and multinational systems of control. Students will examine the key factors that influence accounting standards and practices in different countries, and how those factors impact the convergence of standards worldwide. Particular emphasis is given to culture and its unique contribution to accounting standards and practices worldwide. The course focuses on the needs of users of financial and accounting information across borders with the aim of enhancing their understanding of how to use information and make more informed decisions in an increasingly complex and dynamic international business environment.

ACC690 Accounting Management (Capstone Course) 4 Credit Hours
Students in this culminating course integrate knowledge and skills learned throughout the MBA program. Students apply what they have learned to challenges faced by accountants balancing the needs of customers, shareholders, employees and other stakeholders within ethical and legal considerations.

This course guides the student in dealing with internal control, financial statement analysis, U.S. taxes, business law (as it relates to accounting), financial accounting and business consulting. The
course will require students to confront and resolve techniques acquired in previous courses. It prepares students to develop a personal code of ethics by exploring ethical dilemmas and pressures they will face as accountants. It will also help the student understand financial statement analysis.

BUSINESS COURSES

BUS101 Introduction to Business 4 Credit Hours
This introductory course in modern business focuses on basic business terms, business concepts, organization structures, and the functions of business.

BUS110 Business Mathematics I 4 Credit Hours
(Prereq. – MAT090 if applicable) Students will learn basic business math concepts, including number systems, fractions, decimals, the metric system, and problem solving.

BUS117 Supervision 4 Credit Hours
Students taking this course will learn how to be effective supervisors. Topics for discussion include how supervisors inspire, empower and develop people so that they become more effective in their working roles, the supervisory function for employee and workplace safety, and the supervisor’s responsibilities for planning and decision-making.

BUS121 Principles of Economics 4 Credit Hours
This course provides students with a study of how individuals attempt to satisfy their wants through consuming goods and services. Topics for discussion include: the U.S. economic system; government finance, and the consumption and distribution of the national wealth.

BUS123 Practical Law 4 Credit Hours
Students taking this course will discuss the United States Constitution as it relates to the business community, commercial paper, negligence, criminal law, bankruptcy, and employment law.

BUS125 Principles of Management 4 Credit Hours
This course focuses on decision-making, strategic planning, organizing, and job organizational design aspects that are essential to the field of management.

BUS210 Business Mathematics II 4 Credit Hours
(Prereq. – BUS110) Students will build on skills they acquired in Business Math I. Emphasis is placed on such topics as simple interest, the discounting process, compound interest, and present values.

BUS217 Organizational Behavior 4 Credit Hours
Students taking this course will learn how interpersonal relationships develop in an organization and how the organization deals with both formal and informal power structures. Topics for discussion include motivation, leadership, organizational environment, and communication.

BUS218 Customer Service Management 4 Credit Hours
(Prereq.-BUS101, BUS228) The focus of this course is Customer Relationship Management (CRM), a strategic methodology emphasizing the centrality of customers to an organization’s existence. The course examines best practices in enhancing customer relationships over time which enhances an organization’s competitive position and increases its profitability.
Through case studies, class discussion, projects and presentations, the student will gain a firm understanding of the key decision variables required to successfully adopt and use the CRM methodology in marketing environments. Strong customer relationships also rely upon personal selling and sales strategy, featured in the second part of this course.

**BUS223 Sales and Contract Law 4 Credit Hours**
This course provides an examination of the principles of law as they relate to contract and the application of the uniform commercial code as it relates to sale-of-goods contracts.

**BUS224 Organizational Leadership 4 Credit Hours**
Students taking this course will examine concepts of leadership and explore skills to become leaders. Students will learn how leaders set goals, resolve conflict, manage change and motivate the workforce.

**BUS225 Business Communications 4 Credit Hours**
(Prereq.- ENGO90) A comprehensive course in business communication, that includes the study and practice of concepts and skills as they apply to business and professional settings including written communication, business and professional presentations, interpersonal and group dynamics. Special attention is given to learning to communicate effectively in multiple formats as professional in today’s digital, social, and mobile world.

**BUS227 Human Resource Management 4 Credit Hours**
This course examines the principles of employee selection, job design, performance appraisal, compensation, training and development, safety and health, and labor relations.

**BUS228 Principles of Marketing 4 Credit Hours**
This course focuses on the concepts and practices of the marketing function. Students taking this course will examine both macro- and micro-environmental variables as they influence the marketing function.

**BUS270 Introduction to Project Management 4 Credit Hours**
Students will be guided through a four-phase systematic approach to project concepts, study, design, and implementation. Course work will include real world case studies that emphasize aspects of the project phases.

**BUS299 Business Externship 4 Credit Hours**
(Prereq. – Advisors approval and completion of 52 credit hours with a current GPA 2.0) Students will gain practical skills and hands-on experience by spending 120 clock hours in a supervised business environment.

**BUS324 Financial Planning and Investment 4 Credit Hours**
(Prereq. – ACC313, BUS125) Students taking this course will study the fundamental principles underlying investment and the various types of investment securities. Course work also includes a study of security analysis.
BUS350 Managing the Small Business 4 Credit Hours
(Prereq. – BUS101, BUS228) This course examines the various aspects of starting, acquiring, and operating a small business enterprise. Students will discuss various problems encountered by small businesses.

BUS386 Money, Banking and the Financial Marketplace 4 Credit Hours
(Prereq. – BUS121) Students who take this course will learn the structures and effects of commercial banking and relationships, the Federal Reserve System, monetary theory, and the impact of regulatory agencies.

BUS390 Research and Report Writing 4 Credit Hours
(Prereq. – BUS125) This course helps students learn how to communicate extensive information to various audiences. Topics include preparation of text, analyzing data, developing graphics, logical organization, and effective presentation.

BUS391 Production and Operations Management 4 Credit Hours
(Prereq. – BUS125, BUS110) This course provides a survey of production capacity planning, job design, and inventory management. Students will discuss topics such as standards and work measurements, scheduling, and quality control.

BUS392 Purchasing and Materials Management 4 Credit Hours
(Prereq. – ACC101, BUS125, BUS110) Students taking this course will receive an in-depth analysis of the various purchasing techniques used in the public, private, and foreign sectors. Topics for discussion include: forecasting, inventory control, price determination, and cost analysis.

BUS420 Project Management 4 Credit Hours
(Prereq. – This course can only be taken during the last two terms of a student’s program) This course helps students create project plans, assemble and lead problem-solving teams, eliminate or manage potential stumbling blocks, and complete projects on time and within budget.

BUS490 Corporate Budgeting 4 Credit Hours
(Prereq. – ACC200) Students taking this course will study the application of financial principles and analysis in business situations. This course examines topics such as capital budgeting, capital structure, asset management, and various types of securities.

BUS495 Strategic Management 4 Credit Hours
(Prereq. – This course can only be taken during the last two terms of a student’s program) This is a capstone course that covers strategic management concepts utilizing theory and case studies. This seminar course focuses on business strategy, the concept of competitive advantage, and the management of organizational structure and strategy.

BUS499 Business Externship 4 Credit Hours
Students will gain practical skills and hands-on experience by spending 120 clock hours in a supervised business environment.

MB505 Business and Society 4 Credit Hours
This course focuses on the interrelationships among business, government, and society. Students taking this course will learn how to function in a complex and dynamic environment and how to
apply frameworks for moral reasoning to complex business issues. Students will also gain an appreciation of the role of ethics and society in business decision-making.

**MB511 Management Communications 4 Credit Hours**
This course is designed to help students develop oral and written communication skills that can be used in a variety of organizational settings. Course work includes communications networks, oral presentations of technical material, and decision-making, problem-solving, and agenda-setting in small groups.

**MB517 Dynamics of Organizational Behavior 4 Credit Hours**
This course in management involves theories and models aimed at helping students to develop the managerial competencies needed to analyze, predict, and guide individual, group and organizational behavior.

**MB518 Developing Human Resources 4 Credit Hours**
Students taking this course will examine aspects of strategic management, workforce planning and employment, employee training and development, and risk management. Emphasis will be placed on the creation of practical development plans, and workforce need analysis.

**MB520 Organizational Sustainability 4 Credit Hours**
Students will explore how organizations seek to implement strategies and commitment to provide economic and cultural sustainability. Students will analyze the concept of “360-organizational sustainability” through an examination of four critical areas: the organization itself, Human Resources both inside and outside the organization, the community/society, and the environment.

**MB521 Entrepreneurship 4 Credit Hours**
Students taking this course will analyze the development cycle of an entrepreneurial organization including resource development, goal-setting, startup, growth, progress evaluation. Emphasis will be placed on the role of leadership in developing vision, and devising effective solutions to respond to market forces.

**MB523 Legal Environment of Business 4 Credit Hours**
Students taking this course will examine the legal environment of business in view of statutory provisions and administrative regulations that affect various forms of business organizations. This course also includes an in-depth discussion of business ethics.

**MB524 21st Century Leadership 4 Credit Hours**
Students taking this course will examine current issues in leadership and the managerial strategies for goal-setting, negotiations, and managing change and conflicts. Students will also evaluate leadership theories and will obtain the necessary skills to become better leaders.

**MB528 Marketing Management 4 Credit Hours**
Students will examine and discuss the role of marketing from a micro and macro environmental perspective. Topics include the development and implementation of the marketing mix and the control and analysis of the total marketing effort. Behavioral, financial, and quantitative analysis are used to explore such topics as buyer behavior, market segmentation, brand strategy, distribution channels, pricing, and advertising. Case studies and group projects will focus on market strategies.
**MB554 Business Research 4 Credit Hours**
This research course provides students with an introduction to research for business. Topics covered will include: theory, analysis and application of research techniques; processes and methods for collecting information; developing and utilizing research information for interpretation, judgment, decision-making, and development of business strategies. This course will focus on applied business research in directed and independent numerical assessment, will integrate research and analysis with available statistical software, and will provide techniques for communicating results in meaningful and effective ways.

**MB565 International Finance 4 Credit Hours**
This course deals with monetary interactions between two or more countries, concerning itself with topics such as financial flows, currency exchange rates, international monetary systems, foreign direct investment, balance of payment considerations and issues of international financial management including political risk.

**MB570 Business Information Systems 4 Credit Hours**
Students taking this course will learn how managers can apply Information Technology to integrate data in business activities to solve management problems, increase productivity, facilitate decision-making, and find new opportunities for their organizations.

**MB582 Managing Global Diversity 4 Credit Hours**
This course examines benefits and challenges of managing diversity in the international workplace, as well as, methods for using diversity to create a competitive advantage. Students will examine differences between countries, as well as, the internal diversity of each country. The course will examine a country’s customers, employers, employees and suppliers. Students will also focus attention on what constitutes a successful global diversity management program and successful global diverse teams.

**MB584 Managing International Human Resources 4 Credit Hours**
This course is concerned with identifying and understanding how the Multinational organizations manage their geographically dispersed worked force in order to leverage their Human Resources for obtaining local, as well as, global competitive advantage. Students will examine how the global Human Resources functions differ from those of domestic Human Resources. Particular emphasis is placed on staffing, compensation, training, performance management, labor relations, communication and regulatory compliance within the global business environment.

**MB588 Managing Quality 4 Credit Hours**
In this course, students focus attention on how quality is created, implemented and maintained in both the manufacturing and services industries for both parent organizations and supplier relationships. Students gain an understanding of quality planning and assurance, as well as, quality control and quality improvement. In the course, students examine many different theories and practices of quality management, including Six Sigma, The International Organization for Standardization (ISO), and Total Quality Management.

**MB611 Project Management Life Cycle 4 Credit Hours**
Students taking this course will examine the practices, processes, and concepts of project management. Students will review the project life cycle areas including Initiating, Planning, Executing, Controlling, and Closing projects.
MB621 Managerial Economics 4 Credit Hours
This course introduces students to the analytical skills used in the study of microeconomics. Topics include: efficient resource allocation; demand and supply estimation; competitive industry adjustment; pricing techniques, and labor market dynamics.

MB625 International Management 4 Credit Hours
Students taking this course will examine special aspects of operating in the global environment by using the cross functional approach. Topics covered include: global issues in politics, ethics, finance, marketing, organizational behavior, law, and strategy.

MB630 Operations Management 4 Credit Hours
This course teaches students how operations management contributes to the overall success of an organization. The emphasis will be on the operations management tools and concepts developed within the operations functions, which assist in all of the other functional areas within an organization.

MB690 Organizational Management Capstone Course 4 Credit Hours
(Prereq. – Students must be enrolled in the MBA Spec. program; to be completed in the students’ last term) Students taking this course will complete a personal, guided capstone project requiring the student to address a past or current management issue affecting a medium sized business. Emphasis will be placed on researching the factors causing the problem, devising a practical solution that includes applicable methods and metrics of measurement, and describing the theoretical difficulties of implementing that solution.

MB695 Business Leadership Policy and Strategy 4 Credit Hours
(Prereq. – Can only be taken in the last three terms of the Master’s program.) Students taking this course will examine and discuss business strategy using Michael Porter’s classic five force model of strategic management. Comprehensive case studies will serve as a basis for strategic analysis.

COMPUTER COURSES
COM151 The Microsoft® Office 4 Credit Hours
This is an introductory course that provides a comprehensive study of The Microsoft® Office. This course is a combination of lecture and hands-on training.

COM234 Desktop Applications 4 Credit Hours
(Prereq. – COM151) Students taking this course will learn how to use Microsoft® Word, Microsoft® PowerPoint, and desktop publishing to prepare documents and presentations.

COM235 Spreadsheet Applications 4 Credit Hours
(Prereq. – COM151) Students taking this course will learn how to use Microsoft® Access and Microsoft® Excel to prepare databases and spreadsheet applications.
**GENERAL EDUCATION COURSES**

**BIO101 Introduction to Biology 4 Credit Hours**
Introduction to Biology is a general biology class for non-biology majors in which the following basic principles are explored: Characteristics of Life, Basic Biochemistry, Cell Structure and Function, Cell Metabolism and Reproduction, Genetics and Heredity, and Scientific Method. This class is intended for students who have never studied biology or who need to review basic biology.

**BIO201 Basic Anatomy and Physiology I 4 Credit Hours**
A study of the anatomy, physiology and medical terminology of the skeletal, muscular, respiratory, cardiovascular, lymphatic, immune, hematological, digestive, and reproductive systems. This course covers human development, birth and genetics.

**BIO202 Basic Anatomy and Physiology II 4 Credit Hours**
Students taking this course will study the anatomy, physiology and medical terminology of the cell, tissues, membranes, and structures of the nervous system, the sensory system, the integumentary system, the digestive, the urinary system, and the endocrine system. This course will discuss the basic chemistry, water acids, bases, carbohydrates, lipids, proteins, nucleic acids and classes of macromolecules in cells.

**CHM105 General, Organic and Biochemistry 4 Credit Hours**
This course covers an introduction to general principles of chemistry providing an integrated approach to aspects of general, organic, and biochemistry. The course is designed to provide a background for students in nursing and other related allied health areas.

**ENG102 English Composition 4 Credit Hours**
(Prereq. – ENG090 if applicable) Students taking this course will study and discuss rhetoric, style, and composition, with special emphasis on written communication skills.

**ENG126 Oral Communication 4 Credit Hours**
Students taking this course will develop the ability to express themselves effectively in public and private settings.

**ENV101 Environmental Science 4 Credit Hours**
Environmental Science is a general course for non-biology majors in which students will explore the following basic principles: concepts required to understand interrelationships of the environment and the natural world; environmental problems both natural and man-made; risks associated with air, water, land pollution; health of humans and ecosystems; deforestation and climate change; overpopulation, and environmental law, economics, and ethics.

**ETH205 Ethics 4 Credit Hours**
Students taking this course will study ethical thought and ideals, with emphasis on the central assumptions of personal and social morality. Students will also investigate ethics and related problems in industry, civil society, and the typical American community.

**GEN241 Cultural Appreciation 4 Credit Hours**
The need for cultural awareness doesn’t just apply to one’s relationship with others; conflicting cultural perspectives often exist within the individual. Students will learn to appreciate their own
heritage and understand how their heritage influences their perspectives while gaining an appreciation for the cultural heritage of those around them. Students will be challenged to think and discuss their beliefs and opinions in light of cultural influence and understand how those values affect their work ethic and working relationships. Course content will incorporate experiences similar to those that will occur in the vocations students have chosen to study.

**GOV340 American Government 4 Credit Hours**
Students taking this course will study constitutional principles, institutions, functions, and processes as they relate to government in the United States.

**HIS290 American History 1945–Present 4 Credit Hours**
This course documents the exciting political, social, and corporate events that forged the United States’ industrial and technological power from 1945 to the present.

**HIS490 American Economic History 4 Credit Hours**
Students taking this survey course will examine the complete range of economic ideas from ancient times to the present.

**LOG215 Thinking Critically 4 Credit Hours**
This course introduces students to the process of critical thinking and offers knowledge and experience that can be applied to academic, professional, and personal growth. Students will learn to examine and evaluate the information they are exposed to, confidently select appropriate evidence from conflicting data, and craft that evidence into viable answers or solutions. Material will be drawn from examples and scenarios based on actual academic and professional situations so that the application of knowledge will easily transfer to events outside of the classroom.

**LOG357 Logic and Critical Thinking 4 Credit Hours**
This practical course provides students with an introduction to the art of thinking based on examining and discussing different types of reasoning and the requirements of logical consistency.

**MAT101 Understanding Mathematics 4 Credit Hours**
(Prereq. – MAT090 if applicable) Students taking this course will examine the fundamental principles of mathematical theory and grow to understand the logic and inter-relationship of various mathematical functions.

**MAT214 Algebra 4 Credit Hours**
(Prereq. – MAT090 if applicable) Students will learn algebraic problem solving, radicals, quadratic equations, polynomials, inequalities, and applied problem solving.

**MAT220 Algebra and Basic Statistics 4 Credit Hours**
(Prereq. MAT090, if applicable) This course introduces algebra topics and basic elements of exploratory data analysis. This course will cover constructing, evaluating and analyzing mathematical models, specifically linear and exponential functions, to represent relationships in quantitative data.

**MAT419 Introduction to Statistics 4 Credit Hours**
(Prereq. – MAT214) Students will be introduced to common statistical methods. The focus of the course is to increase each student’s statistical literacy. Upon completion of the course students
should be able to identify and perform appropriate statistical procedures, and properly interpret the results.

**PER330 Personal Health** 4 Credit Hours
This course provides students with an introduction to contemporary health concerns and issues. Students will discuss mental health, prescription and over-the-counter drugs, physical fitness, nutrition, and disease.

**POL202 Political Science** 4 Credit Hours
This course provides the student with the means and opportunity to engage their government as a concerned individual. Global political systems and principal theories will be examined and compared to events and decisions affecting each student at the local level. Throughout the course, students will be encouraged to become participants in their local government and to recognize and understand the various challenges that influence local decisions. The information and skills students learn in this course may be applied to many professional fields.

**PRO453 Parliamentary Procedures/ Group Dynamics** 4 Credit Hours
Students taking this course will study the rules that govern the proceedings of many businesses and civic organizations. Emphasis is placed on effective group interaction and communication skills to include group dynamics, group structure, and group roles.

**PSY127 Psychology** 4 Credit Hours
This course provides students with an overview of the fundamental principles and methods of psychology. Topics for discussion include biological basis of behavior, sensory and perceptual processes, learning, motivation, developmental changes, personality, social behavior, and behavioral disorders.

**PSY200 Human Growth and Development** 4 Credit Hours
This course is designed to study human growth and development across the life span with emphasis upon normal growth and milestones achieved in the physical, cognitive, social, and emotional systems. Professional consideration is given to understanding changes that occur at different stages of development, and how care and interaction with individuals needs to be appropriate for their stage of development.

**REL330 World Religion** 4 Credit Hours
A concise examination of the historical and philosophical foundations of the major living religions of the world. Students taking this course will also explore the lives and teachings of the founders of these major religions and the cultural factors that produced them.

**SOC103 General Sociology** 4 Credit Hours
This course is a combination of applied psychology, communications and interpersonal relations designed to acquaint the student with the tools for self-examination and understanding of business and social relationships.

**SOC463 Social Problems** 4 Credit Hours
This course explores a variety of contemporary social problems utilizing a sociological framework and a variety of theoretical perspectives. Both structural and cultural aspects of social problems will be examined and analyzed with specific focus on their origin, development, and proposed solutions.
Students will evaluate current data and research and will have an opportunity to propose solutions to various social problems.

### HEALTH SERVICES MANAGEMENT COURSES

**HSM301: Introduction to Healthcare Management and Human Resources** 4 Credit Hours
This course is intended to provide a systematic understanding of organizational principles, practices, and insights pertinent to the management of health service organizations. Topics include organizational design as it relates to healthcare organizations, managing professionals, and diversity in the workplace. Topics include the essential role of human resources management within health care organizations with a comprehensive foundation for all aspects of human resources planning, development, and administration and is vital to human resources professional in the healthcare organization.

**HSM302 Accounting & Billing Procedures for HSM** 4 Credit Hours
An overview of medical insurance, coding, documentation guidelines, and billing procedures for health care facilities. Students also learn methods for establishing sound accounts receivable and collection policies and maintaining compliance with HIPAA and privacy regulations.

**HSM315 Management in a Medical Practice Setting** 4 Credit Hours
(Prereq. – HSM301) This course focuses upon the daily operations and management of medical practice settings, including, but not limited to: physician practices; outpatient surgery centers, and urgent care centers. This course will also focus upon financial management and regulatory compliance with the reimbursement and operations regulations applicable to the different types of medical practice organizations.

**HSM323 Advanced Healthcare Law & Bioethics** 4 Credit Hours
This course expands upon health care law and broadens the scope of traditional bioethics by investigating the social, economic, public policy, and the legal issues affecting healthcare delivery. Students examine the rudimentary basics of the law as it pertains to healthcare management, healthcare laws, and bioethics.

**HSM324 Healthcare Economics** 4 Credit Hours
This course provides a systematic study of economic issues pertaining to the health care field. Coursework focuses on basic economic tools, supply and demand, information and insurance markets, key players in the healthcare sector, social insurance, and distinct health care topics.

**HSM390 Quality Improvement in Healthcare** 4 Credit Hours
This course is an introduction of the methods used to define, describe, recognize and apply total quality management in health care. The principles of the quality assessment process will be emphasized. The course will provide an opportunity for the student to gain skills in collecting and analyzing data through a team approach.

**HSM400 Inter-Professional Healthcare Collaboration** 4 Credit Hours
This course is designed for health science students in multiple disciplines. Students will learn principles of inter-professional collaboration by developing inter-professional competency skills. Inter-professional collaborative practice is essential to the provision of safe, high quality patient-
centered care. This course will introduce learners to the concept of inter-professional collaborative practice and the evidence base that supports its effectiveness. Topics will focus on the roles of various healthcare professionals, their scope of practice, and settings in which they work, communication strategies, tools for effective inter-professional collaborative practice, conflict management, negotiation, the concepts and strategies of leadership and membership to promote effective inter-professional teamwork.

**HSM410 Revenue Management and Compliance 4 Credit Hours**
This course covers concepts of healthcare classification systems and terminologies, charge master management, revenue cycle and audit processes. Additional topics include utilization and resource management, and application and analysis of the relationship between clinical code assignment and reimbursement.

**HSM425 Healthcare Data Analytics 4 Credit Hours**
(Prereq. – MAT419) This course addresses the analysis of data to make decisions, which includes healthcare statistics, data analysis, mining, and exploration. Collection, evaluation and interpretation of health care data will be covered. Software to analyze data and information related to clinical systems in healthcare will be utilized.

**HSM430 Healthcare Policy 4 Credit Hours**
This course is structured to provide students with an overview of healthcare policy, finance, and regulatory issues at the local, state, national, and global level. Concepts will be examined related to the regulatory agencies effect on patient care and scope of nursing; implications of policy and legislative processes on healthcare delivery and vulnerable populations; and the financial implications for healthcare services. Social, ethical, and political issues and policy decisions affecting healthcare and nursing practice will be analyzed. A letter grade of a “C” is required for successful completion of this course.

**HSM440 Healthcare Evidence Based Practice and Research 4 Credit Hours**
(Prereq. – MAT419) This course introduces students to the fundamentals and principles of the research process and how it applies to healthcare. The importance of searching relevant literature, understanding research methods, reviewing research, understanding, and evaluating research findings is emphasized in this course. The utilization of research for evidence based practice is a primary focus of this course.

**HSM490 Leadership in Healthcare 4 Credit Hours**
(Prereq. – can only be taken during the last 2 terms of a student’s program) This capstone course focuses on leadership development in healthcare. Concepts of change management and leadership styles are included. Students will focus on leadership competencies and skills.

**HEALTH INFORMATION MANAGEMENT COURSES**

**HIM101 Introduction to Health Information Management 4 Credit Hours**
This is an introductory course providing an overview to the various aspects of Health Care Information Management (HIM) and the technology used. The course introduces a student to the role of health information professional in the documentation process and managing the information flow within a health care organization. It provides an introduction to the content of health records,
HIM104 Legal and Ethical Practices in Health Information Management 4 Credit Hours
(Prereq. – HIM101) This course provides the students an understanding of the American legal system specially pertaining to health care laws and theories. It focuses on the use and development of privacy, security and confidentiality policies, procedures and infrastructure in a health care organization, emphasizing on risk management, access and disclosure management, and compliance activities related to regulations and standards in the field of health information management. It also introduces the learner to the myriad issues which pose ethical challenges for a health information professional.

HIM150 Pharmacology for Health Information Management 4 Credit Hours
(Prereq. – BIO206) This course provides students of Health Information Management the fundamental knowledge of drugs, uses of common brand name and generic drugs, different formats and administration of drugs, therapeutic, preventive, and diagnostic uses of drugs. The emphasis is on the drugs that are used to treat conditions associated with the specific body systems. Students will apply the pharmacology knowledge to clinical documentation in health records via case studies to associate drugs to usage, diagnosis and treatment.

HIM160 Healthcare Delivery Systems 4 Credit Hours
(Prereq. – HIM101) This course introduces the different types healthcare services provided in diverse settings throughout the patients’ continuum of care. It familiarizes the students with the structure, and content of data these systems produce, and the standards and requirements of the data structures. It also covers regulatory issues, reimbursement and funding, information management, data flow, quality improvement, utilization management, and risk management issues associated with each system.

HIM200 Health Informatics 4 Credit Hours
(Prereq. – COM235) This course offers students with an over view of the application of information technology in health care delivery and management. It provides students with hands on experience with clinical information systems via virtual laboratory exercises and web services. Students are exposed to the health information standards for electronic health records. It also includes an introduction to data base systems, security issues related to health care information management systems, and health information exchange.

HIM201 Clinical Classification Systems I 4 Credit Hours
(Prereq. – BIO201, BIO202; Co-Req. – BIO206) This course introduces students to the organization, principles and practices of ICD10–Diagnosis coding. They are given an overview of ICD code sets related to diagnosis coding. Students learn to assign ICD-10-CM codes to medical diagnoses using the current codebook following current coding guidelines.

HIM202 Clinical Classification Systems II 4 Credit Hours
(Prereq. – HIM201) In this course students learn the ICD-10-CM chapter specific guidelines continuing from the Clinical Classification Systems I. Students are introduced to the organization, principles and practices of ICD-Procedure Coding in this course. They are given an overview of ICD code sets related
to procedure coding. Emphasis is on following current regulations and established guidelines in code assignment.

**HIM205 Procedural Coding 4 Credit Hours**
(Prereq. – BIO201, BIO202; Co-Req. – BIO206) This course provides an introduction to assigning accurate medical codes to procedures and medical services performed in an outpatient setting through the use of Healthcare Common Procedure Coding System Levels I and II. The students are trained to use the Current Procedural Terminology (CPT) to code procedures following coding conventions and current guidelines. The sections from CPT book that are covered in this course are Evaluation and Management, Anesthesia, and Surgery Subsection Integumentary, Musculoskeletal, and Respiratory Systems.

**HIM206 Procedural Coding II 4 Credit Hours**
(Prereq. – HIM205) This course is a continuation of Current Procedural Terminology coding. The students will continue to learn to use terms and codes for reporting medical services, procedure supplies, and equipment through the use of Healthcare Common Procedure Coding System Level I and Level II coding systems. Encoder will be utilized in assigning codes to procedures in coding complex case studies, and students will recognize the use of the encoder in determining the NCCI and other code editors built into the systems.

**HIM208 Reimbursement Methodologies 4 Credit Hours**
(Prereq. – HIM201, HIM205; ENG090 and MAT090 if applicable) This course focuses on health care reimbursement systems, methodologies and payment process throughout the continuum of care. It provides an overview of government-sponsored, commercial, and managed care insurance plans. Students learn the methods and guidelines used to ensure accuracy of diagnostic and procedural groupings to support accurate billing through claims management and reconciliation process. The components of revenue cycle management and its importance in fiscal stability are reviewed.

**HIM210 Advanced Coding 4 Credit Hours**
(Prereq. - HIM202, HIM206; ENG090 and MAT090 if applicable; CoReq. – HIM150) The purpose of this course is to provide students with an advanced knowledge of applying ICD-10 and CPT coding skills to accurately report diagnoses and procedures based on Uniform Hospital Discharge Data Set (UHDDS) guidelines of coding and reporting and the use of encoder software. Students will learn the role, principles, and applications of coding audits in the field of healthcare reimbursement for inpatient as well as outpatient services.

**HIM249 Principles of Health Care Management 4 Credit Hours**
(Prereq. – HIM101) This course provides the health care information management students with basic business and administrative principles applicable to diverse health care delivery settings. Emphasis is placed on organizational leadership, human resource development, training and development, and finance management pertaining to the health care delivery systems.

**HIM250 Quality Management in Health Care and Healthcare Statistics 4 Credit Hours**
(Prereq. – HIM101, MAT220, COM235)
The Quality Management course is designed for health information management students to be able to understand and implement the role of quality of services for improving health outcomes. It provides the students with tools and methods for data analysis to evaluate the need of efficient use of resources allocated for health care, and how they can lead to better patient care outcomes. The
students will calculate common statistical measures used by organizations in different healthcare settings in data collection and reporting.

**HIM298 RHIT Exam Success 4 Credit Hours**
(Prereq. – Must be taken in last term) This course will prepare the student for the Registered Health Information Technician (RHIT) certification exam. There is a strong emphasis on review and application of the six domains described in the RHIT content outline and knowledge statements published by AHIMA. The six domains include: Data Content, Structure and Information Governance, Access, Disclosure, Privacy and Security, Data Analytics and Use, Revenue Cycle Management, Compliance, and Leadership. The students will need to register for the RHIT certification exam before the last week of this course and have a date selected for the exam within three months of registration.

**HIM299 Professional Practice Experience 4 Credit Hours**
(Prereq. – Must be taken in the last term) Professional Practice Experience (PPE) is an externship course developed to enhance student education in the field of career development during their last term of the Health Information Management program. This course provides a means in which students can bridge the gap from the classroom to the work environment. The experience provides meaningful exposure to the HIM practice environment all the while providing support and instruction to the student. Students will accomplish externship through a combination of simulations and in field experience. Externships may be located in a variety of traditional or non-traditional (insurance companies, consultants, health IT software vendor, etc.) sites and students will work under the supervision of the facility’s staff and/or the course faculty.

**HOSPITALITY COURSES**

**HS550 Principles, Practices and Philosophies for the International Hospitality Industry 4 Credit Hours** A consideration of various environments within which the hospitality and tourism firm operates. Organizational, financial, and marketing factors are of major concern and focus in the course. Emphasis is placed on those problems and constraints which are uniquely different from problems of firms engaged in other business fields other than hospitality.

Contemporary global issues in Hospitality Management are also explored in terms of the major emerging issues or problems that impact the domestic and global hospitality and tourism industry. Students will learn to use appropriate methodologies to identify and analyze relevant industry problems and issues facing management and personnel in the global and domestic hospitality and tourism industry.

**HS575 Meetings and Events Planning 4 Credit Hours**
An advanced course for students to examine the management and planning strategies utilized in the hospitality field to organize meetings, expositions, events, and conventions (MEEC). The course provides a broad overview of the MEEC industry and students will learn to clearly define the stakeholders and sponsors of gatherings in today’s hospitality industry. Distinction will be made for the required strategies and planning techniques required for different types of events. Identification and delineation will be provided for the associations that help to support the professional development of those responsible for producing hospitality gatherings.
**HS605 Human Resources in the Hospitality Industry 4 Credit Hours**
A study of personnel, consumer relations, and diversity in the Hospitality industry within a multicultural, multiracial, and Multi-ethnic society through an examination of value systems and cultural characteristics. The course also analyzes supervision, team building and the importance of training in the hospitality industry.

**HS610 Sales, Marketing and Branding for the Hospitality Industry 4 Credit Hours**
In this course, students will analyze strategic processes for competitive sales and marketing management in the hospitality industry. Students will use critical thinking models, decision making simulations and field operation assessments for managing sales, marketing and branding functions within the hospitality industry.

**HS615 Managing Quality Service in the Hospitality Industry 4 Credit Hours**
An advanced course in the organization, integration, and presentation of the guest experience in the hospitality industry. The course utilizes the findings of the most significant research on hospitality services and the “best practices” of leading hospitality organizations to understand a guest-focused culture and successful business strategy.

**HS620 Legislation and the Hospitality Industry 4 Credit Hours**
An advanced study of the legislative requirements imposed upon the hospitality industry. Special emphasis is placed on the prevention of potential legal violations by identifying specific actions and precautions necessary to avoid in order to minimize the number of lawsuits. Students will examine the legal fundamentals for the Hospitality industry and explore the laws relevant to casinos, theme parks, spas, restaurants, and hotels.

**INFORMATION TECHNOLOGY COURSES**

**CBC575 Business Continuity Planning 4 Credit Hours**
This course on business continuity planning (BCP) explores strategies and methods for BCP and recovery activities consistent with ISO 22301:2012, business continuity management systems, and the Disaster Recovery Institute International’s 10 Professional Practice Subject Areas for the Certified Business Continuity Professional (CBCP) credential. Topics include (a) program initiation and management; (b) risk evaluation and control; (c) business impact analysis; (d) emergency response and operations; (e) BCP implementation and documentation; (f) BCP exercise, audit and maintenance; (g) supply chain and business resilience; (h) crisis communications; (i) coordination with external agencies; and (j) business continuity strategies, including awareness and training programs (4 credits).

**CFE565 Forensic Evaluation and Analysis 4 Credit Hours**
This course uses the 9 domains of the CCFE as the foundation to educate students in the field of Computer Forensics and to provide the necessary skills to the student so they can be an effective Computer Forensics Investigator. The skills learned in the course will include practical skills for hands-on computer forensics investigations as well as preparation skills for legal examination and chain-of-custody delivery under the Federal Rules of Civil Procedure. Additionally, the student will learn detailed techniques for examining digital evidence from computer equipment to mobile phones and any device that deals with a microprocessor.
CHP555 Ethical Hacking and Penetration Testing 4 Credit Hours
(Prereq. MSC640) This course analyzes the principles and techniques associated with the cybersecurity practice known as penetration testing. The course covers planning, reconnaissance, scanning, exploitation, post-exploitation, and result reporting and prepares students for the Licensed Penetration Tester (LPT) and Certified Ethical Hacker (CEH) certifications.

CIS525 Legal and Ethical Practices in Information Security 4 Credit Hours
(Prereq. MSC560) In this course, students will draw on their knowledge on (ISC)2 Common Body of Knowledge (CBK) or what they learned from MSC-7500 to dig deeper into the eight domains of the (ISC)2 Common Body of Knowledge (CBK) in information security by evaluating information security case studies and produce real-life deliverables.

CS105 Introduction to Relational Database Management Systems 4 Credit Hours
This course provides a vendor-neutral survey of Relational Database Management Systems Technology. Students will study the relational model and relational design including E-R diagramming and normalization techniques. The course introduces the student to Query-By-Example (QBE) and Structured Query Language (SQL) and introduces the fundamentals of database administration and management, data integrity and data security.

CS250 Systems Analysis & Design I 4 Credit Hours
(Prereq.– NET205) Students taking this course are introduced to the analyses, methodology and tools used to translate business requirements into information systems that support the short- and long-term objectives of the enterprise. Students will learn about traditional structured analysis, object-oriented concepts and agile methods and the Systems Development Life Cycle (SDLC). They are also introduced to project management concepts and the software tools most commonly used by systems analysts.

CSM535 Information Security Management 4 Credit Hours
(Prereq. MSC620) The purpose of this course is to help prepare students for a successful career in public practice, industry or government by understanding how to manage, use and participate in the design of information systems. The course will also help students learn how to assess and consider the impact of IT governance, risk and compliance on accounting functions, focusing on how IT affects business processes and controls. This course serves as a preparation course for the Certified Information Systems Manager (CISM) exam certification.

CSP545 Secure Software Development 4 Credit Hours
In this course, students will be introduced to the eight domains of the (ISC)2 Common Body of Knowledge (CBK) in secure software development. These domains will be used as a framework to critically analyze information security and assurance awareness issues in software development and to evaluate best practices in implementing security and assurance concepts systems in the Software Development Lifecycle.

CY200 Security+ 4 Credit Hours
(Prereq. IT110 and IT111) This course provides students with the knowledge and skills necessary to understand the core concepts of computer and network security. This course explains key security concepts including understanding threats to a computing infrastructure, securing a network infrastructure, understanding encryption technologies, securing communication and applications,
and responding to security incidents. This course is designed to help prepare students for the CompTIA Security+ Certification Examination.

**CY300 Physical and Technical Security 4 Credit Hours**  
(Prereq. – NET229) This course provides students with an introduction to security from a physical and technical perspective and an overview of the various technologies that support the security functions of today’s enterprise.

**CY302 Mobile Security - 4 Credit Hours**  
(Prereq. – IT221) This course provides students with a foundation in securing Android, Windows, BlackBerry OS, and iOS mobile operating systems. Students completing this course will have an understanding of how to secure PAN networks, use SMS security, and enterprise security on mobile OS.

**CY310 Principles of Incident Response and Disaster Recovery 4 Credit Hours**  
(Prereq. – CY200) This course provides students with a foundation in disaster recovery principles and planning and emphasizes the importance of incident response in minimizing prolonged downtime that can potentially lead to irreparable loss to the enterprise.

**CY320 Cyber Security Law and Ethics 4 Credit Hours**  
(Prereq. – IT221) Students taking this course will learn about laws concerning network and computer security, legal limits for accessing systems, data, and various other forms of regulations on digital information. Students in this course will also be introduced to Crimeware and how it relates to multiple areas of the application architecture.

**CY325 Biometrics: Application, Technology and Management 4 Credit Hours**  
(Prereq. – CY200) This course presents the student with an introduction to biometrics as applied to computer security. The course emphasizes the biometric technologies employed in authentication, authorization, identification and access control to protect valuable computer and network resources and assets. The course examines how and why biometric systems are emerging as an increasingly important aspect of cybersecurity.

**CY350 Information Security Fundamentals 4 Credit Hours**  
(Prereq. – NET229) Students taking this course will learn the fundamental skills needed to evaluate and ultimately defend the networks and clients that they manage. This course introduces students to the core concepts of security, malicious attacks, threats, and vulnerabilities. Students in this course will have an understanding of cryptography, auditing, and security operations.

**CY375 Computer Forensics 4 Credit Hours**  
(Prereq. – CY350) Students taking this course will gain a solid foundation of digital computer forensics. Those in this course will understand data acquisition, digital crime scenes, and live acquisitions. Students in this course will learn to effectively mitigate the effects of digital crimes, while properly identify and processing all related evidence.

**CY410 Ethical Hacking and Network Defense 4 Credit Hours**  
(Prereq. – CY375) This course introduces students to the tools and penetration testing methodologies used by ethical hackers and provides a thorough discussion the role of ethical hackers and their importance in protecting corporate and government data from cyber-attacks. Students are provided
with updated computer security resources that describe new vulnerabilities and innovative methods to protect networks. The course includes a review of federal and state computer crime laws, as well as recent changes in penalties for illegal computer hacking.

**CY501 Information Assurance and Security Management 4 Credit Hours** This course provides the student with the basis and tools necessary to develop a business case for information assurance governance, and the development and implementation of a strategy to increasingly integrate assurance functions to improve security, lower costs, and ensure the preservation of the organization and its ability to operate.

**IT100 Electronics and Systems 4 Credit Hours**
Students taking this course will obtain a background in digital electronics, digital devices, digital circuits, safety, digital security, and will obtain an introduction to networking.

**IT101 Implementing &Troubleshooting Operating Systems Technology 4 Credit Hours**
(Prereq.—IT100) This course is designed to prepare students for CompTIA A+ Essentials Certification examination (220-802). Topics include operating system fundamentals; operating system architecture; comparison of operating systems; the boot process; installing, configuring, supporting, and upgrading operating systems; diagnosing and troubleshooting operating systems, and file systems. Students will also be introduced to networking, hard drive support, and Internet concepts and configurations as related to operating systems. At the conclusion of the course students will sit for the CompTIA A+ Essentials examination.

**IT102 Computer Hardware Technology 4 Credit Hours**
(Prereq.—IT100) This course is designed to prepare students for the CompTIA A+ Practical Application Certification examination (220-801). Students taking this course will develop the knowledge and hands-on skills necessary to install, troubleshoot, service, and support microcomputer hardware. At the conclusion of the course students will sit for the CompTIA A+ Practical Application examination.

**IT110 Network I 4 Credit Hours**
(Prereq.—IT101) Students taking this course will prepare for the CompTia Net+ certification. The will use their knowledge of networking technology for local area networks (LANS), wide area networks (WANS), and the Internet.

**IT111 Network II 4 Credit Hours**
(Prereq.—IT110) Students taking this course will obtain an understanding of networking technology for local area networks (LANS), wide area networks (WANS), and the Internet. As well as prepare them for the CompTia NET+ certification.

**IT200 Technical Writing for Information Technology Professionals 4 Credit Hours**
(Prereq.—ENG090, if applicable) Students taking this course will develop the skills necessary to produce clear and effective technical documents and reports.

**IT215 Client Configuration I 4 Credit Hours**
(Prereq.—IT102) Students taking this course will obtain the knowledge and skills necessary to implement, administer, and troubleshoot a desktop operating system in a network environment. This course aligns with the objectives in the Microsoft certification for client configuration.
IT216 Client Configuration II 4 Credit Hours
(Prereq.—IT102)
Students taking this course will obtain the knowledge and skills necessary to implement, administer, and troubleshoot a desktop operating system in a network environment. This course aligns with the objectives in the Microsoft certification for client configuration.

IT220 CISCO I 4 Credit Hours
(Prereq.—IT110, IT111) Students taking this course will obtain a strong foundation in each aspect of computer networking. This course aligns with the objectives in the ICND1 blueprint from Cisco Systems.

IT221 CISCO II 4 Credit Hours
(Prereq.—IT220) Students taking this course will obtain a strong foundation in each aspect of computer networking. This course aligns with the objectives in the ICND2 blueprint from Cisco Systems.

IT230 Helpdesk Remote Services 4 Credit Hours
(Prereq.—IT111) Students completing this course will be able to understand concepts that a service and help desk use to solve simple to complex computer and server issues. These issues will be addressed using phone, remote services, and face to face interaction. Upon completion of the course the student will have also acquired skills necessary to measure performance and manage a service and help desk environment.

IT300 Linux Operations I 4 Credit Hours
(Prereq.—IT111) Students taking this course will build the skills and knowledge necessary to effectively deploy, manage and administer servers and clients using the Linux operating system in the enterprise and to effectively integrate devices using Linux based operating systems into the enterprise network.

IT310 IT Operations Management 4 Credit Hours
(Prereq.—NET229) Students in this course will explore a unifying paradigm for understanding operations based on the design and management of business process. They will learn how managers can control process structure and process drivers to achieve desired business process performance and understand which level managers have to control: cycle-time, capacity, inventory and quality.

IT315 Application Development 4 Credit Hours
(Prereq.—IT110, IT111) This course introduces students to multiple areas of application development while stressing Python style, best practices and good programming habits. The course covers application development for clients and servers, databases, interfacing with popular Microsoft Office applications, the World Wide Web, the cloud and social media.

IT330 Project Management for Information Technology Professionals 4 Credit Hours
(Prereq.—NET205) Students taking this course will develop skills in project integration, scope, time, cost, quality, human resource, communications, risk, procurement and stakeholder management as well as planning, executing, monitoring, controlling and closing processes. This course emphasizes the principles distinctive to managing information technology projects that extend well beyond standard project management requirements.
**IT335 Principles of Cryptography 4 Credit Hours**
(Prereq.– CY200) This course provides a practical survey of both the principles and practice of cryptography in computer security. Students are introduced to the basic concepts of cryptography and their use in protecting data and resources from disclosure, to guarantee the authenticity of data and messages, and to protect systems from network-based attacks.

**IT400 Information Security Governance 4 Credit Hours**
(Prereq.– CY200) Students in this course will learn the basic strategies and tools used for developing a business case for information security/information assurance governance and will learn how to develop and implement a strategy to increasingly integrate assurance functions to improve security, lower costs and ensure the preservation of the enterprise and its ability to operate.

**IT425 Managing Innovation 4 Credit Hours**
(Prereq.– IT310) Managing innovation – a critical skill set in today’s technical enterprise requires skills and knowledge that are significantly different than the traditional management toolkit and experience. Students in this course will learn a complete framework for thinking about innovation across technological, market and organizational perspectives, while integrating the latest developments in the field.

**IT523 Advanced Database Systems 4 Credit Hours**
This course covers the advanced fundamentals of database application development using C++, C, or Java by accessing a transaction-oriented database server. A commercial database environment such as Oracle is used. Optional topics may include enabling access to database via the web and administering large databases.

**IT531 Networking-Advanced Management 4 Credit Hours**
This course surveys the various levels of a packet-switched computer network, using the TCP/IP protocol suite as the primary model. Other network protocol stacks (e.g., Novell) may also be considered as time permits. At the Physical and Data Link Layers, various protocols are compared, and their implications for network topology are considered. At the Network Layer, a wide variety of routing protocols and name resolution protocols are studied. At the Transport Layer, students are introduced to the various methods for building end-to-end reliability on top of lower layers. Finally, at the Application Layer a variety of standard protocols such as telnet, ftp, and electronic mail are examined, together with the related issues of security and authentication. Some programming in the C language is required.

**IT540 Marketing Innovation and Technology Products and Services 4 Credit Hours**
This course provides students with a strong understanding of the unique marketing challenges that surround innovation and high-tech products and services. Students will learn how traditional marketing strategies and programs must be modified and adapted for today’s global high-tech environment and how to bring together marketing with other business disciplines such as research and development, legal and management and strategy to achieve effective cross-functional interactions.

**IT550 Network Security 4 Credit Hours**
This course will involve a discussion of the methods and tactics used to keep attackers at bay as well as the mechanisms by which organizations can identify and potentially stop potential “bad guys.” The
course will involve the following topics as they all relate to the overall security posture: Encryption, authentication, firewalls, NAT/PAT, restricted access policies, intrusion detection and other security frameworks.

**IT572 Web Application Development- Mobile Applications 4 Credit Hours**
Analysis of mobile history, architecture and applications. Students will examine design principles for creating usable and accessible mobile applications. Students will develop technical skills and apply industry standards.

**IT582 Systems Analysis 4 Credit Hours**
Examination of the systems approach to the design and development of information systems. Methods and tools for the analysis and modeling of system functionality (e.g., structured analysis) and data represented in the system (e.g., object-oriented analysis) are studied.

**IT590 Enterprise Architecture and IT Governance 4 Credit Hours**
Students will learn to develop a complete, comprehensive methodology and framework for adopting and managing a successful service oriented architecture environment and how to set up an SOA Architecture practice defining the policies, procedures and standards that apply to IT developers and the enterprise for business applications.

**IT610 Global IT Products and Services Outsourcing 4 Credit Hours**
In this course, students will examine both historical and current perspectives on IT products and services outsourcing, the continuously evolving outsourcing marketplace, and the incentives and opportunities that drive management decisions on IT products and services outsourcing. Contributing factors to IT products and services outsourcing and offshoring market evolution such as globalization, technological advancement, politics, changing global economies, and changing vendor characteristics will be examined. Within this context, students will review different IT products and services outsourcing framework, models, vendor selection strategies, and outsourcing lifecycle from both client and vendor viewpoints.

**IT620 Decision Models for Technology Management 4 Credit Hours**
This course is an introduction to the application of various statistical concepts and methods as decision support tools to support decision making in technology management. The emphasis is on business application rather than mathematical concepts or problem solving. Students will learn to use statistical tools and quantitative analysis for forecasting, process, and quality management.

**IT623 Pattern Discovery in Data Mining 4 Credit Hours**
The goal of the course is to examine the current theories, practices, tools and techniques in data mining. Many topics and concepts in data mining are learned most efficiently through hands-on work with data sets, students will spend time with software analyzing and mining data.

**IT630 Data Warehousing- Cloud Based 4 Credit Hours**
In the Data Warehousing course, students will examine how data warehouses are used to help managers successfully gather, analyze, understand and act on information stored in data warehouses. The components and design issues related to Cloud Based data warehouses and business intelligence techniques for extracting meaningful information from data warehouses are emphasized. Oracle tools will be used to demonstrate design, implementation, and utilization issues.
IT660 Social Media and Society: Theoretical and Empirical 4 Credit Hours
Examines the evolution, implications and complications of social media in multiple spheres of life
including sociality, community, politics, power and inequality, education, and information from
theoretical and empirical perspectives.

IT672 Advanced Web Development 4 Credit Hours
Study of design and implementation of dynamic Web pages and applications using both client and
server side configuration and programming. Example topics include PHP, Ruby on Rails, and
JavaScript.

MSC510 Information Security Systems and Organizational Awareness 4 Credit Hours
In this course, students will be introduced to the eight domains of the (ISC) 2 Common Body of
Knowledge (CBK) in information security. These domains will be used as a framework to analyze
critically security awareness issues and to evaluate best practices in implementing security systems
within the enterprise.

MSC520 Intrusion Detection Attack and Countermeasures 4 Credit Hours
In this course, students examine common attack methods, technologies, and countermeasures.
Students also gain skills needed to recognize various stages and methods of attack on the enterprise.

MSC530 Information Security and Organizational Change 4 Credit Hours
In this course, students analyze the principles of change management as they apply to the
requirements and regulations of information security. Students evaluate the factors that affect
corporate decision-making when implementing security programs and the ability of the manager to
translate corporate needs into information security projects.

MSC540 Business and Security Risk Analysis 4 Credit Hours
This course provides students with an overview of risk management principles. Methods to identify,
quantify, and qualify internal and external risks to the organization are examined. Students apply
these principles and methods to the current business and risk environment.

MSC550 Information Security Project Management 4 Credit Hours
In this course, students utilize PMI’s Project Management Body of Knowledge (PMBOK) as a
framework to apply project management concepts in the information security arena. Each student
develops a project plan for a security assessment, which incorporates the technical and behavioral
characteristics of high performance teams.

MSC560 Strategic Analysis in Information Security 4 Credit Hours
In this integrative course, students’ assess the information security risk associated with an identified
management problem. Students then develop a risk mitigation strategy which integrates principles
and techniques of risk analysis, project planning and change management.

MSC610 Design, Development and Evaluation of Security Controls 4 Credit Hours
In this course, students transform high-level policies and procedures into quantifiable and
measurable controls and mechanisms that enforce data and process integrity, availability and
confidentiality.
MSC620 Security Policies, Standards and Procedures 4 Credit Hours
In this course, students examine the role of security policies, standards, and procedures in addressing business and technical risks and develop a security governance report to evaluate compliance across the enterprise.

MSC630 Information Security and Assurance Policy Planning and Analysis 4 Credit Hours This course provides students with the expertise and skills in development of information assurance policies and deployment plans as part of the comprehensive strategic plan and operational objectives of the enterprise.

MSC640 Risk Management and Compliance 4 Credit Hours
In this course, students evaluate the procedures and results of risk analysis, as well as the compliance processes that address the regulatory requirements, which drive the need for risk analysis within the enterprise. Security-related regulations such as SOX, GLBA, FISMA, and HIPAA are examined.

MSC650 Certification and Accreditation 4 Credit Hours
In this course, students analyze an enterprise-wide view of information systems and the establishment of appropriate, cost-effective information protection programs. Within this context, students examine a set of standard policies, procedures, activities and a management structure to certify and accredit information systems for the protection of the data as well as the systems.

NET205 Windows Server Administration I 4 Credit Hours
(Prereq.—IT111) This course provides students with a broad understanding of Microsoft Windows Server 2016 as well as the knowledge and skills necessary to plan, implement, administer, and troubleshoot Windows Server 2016 in an Active Directory domain environment.

NET227 Network Server Installation and Configuration 4 Credit Hours
(Prereq.—NET205) Students taking this course will build the skills and knowledge necessary to implement a core Windows Server 2016 infrastructure in an enterprise environment. This course focuses on implementing, managing, maintaining, and provisioning services and infrastructure using Windows Server 2016. It covers the initial implementation and configuration of core services, such as Active Directory Domain Services, networking services, and Hyper-V configuration.

NET228 Network Server Core Services 4 Credit Hours
(Prereq.—NET205) Students taking this course will build the knowledge and skills necessary to implement a core Windows Server 2016 infrastructure in an enterprise environment. This course focuses on mastery of core services such as user and group management, network access, and data security.

NET229 Network Server Advanced Services 4 Credit Hours
(Prereq.—NET205) Students taking this course will build the skills and knowledge necessary to implement advanced Windows Server 2016 Services in an enterprise environment. This textbook focuses on mastery of fault tolerance; load balancing, failover clustering, certificate services and identity federation.

NET298 Network Administration Certification and Career Success 4 Credit Hours (Prereq.—To be taken in the final term) This course is designed to prepare students for success on Microsoft Certification Examinations 70-740: Installation, Storage, and Compute with Windows Server 2016, 70-
741: Networking with Windows Server 2016 and 70-742: Identity with Windows Server 2016 through structured classroom review and testing to assess the student’s recall understanding and ability to apply the material presented throughout the program. This is a capstone course that will culminate with the student sitting for these Microsoft certification examinations as part of the course final examination. Additionally, students taking this course will prepare to effectively create a technical resume, learn to conduct a job search, enhance job interview skills and prepare to secure a position in the IT industry.

**NET300 Designing and Implementing a Server Infrastructure 4 Credit Hours** (Prereq.– NET229) This is first of two courses covering the planning, design and deployment of a physical and logical Windows Server 2012 Active Directory Domain Services infrastructure. Students taking this course will gain the knowledge and skills to perform name resolution, application integration, optimization and automatic remediation and maintenance of network services. This course maps to the Microsoft Certified Solutions Expert (MCSE) Server Infrastructure credential.

**NET310 Implementing Collaboration Services 4 Credit Hours**  
(Prereq.– NET229) Students taking this course will obtain the knowledge and build the skills necessary to install, configure, and administer Microsoft SharePoint 2013 in the enterprise. The course also covers managing and monitoring sites and users. This course is designed to help students prepare for and pass Microsoft Certified Technology Specialist examination 70-331.

**NET315 VOIP & Unified Communications I 4 Credit Hours**  
(Prereq.– NET205) This course provides students with an introduction to Voice over Internet Protocol (VoIP) and emerging Unified Communication technology. Students will learn the component technologies, how they work, how they work together and how to employ them profitably in the enterprise.

**NET400 Implementing an Advanced Server Infrastructure 4 Credit Hours**  
(Prereq.– NET300) This is the second of a two course sequence needed to plan, design and deploy a physical and logical Windows Server 2012 Active Directory Domain Services Infrastructure. Students will learn how to plan and implement some of the more advanced features available in Windows Server 2012. This course maps to the Microsoft Certified Solutions Expert (MCSE) Server Infrastructure credential.

**MEDICAL COURSES**

**BIO206 Diseases of the Human Body 4 Credit Hours**  
This course examines diseases affecting the various tissues, organs and body systems. Topics include genetics, mental health disorders, and diseases affecting children and the older adult.

**MED107 Medical Terminology 4 Credit Hours**  
Medical terminology is the language of medicine. Students will be taught using a systematic approach to word building and term comprehension based on the concepts of word roots, prefixes and suffixes. This course will provide the student the primary skills to use terminology to accurately describe the body and associated components, conditions, processes, and procedures. Students will learn terms pertaining to all the body systems and terms pertaining to pharmaceutical treatment.
MED110 Dosage and Calculation of Medications 4 Credit Hours
(Prereq. – MAT090 if applicable) The core of the course involves the basis for proper calculation for medication dosages. Topics include dosage calculation, how to properly interpret medication labels and identification of equipment used for dosage measurement. A letter grade of “C” is required for successful completion of this course.

MED160 Health Care Law and Ethics 4 Credit Hours
Introduction to law and ethics pertinent to medical careers. Topics include legal issues that are important to health care professionals, including the foundations of law and ethics as well as professional, social, and interpersonal health care issues.

MED175 Pharmacology I for the Medical Assistant 4 Credit Hours
(Prereq. – MAT090 if applicable) This course examines the basic principles of pharmacology, including drug nomenclature, dosage forms, administration routes, drug actions, and body responses. Topics include Federal Regulations such as the Controlled Substance Act, Pure Food and Drug Act, and Federal Food, Drug, and Cosmetic Act and Amendments. Other topics introduced in the course are dietary nutrients and their functions, sources, and signs of deficiencies. A minimum letter grade of “C” is required for successful completion of this course.

MED202 Clinical Medical Assisting 4 Credit Hours
(Prereq. – BIO201, BIO202) The focus of this course is to introduce the students to entry-level clinical skills including: integrated clinical procedures, assisting with specialty examinations, and assisting with minor surgery. Information on patient education for health maintenance and disease prevention will be reinforced throughout the course. Blood borne pathogen and standard precaution training will be required in this course. A minimum letter grade of “C” is required for successful completion of this course and a score of 85% on all skill-based competencies.

MED208 Medical Office Procedures 4 Credit Hours
Course includes skills needed to handle administrative duties in a busy medical office including: reception, telephone procedures, computer skills, and scheduling and office equipment usage. Topics include the electronic healthcare record, patient navigator, written and oral communications skills. A minimum letter grade of “C” is required for successful completion of this course and a score of 85% on all skill-based competencies.

MED218 Communication for the Healthcare Professional 4 Credit Hours
Effective communication is a critical skill for the healthcare professional. This course provides the basic skills to communicate orally and in writing within an interdisciplinary, multicultural, and multigenerational healthcare environment. The essential of communication and the “soft-skills” needed for entry level healthcare jobs and career success are taught.

MED225 Pharmacology II for the Medical Assistant 4 Credit Hours
This course examines the major drug classifications in relation to the treatment of diseases and disorders, including the effects of selected medications on pathophysiology. Topics include an analysis of the classes of medically approved drugs, their action, indications, side-effects, and interactions for the body systems including cardiovascular, urinary, respiratory, endocrine, gastrointestinal, musculoskeletal, reproductive, nervous, integumentary, and ophthalmology. A minimum letter grade of “C” is required for successful completion of this course.
MED249 Medical Billing and Coding Externship and Review 4 Credit Hours
(Prereq: Must be taken in last term; HIM202, HIM206) This course includes on-site practical experience under the supervision of the facility’s staff and/or the ANU faculty members. The initial selection and approval of the site will be coordinated by the campus faculty; however, the student is responsible for being involved in the selection process. Any competencies performed at the site must be checked off as “satisfactory” for performance. Students are required to complete a minimum of 40 externship hours at an externship site; 20 hours may be completed virtually by coding cases from the VLab. Additional assignments include HIPAA regulation competency as well review of legal and ethical issues. An exam prep for the Certified Professional Coder, CPC exam is provided.

MED273 Invasive Clinical Procedures 4 Credit Hours
(Prereq. –BIO201; MED202 must be taken prior to or in conjunction with MED273) This course provides an introduction to the tools and skills used in the physician’s office laboratory by the Medical Assistant. Examples of skills taught are blood specimen collections including: venipuncture and capillary puncture; injection procedures; basic hematological procedures; clinical chemistry, and immunologic testing in the CLIA-waived laboratory. Instruction are given in medication administration and diagnostic testing. A minimum letter grade of “C” is required for successful completion of this course. Each student must demonstrate each skill identified in the course to the minimum stated level of competency for successful completion of the course or score an 85% on all skill-based competencies.

MED275 Non-Invasive Clinical Procedures 4 Credit Hours
(Prereq. – BIO202; MED202 must be taken prior to or in conjunction with MED275) Instruction will be provided regarding OSHA compliance with blood-borne (and airborne) pathogen; urinalysis procedures; basic microbiological principles and procedures; diagnostic imaging; nutrition for health and disease; spirometry testing, and electrocardiography. The basic elements of nutrition and dietary management will be reviewed. Principles of body mechanics and ergonomics will be taught and practiced. A minimum letter grade of “C” is required for successful completion of this course. Each student must demonstrate each skill identified in the course to the minimum stated level of competency for successful completion of the course or score an 85% on all skill-based competencies.

MED285 Medical Office Finances 4 Credit Hours
(Prereq. – MED208, MAT090 if applicable) This specialized course is designed to teach basic medical office skills. Instruction will be provided in the preparation of various medical forms and reports, and medical office financial procedures such as recording payments, reconciling bank statements, and general bookkeeping procedures. This course also provides detailed instruction in processing insurance claims including: ICD and CPT coding, completion of CMS1500 and other specialized insurance forms, and third party billing and reimbursements. A minimum letter grade of “C” is required for successful completion of this course and a score of 85% on all skill-based competencies.

MED298 Medical Assisting Exam Success Class 4 Credit Hours
(Prereq. – Should be taken in final term and student must have completed all MAA Core courses except MED285 and MED299) This course is designed to prepare the student for success on the Registered Medical Assistant (RMA) exam through a structured classroom review and testing to reinforce the student’s recall and knowledge of materials presented throughout the program. This is a capstone course culminating with the student taking the RMA as the final examination. The success class consists of 30 direct instructional hours and 30 externship clock hour of on-site practical experience.
**MED299 Medical Assisting Externship** 4 Credit Hours  
(Prereq. – Should be taken in final term and student must have completed all MAA Core courses except MED285 and MED298) The course will provide a real life-experience in an ambulatory care setting performing the skills and processes they have acquired through their studies. This externship consists of 132 clock hours of on-site practical experience.

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### NURSING COURSES

**MS500 Healthcare Informatics** 4 Credit Hours  
This course includes concepts of computers and the internet, a review of the healthcare information systems, and the contribution of informatics to the foundation of knowledge in healthcare. Analysis of current and emerging trends in healthcare technology will be addressed. Concepts include administrative information systems, electronic security, telehealth, and research. Students explore the use of information technology to support decisions that promote safety and quality in patient centered care while addressing concerns about information protection in the use of electronic healthcare records.

**MS510 Epidemiology for Advanced Nursing Practice** 4 Credit Hours  
This course is structured to provide students with an in-depth view of epidemiology for advanced nursing practice from a local to global perspective. Nursing’s role in pandemics, emergency preparedness, and public health emergencies is examined. Aspects of cultural competence, health literacy, and linguistically appropriate services will be addressed.

Epidemiology of chronic and emerging infectious diseases will be addressed. Students are presented with epidemiologic models and study designs to assess the health of populations to prevent or control health problems. The relationship of culture, genetics, and environmental aspects to epidemiology will be explored. Bio-statistical concept and their integration with epidemiology will be addressed. Students study ethical, legal and economic principles influencing clinical prevention and population health.

**MS520 Theoretical Foundations of Advanced Nursing** 4 Credit Hours  
Knowledge development, mid-range theories, ethical frameworks and personal beliefs are reviewed in this course. These elements are examined to develop and refine theory-guided nursing practice, ethical decision making, and a personal philosophy of nursing. Advanced Nursing roles will be explored and compared.

**MS530 Health Policy, Regulations, and Politics for Healthcare** 4 Credit Hours  
This course provides students with an in-depth view of healthcare policy and regulatory issues at the local, state, national, and global level for the advanced practice nurse and the healthcare administrator. Concepts examined include the regulatory agencies effect on patient care and scope of nursing and other healthcare professionals, implications of policy and legislative processes on healthcare delivery, and vulnerable populations. Policy and politics in the work environment, in the government, in associations and interest groups, in the community and related to quality and safety in healthcare will be included.
MS540 Healthcare Economics and Fiscal Management 4 Credit Hours
This course is designed to introduce students to healthcare economics and the principles of fiscal management in the health care environment. Topics include financial and managerial accounting, cost analysis, budgeting, planning, and control.

MS550 Ethics and Legal Principles for Healthcare 4 Credit Hours
This course gives a perspective on healthcare law and ethics for professionals in the healthcare industry. The principles and theories that guide ethical practice, ethical dilemmas that exist in a variety of settings, local and federal guidelines, end of life issues, and scarce healthcare resources will be addressed. Ethical issues for health services will be examined in a global perspective. Content includes legal principles, responsibilities of healthcare professionals, medical records management, liability and duties of a health care professional, informed consent, and workplace issues.

MS560 Healthcare Organizational Systems and Quality Improvement 4 Credit Hours
This course studies the internal organization and management of health-care facilities including delivery models and roles of health care professionals. The principles and theories of healthcare organizational systems and concepts of organizational behavior will be addressed. Topics include quality improvement to ensure patient safety, delivery of evidence based practices to improve patient care outcomes, and recognized benchmarks demonstrating delivery of higher-value care.

MS570 Nursing Leadership Development and Inter-Professional Collaboration 4 Credit Hours
This course examines best practices of nurse leadership and the characteristics of effective leaders within the health care industry. The definition of leadership within the context of nursing practice and the leadership role of the graduate-level nurse will also be discussed. The topic of Inter-professional collaboration will be explored. The student will complete the beginning plan for their project and establish an externship.

MS600 Advanced Health Assessment 4 Credit Hours
This course covers the advanced concepts related to physical examination and history taking for the advanced practice nurse. The student will perform physical examinations and apply clinical reasoning to assessing patients. Regional physical examinations, general survey, and assessment of special populations of children, pregnant women, and the older adult will be addressed.

MS605 Advanced Pathophysiology 4 Credit Hours
This course covers the pathophysiologic alterations of organs and systems across the life span. Topics include the altered cellular and tissue biology, fluids, electrolytes, acids and bases, genetic diseases, mechanisms of self-defense, and the cellular proliferation of cancer.

MS610 Advanced Pharmacology 4 Credit hours (Co-Requisite: MS605) This course covers the principles and concepts of pharmacotherapeutics, pharmacokinetics, and pharmacodynamics of the broad categories of pharmacologic agents and delivery across the lifespan.

MS615 Health and Patient Safety Risk Management 4 Credit Hours
(Prereq. MS660) This course is for health care professionals who require the knowledge and skills in the area of health care risk management, compliance, and patient safety. This content prepares administrators to reduce medical errors and control adverse events. The healthcare administrator will develop the skills for working effectively with the risk management department and various healthcare departments to ensure patient safety.
**MS618 Human Resource Management for Healthcare 4 Credit Hours**
Examines the complexities and multiple issues involved in human resources management, which are due to the unique nature of health-care organizations that employ a highly regulated workforce with specific technical discipline based on expertise with continual educational development and involved in a business devoted to patient care. Offers health-care administrators the knowledge and tools to manage people in all aspects of their work from recruiting, to hiring, to compensation, and benefits, to training and development, to motivational strategies and performance appraisals, to promotions and terminations. Content includes the use of volunteers, employment laws, and the support provided the manager by the human resources professional.

**MS620 Strategic Healthcare Planning and Management 4 Credit Hours**
(Prereq. MS540) This course addresses the essential strategic tasks of leading and managing health care organizations and advocates for the importance of strategic thinking and strategic planning of the management process from conceptualization and planning to development and management. Topics include marketing and the role of the marketing professional in researching and recommending market positioning.

**MS625 System Design Life Cycle 4 Credit Hours**
(Prereq. MS500) This course covers the topic of system design for informatics. Topics include development of policy and procedures, analysis of system and strategic planning, quality outcomes, clinical information systems, human-computer interaction, usability, workflow, testing, implementing, and evaluating systems.

**MS630 Clinical Outcomes and Care Environment Management – CNL Immersion I 2 Credit Hours**
(Prereq.: All core courses must be completed except MS670; Co-requisite: MS600) This is the initial full course in the Clinical Nurse Leader Immersion and the focus will be on illness and disease management including care management and client outcomes utilizing knowledge of pharmacology, pathophysiology, and health assessment and technology at the point of care. The student will address knowledge management and knowledge and skills related to epidemiology and management of client outcomes. The student will focus on health promotion and disease reduction and prevention management utilizing the knowledge of risk assessment, health literacy, health education, and counseling while practicing evidence based practice, clinical decision making, critical thinking, problem identification, and outcome measurement.

**MS635 Clinical Outcomes and Care Environment Management – CNL Immersion II 2 Credit Hours**
(Prereq. All core courses must be completed except MS670; Co- Requisite: MS600) This is the continuation of the initial course in the Clinical Nurse Leader Immersion and the focus will be on illness and disease management including care management and client outcomes utilizing knowledge of pharmacology, pathophysiology, and health assessment and technology at the point of care. The student will focus on health promotion and disease reduction and prevention management utilizing the knowledge of risk assessment, health literacy, health education, and counseling while practicing evidence based practice, clinical decision making, critical thinking, problem identification, and outcome measurement. The student will additionally address the collaboration within the healthcare team.

**MS640 Clinical Nurse Leadership – CNL Immersion III 2 Credit Hours**
(Prereq.: Must be taken in final term) This is the continuation of the Clinical Nurse Leader Immersion and the student will provide leadership in all aspects of the CNL role. There will be a continued focus
will be on illness and disease management, knowledge management, and health promotion and
disease reduction, and prevention management. The student will address healthcare financial issues,
informatics, quality management, and management of change. The student will provide team
coordination as they collaborate with other health care providers.

**MS645 Clinical Nurse Leadership – CNL Immersion IV 2 Credit Hours**
(Prereq.: Must be taken in final term) This is the final course in the Clinical Nurse Leader Immersion
and the student will provide leadership in all aspects of the CNL role. There will be a continued focus
will be on illness and disease management, knowledge management, and health promotion and
disease reduction, and prevention management. The student will address healthcare financial issues,
informatics, quality management, and management of change. The student will provide team
coordination as they collaborate with other health care providers. The capstone project will be
completed in this course.

**MS650 Nurse Administrator Leadership I 4 Credit Hours**
(Prereq.: All course cores except MS670, and Co-req.: MS615, MS618, MS620) This course provides
the student with the initial externship in the nurse administrator role. Nurse administrator role
students will examine the strategies for engagement of an organization and an individual.

**MS655 Nurse Administrator Leadership II 4 Credit Hours**
(Prereq.: Must be taken in final term) This course provides the student with a capstone experience
and externship in the nurse administrator role. A project providing evidence of meeting the
competencies of the role of the nurse administrator will be completed.

**MS660 Educational Theory, Curriculum Development, and Teaching Methodologies 4 Credit Hours**
This course addresses educational theory applicable to the nurse educator role. The process of
curriculum development will be covered including the design of courses and programs, writing
measurable objectives, and program outcomes. Topics include teaching methodologies, strategies,
the learning environment, cognitive, psychomotor, and affective domains of learning, and evidence
based resources to support teaching.

**MS665 Nurse Educator Leadership and Evaluation 4 Credit Hours**
(Prereq.: Must be taken in final term) This course provides the capstone for the nurse educator role.
Students will function in an educational environment, teaching and evaluating courses and/or
programs. Topics include learner assessment, curriculum revision, and course and program
evaluation.

**MS670 Advanced Nursing Evidence Based Practice and Research Methods 4 Credit Hours**
This course discusses research methodology and examines the translation of current evidence into
practice. Topics include identifying gaps and resolving practice problems to advance clinical practice.
This course for the advanced practice nurse will expand upon the student’s understanding of
evidence based practice and basic nursing research.

**MS675 Data Management and Healthcare Technology 4 Credit Hours**
(Prereq.: MS500) This course covers the data management of healthcare information and the various
healthcare technologies. Topics include databases, clinical devices, hardware (smart devices, tablets),
and communication technologies.
MS680 Nurse Informaticist Leadership I 4 Credit Hours
(Prereq.: all core courses except MS670, Co-Requisite are: MS625, MS675, MB611) This serves as the initial externship for the nurse informaticist. Students will function in the role of the informaticist to obtain required competencies.

MS685 Nurse Informaticist Leadership II 4 Credit Hours
(Prereq.: Must be taken in final term) This serves as the capstone course for the nurse informaticist specialty. Students will complete their final externship and become eligible for the RN-BC Nursing Informatics exam.

NUR300 Professional Nursing Concepts and Trends 4 Credit Hours
This course encompasses an introduction to the history, trends, issues, and evolution of the nursing profession. This course includes an overview of selected nursing theorists, and professional nursing practice in the changing health care delivery system. Opportunities will be presented that provide for the development of further socialization into the professional role of nursing. A letter grade of a “C” is required for successful completion of this course.

NUR330 Community/Public Health Nursing 4 Credit Hours
Emphasis is on employing the nursing process utilizing modeling and role-modeling and the appropriate level of prevention in the community focusing on individuals, families, groups and communities. The Community and Public Health Nursing course is designed to facilitate the conceptualizing of family, population groups, and community as units of care. The course focuses on risk reduction, health maintenance, and promotion of high level wellness to individuals, families, and groups of all ages throughout the health continuum. A letter grade of a “C” is required for successful completion of this course.

NUR400 Nursing Informatics 4 Credit Hours
This course is structured to provide students with an overview of nursing informatics; concepts of computers and the internet; principles and practices related to the evaluation of health care software applications; and a review of the health care information systems. In addition, attention will be given to the ethical issues related to the use of technology in health care; trends in health care technology; and the role of the nurse informatics in developing and evaluating health care applications and systems. A letter grade of a “C” is required for successful completion of this course.

NUR410 Nursing Research and Evidence Based Practice 4 Credit Hours
(Prereq. – MAT419) This course introduces nursing students to the fundamentals and principles of the research process and how it applies to professional nursing. The importance of searching relevant literature, understanding research methods, reviewing research, understanding, and evaluating research findings related to the practice of nursing is emphasized in this course. A letter grade of a “C” is required for successful completion of this course.

NUR415 Epidemiology for Nursing Practice 4 Credit Hours
This course is structured to provide students with an overview of epidemiology for nursing from a local to global perspective. Concepts of culture, ethics, legal, genetics, and the environment are included. Nursing in pandemics and emergency preparedness is examined. Epidemiology of chronic diseases and emerging infections will be addressed. Students are presented with epidemiologic models and study designs to assess the health of populations to prevent or control health problems. A letter grade of a “C” is required for successful completion of this course.
NUR430 Health Care Policy 4 Credit Hours
This course is structured to provide students with an overview of health care policy, finance, and regulatory issues at the local, state, national, and global level. Concepts will be examined related to the regulatory agencies effect on patient care and scope of nursing; implications of policy and legislative processes on health care delivery and vulnerable populations; and the financial implications for health care services. Social, ethical, and political issues and policy decisions affecting health care and nursing practice will be analyzed. A letter grade of a “C” is required for successful completion of this course.

NUR440 Leadership and Management 4 Credit Hours
(Prereq. – Must be the last NUR prefix course taken; can be taken in conjunction with one other NUR prefix course.) This senior-level nursing course focuses on leadership development professional nursing practice. Management theories and concepts are emphasized, including the identification of key organizational structures, professional communication and team work, conflict resolution, effective supervision, employee motivation, quality improvement, and change processes. This course also educates students on self-care techniques such as creating an effective work-life balance, resource assistance available from employers, and promoting a healthy work environment. A letter grade of a “C” is required for successful completion of this course.

PARALEGAL COURSES

PLG102 Introduction to Paralegal Studies 4 Credit Hours
This course provides students with an overview of what a legal assistant/paralegal should be prepared for in the workplace. Emphasis will be on office behavior, ethics, skills, court systems, and case preparation.

PLG207 Legal Research and Writing 4 Credit Hours
(Prereq. – ENG102, PLG102) This course provides the specialized knowledge and the skill that students need to effectively use law texts and other law library resources. Analysis of case law is a focus along with the fundamental legal writing and drafting skills.

PLG213 Medical Records Analysis 4 Credit Hours
Students taking this course will study medical terminology, major body systems, HIPAA, medical records, Functional Capacity Evaluations, Medicare Set-Asides, Physician Opinion Letters, Life Care Plans, Subpoenas for medical records and medical release forms.

PLG214 Family Law 4 Credit Hours
This course provides the students with a basic overview of the legal problems of the family. Topics covered include relationships among the child, parent, and state (adoption, custody, and support), the marriage relationship, and divorce and its incident (divorce grounds, equitable distribution, and spousal support). Emphasis will be on the pleadings and procedures that are typical in a domestic relations practice.

PLG215 Torts and Personal Injury 4 Credit Hours
Students taking this course will study intentional torts, negligence, product liability, defamation, defenses, and damages, and draft legal pleadings involving torts.
PLG216 Estate Administration and Elder Law 4 Credit Hours
Students taking this course will study wills, estate planning, trusts, intestate succession, taxation of estates and probate as well as issues that pertain to senior citizens.

PLG229 Legal Office Procedures 4 Credit Hours
Students taking this course will learn the skills they need for administrative duties in the legal office. Course work includes fundamental office procedures as well as exercises in judgment, independent actions, and coping with interruptions in the office environment.

PLG232 Bankruptcy and Collections Procedures 4 Credit Hours
(Prereq. – PLG207) This course provides students with an introduction to the various types of creditors, liens, and judgments; and remedies, enforcement, and method of execution, attachments, and garnishments. Students will become familiar with the proceedings following judgment, exemptions, and fraudulent conveyances. Students will also receive an introduction to the Federal Bankruptcy Courts.

PLG250 Pretrial Discovery and Trial Preparation 4 Credit Hours
This course provides students with a thorough examination of client counseling and investigative techniques and processes. Specific attention will be given to the drafting of pleadings, motions, and the discovery process, including interrogatories, admissions, and depositions, as well as file organization, exhibit preparation, and the paralegal’s role in assisting at trial.

PLG252 Real Estate Practices 4 Credit Hours
(Prereq. – PLG207) Students taking this course will discuss real property law and proceed step by step through all the areas of a modern real estate practice.

PLG262 Criminal Law and Procedure 4 Credit Hours
Students taking this course will discuss criminal law and types of criminal defenses.

PLG299 Paralegal Externship 4 Credit Hours
(Prereq. – PLG207, PLG229, PLG250 and must be taken in the last two terms) This course offers paralegal students the opportunity to obtain practical experience and apply paralegal theory in practical settings by working 120 hours in a business or organization under supervision of experienced legal/paralegal professionals.

PHARMACY TECHNOLOGY COURSES

PTA165 Pharmacy Law & Ethics 4 Credit Hours
This course is designed to provide an overview of law and ethics affecting the pharmacy technician’s role. Federal and state laws and regulations are reviewed. Special attention is given to the pharmacy technician’s professional standards, and compliance with relevant legal, regulatory, formulary, contractual, and safety requirements.

PTA176 Community Pharmacy Operation and Laboratory 4 Credit Hours
This course is an introduction to the operation of the community pharmacy with content areas devoted to the origins of the pharmacy, various drugs, dosage forms, delivery systems, and pharmacy billing and reimbursement. The evolving role regarding major trends, issues, goals, and initiatives
taken within the pharmacy profession will be studied. Instruction regarding the roles and responsibilities of the pharmacy technician with emergent situations will be given.

PTA205 Pharmacology I for the Pharmacy Technician 4 Credit Hours
This is the first in the series of pharmacology courses for the pharmacy technician. This course examines the basic principles of pharmacology, including drug nomenclature, dosage forms, administration routes, indications and uses, drug actions and clinical effects, adverse actions, side effects, and interactions. Pharmacy law topics include Federal laws such as the Controlled Substance Act, and the Federal Food, Drug, and Cosmetic Act and its amendments. Drug topics include dietary supplements, skin medications, drugs of the autonomic nervous system, and antineoplastic drugs. Classification of drugs by both body system and drug function will be examined.

PTA207 Pharmacology II for the Pharmacy Technician 4 Credit Hours
(Prereq: PTA205) This is the second course in the series for pharmacy technicians that examines the major drug classes in relation to the treatment of diseases and disorders, including the clinical effects of selected medications. Topics include an analysis of drug action, indications and uses, side-effects, adverse actions, and interactions for body systems including cardiovascular, renal, respiratory, endocrine, gastrointestinal, musculoskeletal, reproductive, central nervous system and ophthalmology. Classification of drugs by both body system and drug function will be examined.

PTA250 Pharmacy Software Applications 4 Credit Hours
This course is an introduction to the operation of pharmacy software. Content areas include patient, provider, insurance and medication data entry, adjudication of new prescriptions/medication orders and refills, including rejected claims and prior authorizations, inventory control and documentation.

PTA276 Institutional Pharmacy Operation and Laboratory 4 Credit Hours
(Prereq. – PTA176) This course focuses on the pharmacy technician’s role within an institutional pharmacy setting. Instruction in routes of administration for various medications, selection of appropriate supplies and equipment, and proper calculation of dosages of medications will be provided. The basics of aseptic technique, infection control, and proper handling of hazardous materials will be taught.

PTA279 Community Pharmacy Technician Externship 4 Credit Hours
(Prereq. – To be taken in the student’s next to last term) The student will be provided a real life-experience in the pharmacy setting to reinforce the skills and processes they have acquired through their studies. This externship consists of 120 clock hours of on-site practical experience.

PTA288 Pharmacy Technician Exam Success Class 4 Credit Hours
(Prereq. – To be taken in final term and concurrently with PTA289) This course is designed to prepare the student for success on the Pharmacy Technician Certification Exam (PTCE) through a structured classroom review and testing to assess the student’s recall of materials presented throughout the program.

PTA289 Institutional Pharmacy Technician Externship 4 Credit Hours
(Prereq. – To be taken in the student’s last term, all core courses completed except for PTA288 and MED218) Students who take this course will obtain valuable practical experience in an institutional pharmacy environment. Course work includes 120 clock hours of on-site practical experience.
PHLEBOTOMY AND ECG TECHNICIAN COURSES

PEC110 Phlebotomy Techniques 4 Credit Hours
This course serves as a practical introduction to the field of phlebotomy by discussing the role of the phlebotomist, reviewing medical terminology, and anatomy and physiology. Topics discussed include safety procedures, documentation, and other roles of a phlebotomist in healthcare. Students will practice phlebotomy skills for venipuncture and capillary punctures.

PEC115 ECG Interpretation 4 Credit Hours
This course serves as a practical introduction of the basic fundamentals of electrocardiographic (ECG) devices and their use in the evaluation of cardiac rhythms. Students will learn how to perform ECGs, vital signs, and document cardiac rhythms. Content includes the analysis and interpretation of normal ECGs and basic dysrhythmias.

PEC198 Phlebotomy and ECG Review 4 Credit Hours
(Prereq.- Must be taken in student’s last term and in conjunction with PEC199) This course is designed to prepare the student for success with the National Certified Phlebotomy Technician (NCPT) and National Certified ECG Technician (NCET) examinations. Instruction will be provided through a structured classroom review and testing to assess and support the student’s recall of materials presented throughout the program. This is a capstone course that culminates with the student completing the certification exams.

PEC199: Phlebotomy and ECG Externship 4 Credit Hours
(Prereq.-to be taken in the student’s last term, PEC110, PEC115) This course provides students with the opportunity to receive hands-on experience in phlebotomy and with electrocardiography. Course work includes 120 clock hours of on-site experience under the supervision of the facility’s staff and/or Director of Health Science Education.
ADMINISTRATION AND ORGANIZATION

The following locations operating as American National University are owned and controlled by American National University, Inc., a Virginia corporation which is owned and controlled by National University Services, Inc., a Virginia Corporation: Roanoke, VA; Charlottesville, VA; Danville, VA; Harrisonburg, VA; Lynchburg, VA; Parkersburg, WV; and Princeton, WV; Dayton, OH; Youngstown, OH; and Bristol TN.

The Officers and Directors of American National University, a Virginia Corporation; American National University of Kentucky, Inc., a Kentucky corporation; and National College of Tennessee, Inc., a Kentucky corporation are:

Frank Longaker ................. Chairman, Treasurer, Director
Steven Cotton. .................. Director
Joel Musgrove ................. Director
Lindsay Mayhue. ............. Secretary

ADMINISTRATIVE STAFF

President .............................................................. Frank Longaker
Executive Vice President and General Counsel .................................. Steven Cotton
Senior Executive Vice President of Operations ............................. Joel Musgrove
Executive Vice President of Academic Affairs ................................. Cathy Plunkett
Executive Director of Compliance and Accreditation ............................ David Yeaman
Vice President of Admissions .................................................. Christina Shade
Vice President of Accounting and Financial Services ...................... April Howard
Vice President of International Affairs ....................................... Ramon Flores
Vice President of Marketing and Communications .......................... Chuck Steenburgh
Regional Director of Admissions ................................................ Trent Ramey
Director of Career Services .................................................... Wendolyn Larkins
Director of Distance Education ............................................... Shawn Hershey
Director of Library Services .................................................. Brandi Porter
Director of Instructional Technology .......................................... Jennifer Torres
Comptroller ........................................................................ Carl Robertson
Director of Repayment Success ................................................ Jodie Terry
Director of Financial Aid ........................................................ Thomas Haskins
Director of Student Services .................................................... Jessica Williams
Program Director of Health Science Education ............................ Rhonda Epps
Program Director of Business and Management Programs ................ Annette Chamberlin
Dean of Nursing .............................................................. Dr. Audrey Auer
Program Director of Pharmacy Technology .................................. Kevin Chakos
Program Director of Health Information Management ..................... Nita Saha
### OFFICE HOURS

Regular office hours are Monday through Friday, 8:00 a.m. – 5:00 p.m. Eastern Time.

### UNIVERSITY EDUCATIONAL RESOURCE CENTER LOCATIONS

<table>
<thead>
<tr>
<th>Administrative Office Main Location:</th>
<th>1813 East Main Street, Salem, VA 24153</th>
<th>540-986-1800</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Educational Resource Center Director:</td>
<td>Ms. Angela Shelton</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Roanoke, VA</th>
<th>Charlottesville, VA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1813 East Main St. 1515 Country Club Rd.</td>
<td>3926 Seminole Trail</td>
</tr>
<tr>
<td>Salem, VA 24153 Harrisonburg, VA 22802</td>
<td>Charlottesville, VA 22911</td>
</tr>
<tr>
<td>540-986-1800 540-432-0943</td>
<td>434-220-7960</td>
</tr>
<tr>
<td>University Educational Resource Center Director:</td>
<td>University Educational Resource Center Director:</td>
</tr>
<tr>
<td>Ms. Angela Shelton</td>
<td>Mr. Dean Vines</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Harrisonburg, VA</th>
<th>Lynchburg, VA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1837 Woodman Center Dr. 1328 Hwy 11 W.</td>
<td>104 Candlewood Ct.</td>
</tr>
<tr>
<td>Kettering, OH 45420 Princeton, WV 24740 110 Park Center Dr.</td>
<td>Lynchburg, VA 24502 Bristol, TN 37620</td>
</tr>
<tr>
<td>937-299-9450 304-431-1600</td>
<td>423-878-4440</td>
</tr>
<tr>
<td>University Educational Resource Center Director:</td>
<td>University Educational Resource Center Director:</td>
</tr>
<tr>
<td>Ms. Rhonda Epps</td>
<td>Mr. Jeffrey Stoltenberg</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Princeton, WV</th>
<th>Parkersburg, WV</th>
</tr>
</thead>
<tbody>
<tr>
<td>421 Hilltop Dr. 110 Park Center Dr.</td>
<td>104 Candlewood Ct.</td>
</tr>
<tr>
<td>Princeton, WV 24740 Parkersburg, WV 26101</td>
<td>Lynchburg, VA 24502</td>
</tr>
<tr>
<td>304-431-1600 304-699-3005</td>
<td>423-878-4440</td>
</tr>
<tr>
<td>University Educational Resource Center Director:</td>
<td>University Educational Resource Center Director:</td>
</tr>
<tr>
<td>Mr. Denver Riffe</td>
<td>Ms. Tracey Thompson</td>
</tr>
</tbody>
</table>
The University utilizes Advisory Boards to gather information from community members and employers to ensure that the programs are current and relevant to their field. The membership of the committee must include a minimum of two members from each professional, health science, technical, and/or business community. The other members of this board should include, faculty, staff, students, alumni, and Program Directors.

The University Educational Resource Center Advisory Boards meet a minimum of two times a year. The agendas should include a review of the outcomes assessment plan, a discussion on curriculum and relevance to the current career field, and review of the community job outlook.

**Business Advisory Board**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title (Present Occupation)</th>
<th>Company Name &amp; Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlene Day</td>
<td>Assistant United States Attorney</td>
<td>US Attorney's Office</td>
</tr>
<tr>
<td>Chuck Neely</td>
<td>Owner</td>
<td>Neely's Accounting</td>
</tr>
<tr>
<td>Dr. Annette Chamberlin</td>
<td>Dept. Chair – Masters Programs</td>
<td>American National University</td>
</tr>
<tr>
<td>Mathew George</td>
<td>Adjunct Instructor – Business Administration/Accounting</td>
<td>American National University</td>
</tr>
<tr>
<td>Kenny McInnis</td>
<td>Workforce Coordinator</td>
<td>Virginia Employment Commission</td>
</tr>
<tr>
<td>Dawa Clephas</td>
<td>Business Analyst</td>
<td>Carilion</td>
</tr>
<tr>
<td>Mike Hamlar</td>
<td>CEO</td>
<td>Hamlar Curtis</td>
</tr>
<tr>
<td>Brent Kremer</td>
<td>VP Information Systems</td>
<td>Bank of America</td>
</tr>
<tr>
<td>Jill Sluss</td>
<td>Executive Director</td>
<td>S-Roanoke County Chamber of Commerce</td>
</tr>
<tr>
<td>Dr. Stephanie Seabolt</td>
<td>Associate Professor</td>
<td>Mary Baldwin College</td>
</tr>
<tr>
<td>Bill Meador</td>
<td>Franchise Owner</td>
<td>Erie Insurance</td>
</tr>
<tr>
<td>Andrea Milleron</td>
<td>Vice President-Business Development</td>
<td>Member One Federal Credit Union</td>
</tr>
<tr>
<td>Melinda J. Cox, BREP</td>
<td>Business Development - Retired</td>
<td>Roanoke County</td>
</tr>
<tr>
<td>Angela Shelton</td>
<td>Educational Resource Center Director</td>
<td>American National University</td>
</tr>
</tbody>
</table>

**Master’s Program Advisory Board**

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Angela Shelton</td>
<td>Educational Resource Center Director</td>
<td>American National University</td>
</tr>
<tr>
<td>Mathew George</td>
<td>Adjunct Instructor-Business Administration/Accounting</td>
<td>American National University</td>
</tr>
<tr>
<td>Dr. Annette Chamberlin</td>
<td>Dept. Chair MBA Program</td>
<td>American National University</td>
</tr>
<tr>
<td>Clay Hodges</td>
<td>Quality Control Manager</td>
<td>Corrugated Container Corporation</td>
</tr>
<tr>
<td>Don Richardson</td>
<td>CPA</td>
<td>Craig County COOP</td>
</tr>
<tr>
<td>Parth Patel</td>
<td>MBA Student Representative</td>
<td>American National University</td>
</tr>
<tr>
<td>Mike Hamlar</td>
<td>Owner</td>
<td>Hamlar Funeral Services</td>
</tr>
<tr>
<td>Ralph Stewart</td>
<td>Vice President</td>
<td>Carter Bank and Trust</td>
</tr>
<tr>
<td>Juliann Poff</td>
<td>Internal Marketing Sales Director</td>
<td>Qualitrax</td>
</tr>
<tr>
<td>Nasri Salomoun</td>
<td>Director of Productions</td>
<td>CCS, Inc.</td>
</tr>
<tr>
<td>Michael Vint</td>
<td>Assistant Manager</td>
<td>Wal-Mart Valley View Mall</td>
</tr>
<tr>
<td>Richard Turner</td>
<td>Owner</td>
<td>Turner Accounting Services</td>
</tr>
<tr>
<td>Craig Eisenbrown</td>
<td>Manager</td>
<td>U.S. Air</td>
</tr>
</tbody>
</table>
# Health Science Advisory Board

<table>
<thead>
<tr>
<th>Name</th>
<th>Title (Present Occupation)</th>
<th>Company Name &amp; Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angela Shelton</td>
<td>Educational Resource Center Director</td>
<td>American National University</td>
</tr>
<tr>
<td>Rebecca Thompson</td>
<td>Director of Health Science Education</td>
<td>American National University</td>
</tr>
<tr>
<td>Dr. Sanjoy Saha, MD</td>
<td>Physician</td>
<td>Lewis Gale Regional Health System</td>
</tr>
<tr>
<td>Sammie Hudson</td>
<td>Practice Manager</td>
<td>Carillion Clinic PCA</td>
</tr>
<tr>
<td>Jonathan Zax</td>
<td>Pharmacy Lead/CPhT</td>
<td>Kroger Mid-Atlantic</td>
</tr>
<tr>
<td>Sheena Johnson</td>
<td>Registered Medical Assistant</td>
<td></td>
</tr>
<tr>
<td>Charlene Rakes</td>
<td>Practice Manager</td>
<td>Valley Internal Medicine</td>
</tr>
<tr>
<td>Saja Hall</td>
<td>Student (MA program)</td>
<td>American National University</td>
</tr>
<tr>
<td>Chrystal Collins</td>
<td>Instructor (MA program)</td>
<td>American National University</td>
</tr>
<tr>
<td>Jake Gilmer</td>
<td>Executive Director</td>
<td>Western Virginia Workforce</td>
</tr>
<tr>
<td>Rhonda Epps</td>
<td>Educational Resource Center Director</td>
<td>American National University</td>
</tr>
</tbody>
</table>

# Nursing Advisory Board

<table>
<thead>
<tr>
<th>Name</th>
<th>Title (Present Occupation)</th>
<th>Company Name &amp; Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Audrey Auers, PhD, MSN, RN</td>
<td>Interim Nursing Administrator</td>
<td>American National University, Pikeville</td>
</tr>
<tr>
<td>Melody F. Sharp, DNP, RN</td>
<td>Dean</td>
<td>Central College of Nursing, Lynchburg, VA</td>
</tr>
<tr>
<td>Susan Ellis, RN, MSN, SPHR</td>
<td>Vice President of Patient Care</td>
<td>Highlands Regional Medical Center, Prestonsburg, KY</td>
</tr>
<tr>
<td>Cynthia J. Thomas, MSN, RN</td>
<td>Director 5th Floor 5East &amp; 5West</td>
<td>Lewis Gale Medical Center, Salem, VA</td>
</tr>
<tr>
<td>Michelle Rainey, RN, BSN</td>
<td>Senior Assistant Vice President/Assistant CNO</td>
<td>Pikeville Medical Center, Pikeville, KY</td>
</tr>
</tbody>
</table>

# Paralegal Advisory Board

<table>
<thead>
<tr>
<th>Name</th>
<th>Title (Present Occupation)</th>
<th>Company Name &amp; Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Linda Slough</td>
<td>Department Chair – Paralegal</td>
<td>American National University</td>
</tr>
<tr>
<td>Jayne Adkins</td>
<td>Teacher</td>
<td>Roanoke County Schools</td>
</tr>
<tr>
<td>Cailin Cox</td>
<td>Paralegal Graduate</td>
<td>American National University</td>
</tr>
<tr>
<td>Tiffany Lee</td>
<td>Instructor</td>
<td>American National University</td>
</tr>
<tr>
<td>Lauren Chen</td>
<td>Compliance Secretary</td>
<td>Carillion Clinic</td>
</tr>
<tr>
<td>Dee King</td>
<td>Title Search</td>
<td>Self - Employed</td>
</tr>
<tr>
<td>Vicki Ashwell</td>
<td>Paralegal</td>
<td>Wolfe Williams &amp; Abramson</td>
</tr>
<tr>
<td>Kathie Coulson</td>
<td>Paralegal</td>
<td>Gentry, Locke, Rakes and Moore</td>
</tr>
<tr>
<td>Beth Reed</td>
<td>Paralegal</td>
<td>Guyunn &amp; Waddell</td>
</tr>
<tr>
<td>Ebony Hicks</td>
<td>Deputy Clerk</td>
<td>Roanoke City J&amp;D Court</td>
</tr>
<tr>
<td>Jaime Rebkovich, Esq.</td>
<td>Family Law Attorney</td>
<td>Self Employed</td>
</tr>
<tr>
<td>Mike Mayo</td>
<td>Manager</td>
<td>Tyco</td>
</tr>
</tbody>
</table>

# Information Technology Advisory Board

<table>
<thead>
<tr>
<th>Name</th>
<th>Title (Present Occupation)</th>
<th>Company Name &amp; Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia Foley</td>
<td>Director of IT Programs</td>
<td>American National University</td>
</tr>
<tr>
<td>Brian Tucei</td>
<td>Branch Manager</td>
<td>Roanoke Wire/Norfolk Wire</td>
</tr>
<tr>
<td>Billy Perkins</td>
<td>IT Field Service Technician</td>
<td>Carillion</td>
</tr>
<tr>
<td>Bejai Powell</td>
<td>IT Administrator</td>
<td>Meridium/GE Digital</td>
</tr>
<tr>
<td>Jeff Koch</td>
<td>Database Administrator</td>
<td>Carillion</td>
</tr>
</tbody>
</table>
### FACULTY

**Ackerman, George**  
Ph.D. Capella University, Criminal Justice  
MS NOVA Southeastern University, Criminal Justice  
MBA NOVA Southeastern University, Business Administration  
BA NOVA Southeastern University, Criminal Justice  
- Business

**Amole, Kimberly**  
BS, Miller-Motte, Allied Healthcare Management  
AS, Miller-Motte, Healthcare Technology  
- Health Science

**Auer, Dr. Audrey**  
Ph.D., South Dakota State University, Nursing  
MSN, University of Phoenix, Nursing  
BSN, Augsburg College, Nursing  
AS, Kaskaskia College, Nursing  
BA, Western Kentucky University, Journalism  
BA, Western Kentucky University, Sociology  
RN License  
- Nursing

**Avella, Edward**  
MS University of Maryland University College, Technology Management  
MBA University of Maryland University College  
BS University of Maryland University College, Management Studies, Computing  
- Business

**Awad, Dr. Michel**  
Medical Doctor, Cairo University  
- Health Science

**Baer, Gina**  
B.S., University of Cincinnati, Biology  
CPhT, Certified Pharmacy Technician  
- Pharmacy

**Baez, Felix**  
B.B.A. Monroe College, Information Systems  
A.A.S. Monroe College, Computer Information Systems  
MCP, MCSE  
- Information Technology

**Bateman, Judith**  
M.A.D, Lynchburg College - Industrial Management  
B.S.M.T., University of Detroit - Medical Technology  
- Health Science

**Belcher, Paula**  
MSN, Chamberlain College of Nursing  
BSN, Indiana Wesleyan University  
ADN, Big Sandy Community & Technical College  
- Health Science

**Bowman, Valerie**  
Master of Information Systems University of Phoenix  
BS Northern Kentucky University, Management  
- Information Technology
Caldwell, Debbie .................................................................................................................................. Foundation
B.A., Lynchburg College - Middle Education

Carroll, H. Jennifer .................................................................................................................................. Health Science
A.A.S., National College, Bristol, TN, Major, Medical Assisting
A.S., Phillips Jr. College, Memphis, TN, Major, Medical Administrative Assisting

Chamberlin, Dr. Annette ..................................................................................................................... Master of Business Administration (Department Chair)
PhD Virginia Polytechnic Institute, Science and Technology Studies
MBA Averett University, Business Administration
MA Virginia Polytechnic Institute, History
BA Roanoke College, History

Coghill, Ruby ............................................................................................................................................ Accounting, Business, General Education
MS Liberty University, Management
MS Liberty University, Accounting
BA Randolph-Macon Women’s College, Biology
AAS Central Virginia Community College, Medical Lab Technology

Collins, Chrystall ..................................................................................................................................... Health Science
BSN Jefferson College of Health Science
ADN Dabney S. Lancaster Community College

Collins, Steven ........................................................................................................................................ Business, Accounting
M.B.A. King College, Business Administration
B.A. National College, Accounting
AAS National College, Business Administration- Management

Cunningham, Debra ................................................................................................................................ Business
MBA, West Virginia University, Business Administration
BA, Glenville State College, Business Administration

Davis, Debra ............................................................................................................................................ Health Science
MS Marshall College of Graduate Studies, Healthcare Administration
BS Bluefield State College, Business Administration
AS Bluefield State College, Radiologic Technology

Deppen, Joshua ........................................................................................................................................ Health Science
B.S., Wright State University, Biology
CPhT, Certified Pharmacy Technician

Evans, Mark ............................................................................................................................................. Business, Accounting
MS University of Maryland, Mgt.
BS Liberty University, Bus.

Finan, Jan ................................................................................................................................................. General Education
Master of Education Xavier University, Secondary Education
MA National University, English
BA Miami University, English
AA Miami University, English
<table>
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<tr>
<th>Name</th>
<th>Degree(s)</th>
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<tr>
<td>Flanagan, Donald</td>
<td>Health Science BA, Northern Ohio University, Pharmacy</td>
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<tr>
<td>Flener, Dr. Aurora</td>
<td>Paralegal Ph.D., Madison University, Criminal Justice Management, MA,</td>
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<td>Madison University, Criminal Justice Management BS, Western Kentucky</td>
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<tr>
<td>Foley, Patricia</td>
<td>Information Technology MPS NY Institute of Technology, Information</td>
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<td>Technology Management BE Stevens Institute of Technology, Engineering</td>
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<td>Follis, Nikki</td>
<td>Business/Accounting MBA Baker College, eCommerce BS Saint Leo University,</td>
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<td>Computer Information Systems</td>
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<td>Fuqua, Theosious</td>
<td>Business BBA, McKendree College, Business Administration AAS, Jefferson</td>
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<td>Community College, Management</td>
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<td>George, Mathew</td>
<td>Business (Department Chair) MBA Virginia Polytechnic Institute, Business</td>
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<td>Administration BS Brigham Young University, Administration Management</td>
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<td>Ginter, Sarah</td>
<td>Health Information Management MS Clemson, Biology BS Christopher Newport,</td>
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<td>Biology</td>
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<td>Gleeden, Keenan</td>
<td>Business BS Park University, Management AAS Southwest Tennessee Community</td>
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<td>College, Civil Engineering</td>
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<tr>
<td>Goolsby, Mary</td>
<td>Health Science BBA American Intercontinental University, Healthcare</td>
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<td>Management AABA American Intercontinental University, Healthcare Administration</td>
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<td>Gordon, Karen</td>
<td>Accounting, General Education MBA Sullivan University BS Sullivan University,</td>
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<td>Business Administration in Accounting AS American National University,</td>
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<td>Gregory, Lekesia</td>
<td>Health Science Bachelor of Professional Studies The University of Memphis,</td>
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<td>Organizational Leadership BS Victory University, Business Administration</td>
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<td>AAS Southwest Tennessee Community College, Business and Commerce</td>
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<td>Certified Pharmacy Technician (CPhT)</td>
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<td>Hahn, Raymond</td>
<td>General Education MS: University of Wisconsin, Mathematics BS: University</td>
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<td>of Wisconsin, Applied Mathematics and Physics</td>
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</tbody>
</table>
Halbeisen, Jean
BS, Eastern Mennonite University, Elementary Education, CPC

Hale, Jeff
BS, Sullivan University, Information Technology
AS, National College, Information Technology

Hampton, George
BS Sullivan University, Information Technology
AS National College, Computer Applications Technology

Harding, Sharon, CMA, CPC-A
BS: Concord University, Education
AS: American National University, Medical Assisting
Certification: Certified Medical Assisting
Certification: CMA, CPC

Hassler, Betty
A.S.N. Shenandoah University, Nursing
B.S. Eastern Mennonite University, Nursing

Hooper, Pamela
MIT, Virginia Tech, Information Technology
Master of Music, University of North Texas
Bachelor of Music, University of Texas
MCP, MCTS, MCTC, Network+, Security+, A+ Certifications

Hodges, Clay
MBA National College, Business Administration
BS Old Dominion University, Business Administration
AS Virginia Western Community College, Business Administration
AAS West Virginia College of Tech, Electronics, Biomedical Tech

Jessee, Sheri
A.A.S., Virginia Highlands Community College, Major, General Studies
LPN, Washington County School of Practical Nursing

Jones, Robin
AA National College, Medical Assisting
CMA

Kiefer, Bonnie
AS, National College, Medical Assisting
RMA Certification

Kiry, Rita
MBA St. Louis University, Business Administration
BS St. Louis University, Marketing
Kleeh, Deborah ................................................................. Health Information Management
AAS, West Virginia Northern CC/HIM
BA, Wheeling Jesuit University/BHRM
AA, West Virginia Northern CC/General Education

Koors, Yvonne ................................................................. Health Science
BS Kaplan University, Health and Wellness
AS South College, Medical Assisting

Lancaster, Althea .............................................................. Business
MBA Sullivan University, Business
BS Sullivan University, Human Resources

Leathers, Connie .............................................................. Computer Science, Foundation
MS Radford University, Special Education
BS Radford University, Elementary Education
AAS New River Community College, Computer Information Systems

Lee, Tiffany ................................................................. General Education
JD Washington & Lee University, Law
MA University of Kansas, Classics
BA University of Missouri, Classical Languages

Leland, Dana PhD ........................................................... Business, Accounting
PhD Northcentral University, Financial Management
MBA University of Texas at San Antonio, Business
MT Florida Atlantic University, Forensic Taxation.
BBA University of the Incarnate Word, Accounting

Liggan, Larry ................................................................. Director of Health Science Education
MEd, American Intercontinental University – Instructional Technology
BS, University of Oklahoma Health Sciences Center – Physician Associate

Luckett, Andrew .......................................................... Foundation
MFA Hollins University, Fine Arts
BA Lynchburg College, Art
AAS Virginia Western Community College, Communication Design

Marasco, Dr. Frank .............................................................. Health Science
DC, National University of Health Sciences, Chiropractic
BS, National University of Health Sciences, Human Biology

Martin, Ruth .............................................................. General Education
M.Ed. Union University
BS University of Southwestern Louisiana, Microbiology

Michael, Deidre .............................................................. Health Science
AS, Hocking College, Medical Records
BS, University of Phoenix, Healthcare Services
Miller, Dr. Richard ................................................................. Health Science
M.D., University of Tennessee, Knoxville, TN, Major, Doctor of Medicine
B.S., East Tennessee State University, Johnson City, TN, Major, Biology
Certification, University of Tennessee Hospital, Board Certified Family Practice

Minnis, Darwin ................................................................. Health Science
DC National University of Health Science, Chiropractic
BS National University of Health Science, Human Biology

Moore, Brittany ................................................................. Health Science
AS American National University, Medical Assisting

Muir, Paula ................................................................. Health Information Management
AAS, Cincinnati State College/Healthcare Information Technology

Nordmann, Keith ................................................................. Business
MA National Louis University, Managerial Leadership
BS ITT Technical Institute, Manufacturing Technology

Nguyen, Jennie ................................................................. Health Information Management
DC, Life University – Chiropractic
BS, Christian Brothers University, Biology, Chemistry
AS, National College, Health Information Management
RHIT Certification

Oxenrider, Mary ................................................................. Information Technology
BS, American National University – Information Technology
AS, American National University- Information Systems Engineering

Redman, Stephanie ................................................................. General Education
MS Eastern Michigan University, Health Education
BSEd. Central Michigan University, Life Management Education

Saha, Nita ................................................................. Health Information Management
MS Indian Institute of Technology, Chemistry
BS Regional Institute of Education, Chemistry
AS Mid-State Technical College, Health Information Management

Schum, Paul ................................................................. Health Science
Ed.D, Spalding University
MA, University of Louisville, Teaching
BS, Centra College, Biology

Sell, Patricia, RN, RMA ................................................................. Health Science
MSEd: Virginia Polytechnic Institute & State University
BS: Fairmont State University, Psychology
AAS: Fairmont State University, Nursing
Certification: RN, RMA, CPR Instructor

Shutts, Michelle ................................................................. Health Science
AA, West Virginia University at Parkersburg, Criminal Justice
Phlebotomy Certificate, Washington County Career Center
Sisuse, Krubah
MPH, University of Memphis, Public Health
BBA, University of Memphis, Management
AS, Southwest Tennessee Community College, Business

Stapleton, Eric
MBA King University, Marketing
BBA King University, Marketing
AAS Lincoln Train Community College, Science and Art

Stewart, Beth
MA Ball State University, Sociology
BA Indiana University Bloomington, Sociology

Stewart-Mckennie, Demelece
MBA Indiana Wesleyan University, Business Administration/Accounting
BS Indiana Wesleyan University, Accounting
AAS Ivy Tech Community College, Accounting

Thompson, Rebecca
BSAS Bluefield State College, Chemistry, Biology
Certifications: LPN, RMA, CPhT, CECG, CPT

Travis, Phil
MA University of Kentucky, History
BA Radford University, History
BS Radford University, History

Turner, Greg
PhD Capella University, General Counseling
MS Capella University, Human Services
BS Liberty University, Family and Consumer Science

Vos, Daniel
BA Washington and Lee University
Cert Virginia Western Community College, Career Studies, Web Programmer

Waggoner, Dody
MA Marietta College, Liberal Learning
BA, Marietta College, Economics

Walton, Julie
PharmD, University of Southern California

Warman, Scott
MSS Husson University, Business
BTE Husson University, Business Teacher Education

Weve, Chris
A.S. National College, Medical Assisting, Minor Pharmacy Technology
Registered Medical Assistant Certification
Whitby, Virginia ................................................................. Foundation
MA Liberty University, Marriage and Family Therapy
BS Liberty University, Social Sciences

Whited, Tim ................................................................. Business, Accounting
MBA Moorehead State University, Business
BS Old Dominion University, Accounting

Williams, Nikisia ................................................................. Business, Accounting
MBA University of Phoenix, Business
MS University of Phoenix, CIS
BS University of Central Florida, EE

Wilson, Charles ................................................................. Pharmacy Technology
MBA, Temple University, Health Administration
BS, Temple University, Pharmacy

Woods, Jeffrey ................................................................. Health Science
MS Independence University, Health Services-Health Promotion
BS Independence University, Respiratory Care
AS Independence University, Respiratory Therapy

Worley, Jonathan ................................................................. Business Administration
M.A., Tusculum College, Greeneville, TN, Major, Education (Adult Concentration)
B.S., Tusculum College, Greeneville, TN, Major, Applied Organizational Management

Zax, Jonathan ................................................................. Pharmacy
Certified Pharmacy Technician, (CPhT)