



Spring Arbor UNIVERSITY

2023-2024 GRADUATE CATALOG

**106 E. Main St.
Spring Arbor, Michigan 49283
www.arbor.edu**



Spring Arbor
UNIVERSITY

2023-2024
GRADUATE CATALOG



Spring Arbor University is a Christian liberal arts university
accredited through the Higher Learning Commission
30 North LaSalle Street, Suite 2400, Chicago, IL 60602-2504
PH: 312-263-0456

Table of Contents

GENERAL INFORMATION..... 9

SPRING ARBOR UNIVERSITY CONCEPT.....9

A BRIEF HISTORY OF SPRING ARBOR UNIVERSITY.....9

SPRING ARBOR UNIVERSITY DEMOGRAPHICS.....9

AFFILIATIONS.....10

ACCREDITATION.....10

STATEMENT OF FAITH.....10

CHARACTERISTICS OF GRADUATE CULTURE.....11

THE GRADUATE COMMUNITY AT SPRING ARBOR UNIVERSITY.....12

COMMUNITY EXPECTATIONS.....12

STANDARDS OF CONDUCT.....13

DIVERSITY AT SPRING ARBOR UNIVERSITY.....13

RESEARCH.....13

ASSESSMENT.....13

STUDENT SERVICES.....13

LIBRARY SERVICES.....13

FEDERAL COMPLIANCE..... 14

NOTICE OF NONDISCRIMINATION.....14

CREDIT HOUR POLICY.....14

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT.....14

STUDENTS WITH DISABILITIES.....15

TITLE IX - SEXUAL DISCRIMINATION.....15

ALCOHOL, TOBACCO, AND ILLEGAL DRUG USE POLICIES.....15

SEXUAL MISCONDUCT POLICIES.....16

UNIVERSITY GRIEVANCE POLICES.....16

COPYRIGHT POLICIES.....16

MILITARY LEAVE OF ABSENCE POLICY.....16

Military Leave of Absence Eligibility.....16

Military Leave of Absence Regulations.....16

Military Leave of Absence Readmission.....17

Table of Contents

TUITION AND FEES	17
PAYMENTS	18
Unpaid Student Accounts	18
Tuition Refunds for Withdrawal.....	18
Withdrawal Refund Appeals.....	18
FINANCIAL AID	18
FINANCIAL AID REFUNDS	19
ENROLLMENT STATUS FOR FINANCIAL AID	19
VETERAN BENEFITS	19
Rate of Enrollment for Veteran Benefits	20
SATISFACTORY ACADEMIC PROGRESS	20
SAP Requirements for Graduate Students.....	20
Frequency of Review.....	21
Regaining Eligibility	21
SAP Appeals.....	21
CATALOG DISCLAIMERS	21
ADMISSIONS	23
ADMISSION EXPECTATIONS	23
ADMISSION STATUS	23
ADMISSION APPEALS	24
INTERNATIONAL STUDENT ADMISSIONS	24
BACKGROUND CHECK	25
READMISSION	25
SPECIAL ADMISSIONS	25
DOCTORATE PROGRAM ADMISSIONS	26
Doctorate Admission Requirements	26
Doctorate International Admission Requirements.....	26
REGISTRATION POLICIES	28
REGISTERING FOR COURSES	28
COURSE LOAD/CREDIT LIMITS	28
AUDITING A COURSE	28
GPA RESTART	28

Table of Contents

REPEATING A COURSE	29
OVERLAPPING COURSES	29
DROPPING A COURSE	29
WITHDRAWING FROM A COURSE	29
WITHDRAWING FROM A PROGRAM	30
ADMINISTRATIVE DROP OR WITHDRAWAL DUE TO NONPARTICIPATION	30
INSTITUTIONAL TRANSFER POLICY FOR GRADUATE PROGRAMS	30
INDEPENDENT STUDY COURSES	31
PRIOR LEARNING ASSESSMENT	31
COURSE EQUIVALENCIES	31
COURSE SUBSTITUTIONS	31
COURSE WAIVERS	32
UNDERGRADUATE DUAL ENROLLMENT	32
GRADUATION REQUIREMENTS FOR GRADUATE DEGREES	32
CERTIFICATE AWARDING POLICIES	33
COMMENCEMENT INFORMATION	33
Diploma Application	33
Commencement Participation Eligibility	34
Early Participation in Commencement	34
Degree Conferral	34
Diplomas	34
POSTHUMOUS DEGREES	34
SAU TRANSCRIPTS	35
ACADEMIC POLICIES	36
ACADEMIC CALENDAR	36
ACADEMIC INTEGRITY	36
COURSE CANCELLATION OR SECTION CHANGES	37
CLASS SESSION CANCELLATION	37
ACADEMIC RESPONSIBILITY OF THE STUDENT	37
ATTENDANCE POLICY	37
ACADEMIC ADVISING	38
Student Responsibilities in the Advising Process	39

Table of Contents

ACADEMIC STATUS	39
DISMISSAL POLICY	39
Program Dismissal.....	39
Academic Dismissal Process	40
Disciplinary Dismissal Process	40
Dismissal Appeal Process.....	41
TIME LIMITS FOR COMPLETING A DEGREE	42
GRADING SYSTEM	42
Grade Requirements.....	43
Grade Changes	43
Grade Appeals.....	43
ACADEMIC POLICY APPEALS	44
ACADEMIC PROGRAMS	45
GAINEY SCHOOL OF BUSINESS	46
Master of Management (MMGT)	46
MMGT PROGRAM CURRICULUM	47
Master of Business Administration (MBA)	48
MBA PROGRAM CURRICULUM	49
SCHOOL OF COMMUNICATION, MEDIA, AND FINE ARTS	51
Master of Strategic Communication (MSC)	51
MSC PROGRAM CURRICULUM	52
SCHOOL OF EDUCATION	53
Master of Arts in Early Childhood (MAEC).....	57
MAEC PROGRAM CURRICULUM	57
Master of Education (MED)	58
MED PROGRAM CURRICULUM	59
Master of Education Leadership (MEDL).....	60
MEDL CURRICULUM.....	60
M.A. in Teaching English to Speakers of Other Languages (MA TESOL)	61
MA TESOL ESL (NS) ENDORSEMENT CURRICULUM	62
Master of Special Education (MSE)	62
MSE PROGRAM CURRICULUM	63

Table of Contents

SCHOOL OF HUMANITIES	65
Master of Arts in Missional Ministry (MAMM)	65
MAMM PROGRAM CURRICULUM	66
SCHOOL OF NURSING AND HEALTH SCIENCES	67
Master of Science in Nursing (MSN)	69
MSN PROGRAM CURRICULUM	73
Doctor of Nursing Practice (DNP)	74
DNP PROGRAM CURRICULUM	77
Post Graduate Nursing Certificate	78
PMC CERTIFICATE CURRICULUM	81
SCHOOL OF SOCIAL SCIENCES	83
Master of Arts in Counseling (MAC)	83
MAC PROGRAM CURRICULUM	89
Master of Social Work (MSW)	91
MSW PROGRAM CURRICULUM	96
UNIVERSITY ADMINISTRATION	131
COURSE DESCRIPTIONS	100
Christian Ministry (CMI)	100
Counseling (CNS)	101
Communication (COM)	104
Cybersecurity and Data (CYBD)	105
Early Childhood (ECE)	105
Education (EDU)	107
Business Administration (MBA)	109
Management (MML)	112
Nursing (NUR)	113
Reading (RDG)	119
Special Education (SED)	120
Social Work (SWK)	122
Teaching English as a Second Language (TSL)	126
GLOSSARY	129
Certificate	129
Certification	129

Table of Contents

Concentration	129
Endorsement	129
Foundation	129
Institutional Endorsement	129
Master of Arts	129
Master of Science	130
Master of [Specialty]	130
Track	130

GENERAL INFORMATION

SPRING ARBOR UNIVERSITY CONCEPT

Spring Arbor University is an evangelical Christian university. The mission of the University, its purpose, its curriculum and the philosophical base for its community is expressed in the Spring Arbor University Concept:

"Spring Arbor University is a community of learners distinguished by our lifelong involvement in the study and application of the liberal arts, total commitment to Jesus Christ as the perspective for learning, and critical participation in the contemporary world."

The balanced integration of faith, living and learning is the continuing educational goal of Spring Arbor University. The faculty and administration are committed to Jesus Christ as the foundation for their teaching, advising and leading. Their personal relationships with Christ provide a basis for evaluating information, forming a worldview and shaping their daily participation in the lives of those around them. The University strives to help its students develop as Christian men and women equipped to meet all aspects of life with confidence.

A BRIEF HISTORY OF SPRING ARBOR UNIVERSITY

Spring Arbor University was founded in 1873 by leaders of the Free Methodist Church. In 1863, Edward Payson Hart began evangelistic meetings in Michigan. Hart was the driving force behind the establishment of Spring Arbor Seminary—an academy for elementary and secondary grades. In 1929, the school became Spring Arbor Seminary and Junior College. As the emphasis shifted toward higher education, primary and intermediate classes were discontinued in 1930. In 1960 when the school achieved accreditation by the North Central Association of Colleges and Schools, the trustees changed the name of the institution to Spring Arbor College. Soon the high school program was dropped as plans were developed to make Spring Arbor a four-year college. Under the leadership of President David McKenna, Spring Arbor College launched its four-year program in 1963, graduating its first class in 1965.

Graduate education began at Spring Arbor College in 1994 with the inauguration of the Master of Arts in Management (MM) degree, which is now the Master of Business Administration (MBA). The University has consistently developed graduate programs in subsequent years.

On April 30, 2001, Spring Arbor College became Spring Arbor University.

SPRING ARBOR UNIVERSITY DEMOGRAPHICS

Spring Arbor University is a liberal arts university located eight miles west of Jackson (the greater Jackson area has a population of about 160,000), and is affiliated with the Free Methodist Church. More than 40 denominations are represented in its student body. While most students are from Michigan, the University also attracts students from over 20 states and several foreign countries. Spring Arbor University delivers education to approximately 3,100 students on its main campus, at various sites located in Michigan and Ohio, and online. Over 1,300 of those students are registered in SAU graduate programs.

Table of Contents

AFFILIATIONS

Spring Arbor University is affiliated with the Free Methodist Church, though it is nondenominational in its admissions and hiring policies. More than 30 denominations are represented in the student body and faculty. Faculty members are dedicated Christians, committed to an open atmosphere of investigation, and a life of faith and Christian service.

Among its many associations, Spring Arbor University is a member of the Council for Christian Colleges and Universities (CCCCU), the Association of Free Methodist Educational Institutions (AFMEI), the American Association of Colleges and Universities (AAC&U), Campus Compact, the Michigan Association of Independent Colleges and Universities (MAICU), and the Council of Independent Colleges (CIC). With intercollegiate sports teams, Spring Arbor is also part of the National Christian College Athletic Association (NCCAA), the National Association of Intercollegiate Athletics (NAIA) and has long been committed to the gender equity principles of Title IX.

ACCREDITATION

All degrees offered by Spring Arbor University have been granted accreditation by the Higher Learning Commission, 30 North LaSalle Street, Suite 2400, Chicago, IL 60602.

Specific Accreditations

The School of Education is nationally accredited by The Council for the Accreditation of Educator Preparation (CAEP), 1140 19th St. NW, Suite 400, Washington, DC 20036.

The Master of Science in nursing (MSN) program has been granted accreditation by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036.

The Master of Arts in counseling (MAC) program in both the Clinical Mental Health and School Counselor tracks has been granted accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), 1001 North Fairfax St., Ste. 510, Alexandria, VA 22314.

The Master of Social Work (MSW) program is fully accredited by the Council on Social Work Education (CSWE), 1701 Duke Street, Suite 200, Alexandria, VA 22314-3457.

STATEMENT OF FAITH

As an institution affiliated with the Free Methodist Church, Spring Arbor University affirms the Articles of Religion contained in the church's Book of Discipline. The University acknowledges that the specific doctrinal confession to which it adheres does not define orthodoxy for the whole body of Christ nor is it comprehensive of every Christian truth. Spring Arbor University gladly embraces all who faithfully adhere to the essentials of biblical Christianity as fellow believers and co-laborers in Christ's cause.

We believe in one God, the Holy Trinity: Father, Son, and Holy Spirit, as revealed in the Christian Scriptures known as the Holy Bible.

We believe that Jesus Christ is God's incarnate Son who lived a perfect life on earth, proclaiming God's reign and establishing a community of disciples; who sacrificially died on the cross for the sins of all people; who rose in triumph from death, accomplishing salvation for all who truly believe in him; who is now at the Father's right hand interceding for us; and who will return to earth in victory, judging all people and establishing his everlasting kingdom.

Table of Contents

We believe in the Holy Bible as the inspired and authoritative Word of God. It bears unerring witness to Jesus Christ, the living Word. It is the trustworthy record of God’s revelation, completely truthful in all it affirms, attested by the early church and subsequent councils, faithfully preserved and true in human experience.

We believe that human beings, men and women equally, are created in the image of God and are called to be his faithful stewards on earth. Although all people have become alienated from God and affected in every part because of sin, by God’s grace, all who truly repent of their sin and believe in the Lord Jesus Christ are justified by faith and adopted into the church, the people of God.

We believe that repentance and belief in Christ are evidenced by commitment to a life of obedience to the authority and commandments of the Holy Bible as interpreted through sound exegesis^{1a} and a traditional biblical hermeneutic^{1b}.

We believe that the value of human beings does not depend on their marital status, but that human families were established by God to perpetuate humankind and to provide a stable community for nurturing children in faith and righteous living. Marriage between one man and one woman is the instruction of the Holy Bible for establishing families, and physical sexual expression is to be confined to that marriage relationship².

We believe that God not only counts believers as righteous, but that he makes them righteous, freeing them of sin’s dominion at conversion, purifying their hearts by faith, perfecting them in love by his Spirit, and providing for their growth in grace through God’s participation at every stage of their spiritual life, enabling them through the presence and power of the Holy Spirit to live a victorious life of righteousness, justice, and practical usefulness.

We believe God’s kingdom promises to establish “a new heaven and a new earth, where righteousness dwells” (2 Peter 3:13 TNIV) and where resurrected believers will participate in God’s everlasting Kingdom.

^{1a}Exegesis: interpretation of text based on careful, objective analysis of the text itself; distinguished from eisegesis, or interpretation based on interjecting one’s own views into the text.

^{1b}Hermeneutic: refers to a particular approach to interpretation of a text. Traditional biblical hermeneutic emphasizes relying on texts of Scripture to interpret texts of Scripture, seeking internal consistency. The approach also emphasizes objective grammatical and historical accuracy.

²The Spring Arbor University policy on Sex, Sexuality and Gender Identity and the Student Community Standard regarding sexual expression can be found in the Student Handbook and Community Covenant.

CHARACTERISTICS OF GRADUATE CULTURE

Graduate education is different from undergraduate education and has its own distinctive cultural norms. At the graduate level, the learning culture is characterized by several components:

- **Depth of Inquiry:** a rigorous inquiry and cognitive development, which will produce persons who gain a depth of knowledge about a subject field.
- **Research-based Learning:** a growing familiarity and conversance with the scholars, relevant research, findings, and research tools underlying the subject field.
- **Practical Application:** ethical integration of action-oriented research and best practices in the subject field.
- **Knowledge Creation:** engagement with the subject field in ways that have potential for development of new knowledge, affirmation of existing knowledge, testing of emerging theories, or application and refinement of research-based practice.

Table of Contents

- Independent and Self-directed Learning: responsibility for learning, which is demonstrated by the learner's manifestation of the ability for continuous learning in the subject field.

While some of these characteristics may be reflected in undergraduate education, the combination and degree of application in the learning process is at a higher level in graduate education.

THE GRADUATE COMMUNITY AT SPRING ARBOR UNIVERSITY

Building on a long tradition of scholarly pursuit and academic excellence, Spring Arbor University launched its first graduate program in 1993. Since then the SAU graduate community has come to embrace a diverse offering of graduate programs at multiple sites and online. The Spring Arbor University graduate community seeks to carry out the mission of the University at highest academic levels, broadening conceptual reach and enhancing individual skills in research and practice. That community effort encompasses:

- ***A graduate community of learners pursuing truth and wisdom***, tying SAU graduate students and faculty leaders within scholarly disciplines among fellow professionals in a community of exemplary scholarship;
- ***A life-long engagement in study and application of liberal arts and sciences***, engaging faculty and students in ten different programs across four disciplines in research-based inquiry, development of new knowledge and self-directed learning;
- ***A commitment to Jesus Christ as the perspective of learning***, seeking God's truth and exercising discernment in research and practice, thus strengthening values, building character, and motivating action;
- ***Critical participation in the contemporary world***, encountering contemporary modes of expression, developing alternative approaches, engaging in dialogue, and modeling service.

Recognizing Christ as truth and impelled by his commission to carry that truth to the ends of the world, graduate faculty and students at Spring Arbor University engage in:

- Rigorous inquiry seeking depth of knowledge within a discipline;
- Research-based learning, mastering research tools, conversing with other scholars, and reviewing contemporary findings in the field;
- Development of new knowledge, testing emerging theories, and wisely applying knowledge through best practices;
- Distinctive communication within and across disciplines, using various modes, and reaching diverse audiences;
- Continuous learning through independent study in the subject field.

By quest and praxis, the graduate community at Spring Arbor University seeks to enhance individual skills, expand knowledge, and contribute to the fields of study in which members are engaged.

COMMUNITY EXPECTATIONS

As with all aspects of Spring Arbor University, graduate programs are dedicated to fostering academic, social, physical and spiritual growth for its students. Spring Arbor University trusts that students either share the Christian perspective of the University or are amenable to such perspectives while a student. As active participants in the community, students enrolled at Spring Arbor University are expected to govern their lives in a way that is pleasing to the Creator, enriching to others and self-rewarding.

STANDARDS OF CONDUCT

SAU is dedicated to fostering academic, social and spiritual growth for students. While enrolled as active participants in the SAU community, students are expected to govern their lives in harmony with its regulations, both on and off campus (see the Student Handbook on the student portal and/or www.arbor.edu).

DIVERSITY AT SPRING ARBOR UNIVERSITY

Spring Arbor University is a community of learners committed to reflecting the Kingdom of God in the diversity of our students, faculty, staff, trustees, and other associates. Valuing the dignity of every human being is part of the historic legacy of our founding denomination. The University's continued focus on creating a diverse learning environment reflects these values and honors our heritage.

The University is committed to being a place where ethnic and racial inclusiveness is a hallmark of the community we create. However, as an imperfect human organization, we must acknowledge and plan for the challenge that such diversity brings. We boldly embrace this challenge, because as Christians, we know it is right. Jesus Christ is the perspective for our teaching and through Him, we are called to move beyond mere tolerance of each other to genuine acceptance and mutually transformative learning. Becoming a diverse community of learners is consistent with our liberal arts tradition. It facilitates a healthy exchange of cultural, economic, social, religious, philosophical, and political views within the classroom and in campus activities.

Further, as an educational institution, we know we will ill-prepare students for personal and professional lives in a global society if we fail to expose them to the rich diversity of peoples and cultures. This exposure cannot solely come from books but needs to be tested and experienced through interactive and ongoing personal relationships.

Therefore, we will seek ways to invite and welcome diversity into our community. We will be proactive and creative in integrating different cultural perspectives into the curriculum and community life, and we will strive to be always a community of love and respect.

RESEARCH

Each graduate program defines the nature and scope of any required thesis, research project or case study. Students are advised to consult the catalog and program handbooks for specific requirements.

ASSESSMENT

Spring Arbor University regularly assesses the effectiveness of all academic programs. Registration for classes constitutes agreement to participate in assessment exercises and permission to collect resulting data.

STUDENT SERVICES

All graduate students who are currently enrolled at Spring Arbor University may use on-campus facilities, including the library, computer labs, academic student connection, career center, physical education complex and dining and snack facilities.

LIBRARY SERVICES

Spring Arbor University has online library services to aid students in their learning. Students can access the White Library website at <https://library.arbor.edu>. Of the library's collection of more than

Table of Contents

200,000 books, over half are e-books that can be easily accessed online. Also provided is access to numerous online research databases. If students would like to check-out print books from the library, the books will be shipped to the student's home, and a postage-paid mailing label will be provided for return shipment. If the requested material is not available, the Inter-librarian loan department will work to obtain the materials if at all possible.

Graduate students can contact a research librarian at the White Library at saulibrary@arbor.edu or 517-750-6742. SAU librarians are available for a one-on-one consultation with graduate students. Set up a Zoom, Skype, Google Duo/Hangouts, GoToMeeting, or another online format for a session with a librarian. The library can provide database instruction, research help, or citation assistance in these meetings. There is also a 24/7 chat service so that students can talk with a librarian anytime of the day or night. Instructional videos and help materials can be viewed at: <https://www.youtube.com/user/thewhitelibrary> as well as on the library's Distance/Online student FAQ page at: <https://library.arbor.edu/distanceandonline>.

FEDERAL COMPLIANCE

NOTICE OF NONDISCRIMINATION

Spring Arbor University does not discriminate illegally on the basis of sex, race, color, national origin, or disability, in admission to or employment in its education programs or activities, and complies with Title IX, with exemptions, Sec. 504, and Title VI.

CREDIT HOUR POLICY

Spring Arbor University defines a credit hour for federal financial aid purposes as a unit that denotes the approximate and reasonable amount of work represented in intended learning outcomes for a course, verified by evidence of student achievement. Each credit hour awarded represents the equivalent to at least one of the following measures:

1. One credit hour represents the equivalent to one clock hour of classroom or direct faculty instruction and two clock hours of course-related work completed outside of instructional time for approximately 15 weeks. Equivalent work is required for modular or accelerated courses with reduced seat time and for other academic activities leading to the awarding of credit hours, such as laboratory work, studio work and other similar academic coursework.
2. Practica and internships require approximately 40 clock hours of documented work in the field along with other academic requirements for each credit hour awarded.
3. Courses that do not require classroom or direct faculty instruction as specified in paragraph (1) must meet at least one of the following criteria for credit hour consideration.
 - a. The course materials and rigor are equivalent to the face-to-face version of the course as determined by the department.
 - b. The course content and rigor have been evaluated and approved by the department and/or college and have been deemed eligible for the awarding of the designated number of credit hour units.

Departments and instructors are encouraged to use the Credit Hour Assumptions Worksheet when creating course curriculum to ensure time and work expected for learning outcomes is approximately equivalent to one of the criteria listed above.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

The Family Educational Rights and Privacy Act (FERPA) of 1974 was developed to protect the privacy of education records, establish the right of students to inspect and review their education

Table of Contents

records, and provide guidelines for the correction of inaccurate or misleading data through informal and formal hearings.

Students have the right to file complaints with the FERPA office in Washington, D.C. concerning alleged failures by the institution to comply with the Act. FERPA permits the University to release, without student consent, directory information. Directory information includes the student's name, address (including email), telephone number, date and place of birth, major field of study, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most previous educational agency or institution attended.

As of January 3, 2012, the U.S. Department of Education's FERPA regulations expand the circumstances under which educational records and personally identifiable information (PII) contained researchers performing certain types of studies, in certain cases even when we object to or do not request such research. Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive your PII, but the Authorities need not maintain direct control over such entities. In addition, in connection with Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share without consent PII from educational records, and they may track your participation in education and other programs by linking such PII to other personal information about you that they obtain from other Federal or State data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.

Students have the right to restrict the institution from releasing directory information. If students choose to restrict such release, they need to activate a Directory Information Hold on the SAU student portal. University policy explains in detail the procedures to be used by the institution for full compliance with the provisions of the Act. Copies of the policy can be obtained at the Office of Registration and Records. This office also maintains a directory of records that lists all education records maintained on students by this institution.

Questions concerning the FERPA may be directed to the Office of Registration and Records.

Spring Arbor University
Office of Registration and Records
106 E. Main Street
Spring Arbor, MI 49283
517.750.6516

STUDENTS WITH DISABILITIES

The Academic Support Center (ASC) provides various equipment and services to aid students with disabilities, and the ASC staff is trained to personally help meet the needs of students. More information about services provided by ASC can be found on the University's website.

TITLE IX - SEXUAL DISCRIMINATION

Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Information about the University's Title IX grievance procedures can be found on the SAU website.

ALCOHOL, TOBACCO, AND ILLEGAL DRUG USE POLICIES

The U.S. Drug-Free Schools and Communities Act Amendment of 1989 provides that each

Table of Contents

institution of higher education receiving any form of federal financial assistance (including student loans or grants) must adopt a policy regarding the unlawful use, possession, or distribution of illicit drugs and alcohol by its students and employees, and implement a prevention program. Information about these policies are found on the website.

SEXUAL MISCONDUCT POLICIES

In accordance with federal regulations, the University has published policies related to sexual misconduct on the website.

UNIVERSITY GRIEVANCE POLICES

Spring Arbor University strives to provide a quality Christian education in a friendly, safe and service motivated environment. At times students may feel personally dissatisfied with a policy, process or particular interaction with a University employee. Steps for grievance or complaint are found on the website at <https://www.arbor.edu/about-spring-arbor-university/complaint-resolutions/>.

The Office of Academic Affairs has a separate process for grade appeals as outlined in this catalog, and the Office of Student Development and Success has a separate process for disciplinary appeals that are addressed in the student handbook.

COPYRIGHT POLICIES

The U.S. copyright law (Title XVII, United States Code) governs the making of photo copies or other reproductions of copyrighted material. Under certain conditions specified in the law, libraries and archives are authorized to furnish a photocopy or other reproduction. One of these specified conditions is that the photocopy or reproduction is not to be "used for any purpose other than private study, scholarship, or research." If a user makes a request for or later uses a photocopy or reproduction for purposes in excess of "fair use," that user may be liable for copyright infringement. This institution reserves the right to refuse to accept a copying order if, in its judgment, fulfillment of the order would involve violation of copyright law.

MILITARY LEAVE OF ABSENCE POLICY

Military Leave of Absence Eligibility

Only members of the U.S. military are eligible for leave of absence under this policy. Members of other countries' militaries are not eligible. Unless notice is precluded by military necessity, students will be eligible for consideration for a military leave of absence after submitting a Military Leave of Absence Request form to the SAU Office of the Registration and Records. If the student is unable to submit this form due to deployment time frames or security issues, an appropriate officer of the Armed Forces or an official of the Department of Defense may also notify the Office of Registration and Records in writing (registration.records@arbor.edu). Orders for military deployment or active duty service should accompany requests for a military leave of absence (scan and attach to email, or fax to 517-750-6534).

Military Leave of Absence Regulations

A military leave of absence allows U.S. military personnel who are students of Spring Arbor University to be readmitted and resume studies in the same degree program in which they are enrolled at the time of the leave request, meaning they will not be responsible for completing new program requirements that may be implemented during the leave period. If curriculum has changed, suitable substitutions will be allowed. If the interrupted program has been discontinued during the leave of absence period, the institution will allow previous courses to substitute in an active program of study within the same discipline and within reason, according to discipline-

related regulations and sound academic judgment.

Students granted a military leave of absence will be given a refund of tuition and fees paid out-of-pocket for any unfinished coursework during the semester in which their studies are interrupted. Any funds paid toward earned credit will not be refunded. If applicable, housing and meal plan refunds will be prorated for time remaining in the semester in which studies are interrupted. These refunds do not mean students will not owe the school any money for the semester, especially if the student took out federal loans to pay for their tuition and fees. Students requesting a military leave of absence from the University who received financial aid should contact the Office of Financial Aid to determine their financial responsibility to the University.

Students returning from military leave of absence will have guaranteed enrollment for the semester in which they return if the student is granted readmission under this policy (see readmission section below).

Military Leave of Absence Readmission

The cumulative length of the absence and all previous absences from the University for serving in the U.S. military cannot exceed five years, including the time the student spent actually performing military service and any recovery time for injuries sustained during military service. Veterans seeking admission to a different program are not eligible for readmission under this policy unless the original program of study is no longer offered at the University. If the program is no longer offered, the student must enroll in a replacement program or a program that is in the same field of study as the original program. Veterans who received a dishonorable or bad conduct discharge are not eligible for readmission under this policy.

Students qualify for leave-of-absence readmission after a period of at least 90 consecutive days serving in voluntary or involuntary active duty in the United States Armed Forces (including service by a member of the National Guard or Reserve on active duty, active duty for training, or full-time National Guard duty under federal authority). To be readmitted, students must submit 1) an application for readmission through the Office of Admissions, and 2) a Return from Military Leave of Absence form to the Office of Registration and Records no later than the admission application deadline for the upcoming term. Documentation of military separation or discharge must accompany the Return from Military Leave of Absence form via email attachment or fax to 517-750-6534. The registrar's office will notify the Office of Admissions of the student's intent to return under this policy.

Students who were not in academic, student conduct, or financial good standing with SAU before the leave of absence may not be readmitted. These situations will be considered on a case-by-case basis by the appropriate institutional administrator.

TUITION AND FEES

Cost of tuition and fees for each graduate program can be obtained from the Spring Arbor University Business Office or on the SAU website at <https://www.arbor.edu/admissions/graduate/graduate-tuition-aid/>. Fees for special materials may be required for some courses. All fees are nonrefundable. In addition to tuition and fees, each course will require textbooks and other materials. Tuition and fee changes are published annually at the website listed above.

Spring Arbor University reserves the right to adjust tuition, books, and fees at any time without prior notice. If any additional fees or costs must be ascribed, they will be explained at the time the fees or costs go into effect.

PAYMENTS

Student account balances are due seven days prior to the beginning of the semester. Students can view a copy of their most recent statement by logging in to MySAU. They are located on the “Students” tab under “Finances.”

Unpaid Student Accounts

Students who are delinquent in the settlement of any of their accounts with the University or who have not made arrangements with an approved payment plan forfeit all University privileges including, but not limited to, room and board, class attendance and access to the SAU network and other resources. Students whose accounts are not paid in full are not permitted to register for a new semester. Diplomas and transcripts will not be issued until all financial obligations have been cleared.

A monthly service charge will be added to any unpaid balance in the student account. Failure to meet financial obligations may result in the referral of the delinquent account to an outside agency for collection of the total amount due plus all collection costs, if applicable.

Tuition Refunds for Withdrawal

Tuition refunds for properly authorized withdrawals from the University shall be based upon the following refund schedule:

Calendar Days 1-7*	100% refund
Through 25% of class	75% refund
Through 50% of class	50% refund
After 50% of class	No refund

*Classes with duration of less than 14 days will be refunded on a prorated basis.

Registration changes may result in additional charges based on the applied tuition refund schedule. Students should contact the Business Office and Financial Aid to determine the financial ramifications before making registration changes.

Withdrawal Refund Appeals

If a withdrawing student is convinced the withdrawal is the result of circumstances warranting exceptions from published rebate policies and does not believe the request for exception made in writing to the Business Office has been satisfactorily considered, a petition may be submitted to the Office of Records and Registration within 60 days of the withdrawal date. The Office of Records and Registration will consider the withdrawal appeal, and in consultation with a representative from the Business Office and/or the Office of Student Development, will grant or deny the written appeal within 30 days of the date the request is received. That decision will be final.

FINANCIAL AID

Financial aid may be available to students if appropriate criteria are met. Loans for full-time or part-time students may be requested from the federal government. Students should work with appropriate staff and the Financial Aid office. Early filing of the Free Application for Federal Student Aid (FAFSA) to meet specific deadlines is encouraged. Satisfactory academic progress must be met in order for students to receive federal financial aid (Title IV).

FINANCIAL AID REFUNDS

If a financial aid refund is due to the student and the student received financial aid from federal student loans, part of the refund must be returned. Proportionate amounts of the total refund will be returned to the government by the University to the respective programs in the following order:

1. Federal Unsubsidized Stafford Loans;
2. Federal Subsidized Stafford Loan;
3. Federal Graduate PLUS Loan.

The remaining refund will be given to the student when all incurred costs at Spring Arbor University have been paid.

ENROLLMENT STATUS FOR FINANCIAL AID

- Enrollment in at least 6 graduate credit hours during any semester is considered full-time.
- Enrollment in at least 3 graduate credit hours during any semester is considered half-time.

Loans from the federal government are available for students who are enrolled at least half-time and who have been accepted in a degree program. Students should contact the Financial Aid office for assistance.

More information about financial aid can be found on the SAU website at this link:

<https://www.arbor.edu/admissions/financial-aid/>

VETERAN BENEFITS

Veteran benefits are coordinated through the Office of Registration and Records in cooperation with the Financial Aid office. All questions concerning benefit eligibility and payment should be directed to the VA at 1-888-442-4551. Veterans apply for veterans' educational benefits online through the Veterans Benefits Administration (VA) online application (VONAPP) at www.gibill.va.gov. The student may call the VA if they have questions regarding the application at 1-888-442-4551.

A copy of the Certificate of Eligibility (COE) will be mailed to the student by the VA. The COE is required before the student can be certified for benefits by the certification officer in the Office of Registration and Records. Any student receiving veteran benefits is subject to all academic policies of Spring Arbor University as outlined in this catalog and student handbooks. Students eligible to receive benefits from the Veterans Benefits Administration should make certain that all records are correct before the beginning of each term of attendance. In order for a student receiving benefits to remain in good standing, the following items should be noted:

1. Benefits will not be paid for courses that are not graded A, A-, B+, B, B-, C+, C, C-, D+, D, D-, U or S. In addition, a course cannot be audited and counted toward benefit hours. Any incomplete grade must be converted to a regular grade within six weeks.
2. Courses for which the student registers must be applicable to program and degree requirements. Extra non-required courses taken beyond the 120 hours needed to graduate will not be certified for benefits. Up to 12 hours beyond the 120 can be certified only if they are required, and if the student has not previously taken courses that did not apply toward the student's program. The addition of an extra major or program requiring more than 120 total hours cannot be certified without the student securing approval for a change of program from the Veterans Administration.
3. A student accumulating more than 12 hours of failing grades ("U") will lose further benefits.
4. The Office of Registration and Records maintains all veteran records, including degree requirements, courses taken and grades. Grades are posted to the student's record at the

Table of Contents

end of each academic session. The University catalog lists all degree requirements. Each student's progress is monitored by the Office of Registration and Records.

5. Credit for previous training may be granted based upon academic evaluation of records.
6. Academic Probation: If a student receiving veteran benefits falls below a 2.00 cumulative GPA in any semester, that student is placed on academic probation according to the Veterans Benefits Administration. The student is permitted two consecutive semesters on this status. If the student fails to raise the cumulative GPA to 2.00 or above at the close of the second semester, that student will no longer be entitled to veteran benefits.
7. Spring Arbor University is a Christian university dedicated to fostering academic, social and spiritual growth for students. While enrolled as active participants in the Spring Arbor University community, students are expected to govern their lives in harmony with its regulations, both on and off campus. The student handbook fully outlines standards of conduct, which reflect the ideals of the Spring Arbor University Concept. Because of connotations or associations that do not contribute to the Spring Arbor University Concept, using alcoholic beverages, illegal non-prescription drugs, or tobacco is prohibited.

Rate of Enrollment for Veteran Benefits

A non-traditional semester calendar, which is used by Spring Arbor University graduate programs, is structured in a way that allows for shorter, accelerated courses to be taken one after another. Calculations for the rate of enrollment in courses designed for this calendar are as follows. Students enrolled in a 3-credit hour class that runs seven to eight weeks is considered full-time, whereas a 2-credit hour class is half-time, and a 1-credit hour class is less than half-time. Students enrolled in a class that runs longer in the calendar and is 6 credit hours are considered full-time, whereas a 3-credit hour class is half-time, and a class with fewer than 3 credit hours is less than half-time. These calculations are not used for any other financial aid or enrollment reports.

SATISFACTORY ACADEMIC PROGRESS

Federal regulations require Spring Arbor University to establish specific standards of Satisfactory Academic Progress (SAP) that students must meet to maintain eligibility federal Title IV student financial assistance programs.

SAP Requirements for Graduate Students

All current students, regardless of catalog year:

Total Hours Attempted	1-15	16-24	25-36	37-47	48+
Minimum Required GPA	3.0	3.0	3.0	3.0	3.0
Minimum Completion Ratio	50%	67%	67%	67%	67%
Maximum Total Credits Allowed to complete degree requirements	150% of the program length				

All courses attempted at SAU and transfer credits that count toward a student's degree are counted as credits attempted regardless of the grade assigned for the completion ratio and total time-frame calculations. Only courses with final grades issued and considered passing are counted as credits earned. All credits for repeated courses are counted as attempted credits and if passed as earned credits. If a course repeated, the highest grade for the course will be used in the GPA calculation. Incomplete courses are counted as attempted credits, but not as earned credits. Note: transfer grades are not incorporated into the calculation of Spring Arbor University cumulative GPA.

Frequency of Review

SAP will be reviewed at the end of each term. Students not meeting SAP requirements at the end of a term will be placed on Financial Aid Warning. Students on Financial Aid Warning who are still not meeting SAP requirements at the end of the term for which they were placed on Warning status, will be ineligible for additional financial aid.

Students determined to be ineligible for financial aid will receive a letter notifying them of the loss of eligibility along with an explanation of how they can appeal the loss of eligibility.

Regaining Eligibility

Students who have been dismissed from federal financial aid programs due to having failed to make satisfactory academic progress must take courses without the benefit of federal financial aid until such time as they are meeting the standards of SAP. Students being re-admitted to the institution will be reinstated at the same satisfactory progress level that he/she was at the point of leaving Spring Arbor University.

SAP Appeals

Students, who have lost eligibility, may appeal based on the death of a relative, an injury or illness of the student, or other special circumstances. Appeals must be submitted in writing and must state why the student failed to make satisfactory academic progress, and what has changed in the student's situation that will allow the student to demonstrate satisfactory academic progress at the next evaluation. Appeals must be signed by the student.

Signed appeals should be addressed to the Financial Aid Appeals Committee and faxed to the Financial Aid Office at 517-750-5555 or may be mailed to the Financial Aid Appeals Committee, Financial Aid Office, Spring Arbor University, 106 E. Main Street, Spring Arbor, MI 49283.

CATALOG DISCLAIMERS

GENERAL DISCLAIMER

The Spring Arbor University catalog contains information about the University and policies relating to the academic requirements and records of each student. Current and future students should refer to individual program handbooks for additional information. The University's policies and procedures may not be varied by any University employee without official governance approval either in writing or by an oral statement.

Curricula and policies listed in this catalog are subject to change through normal University governance procedures. Revisions to the catalog are normally implemented in the next academic year following adoption by the Graduate Council and Academic Senate. However, occasionally curricula or policies may be changed and implemented in the same academic year and for matriculated students. Therefore, although the catalog establishes requirements that the student must fulfill to graduate, it is not a contract between the University and student nor anyone else.

To complete a degree, a student is expected to meet the requirements listed in the catalog that is in effect for the year of the student's matriculation to the University. Students may also need to meet additional degree requirements that have been published in other official University documents, such as departmental handbooks. Additionally, the University reserves the right to withdraw curricula and specific courses, alter course content, change the academic calendar, and/or impose or increase fees as it deems necessary without prior notification, although reasonable efforts will be made to communicate changes in a timely manner. All changes are

Table of Contents

effective at such times as the University determines and may apply to future students and those already enrolled in the University.

POLICY DISCREPANCY DISCLAIMER

The Graduate Catalog takes precedence over any policy discrepancies between the catalog and any other Spring Arbor University publications.

ADMISSIONS

The following admission documents and requirements are common to all Spring Arbor University graduate programs. Some programs specify a particular format for certain items and/or have additional admission requirements. Program admission requirements are detailed in the program sections of this catalog or in program handbooks which are available through the program offices.

- A completed application is required before consideration for admission.
- Applicants must provide an official transcript from a regionally-accredited college or university which notes the conferral of a bachelor's degree. A student may be considered for conditional admission if the student provides verification from the institution that all degree requirements for a bachelor's degree have been met along with an anticipated date of degree conferral. Additionally, applicants must submit all transcripts reflecting any graduate work completed, even if the courses are not being considered for transfer. Some programs require official transcripts from all previous institutions attended. See specific program details for clarification.
- Bachelor's transcripts must reflect a 3.0 GPA for at least the last two years of the bachelor's degree, and any graduate transcripts must reflect a 3.0 GPA.
- Applicants must provide at least two recommendations from professional/academic individuals.

Graduate programs may have other specific admission requirements which are listed in the program-specific section of this catalog and/or in program handbooks available through program offices.

ADMISSION EXPECTATIONS

All applicants should possess:

- graduate-level communication skills,
- computer competency,
- strong academic skills,
- strong motivation for learning,
- awareness of the time and effort required to successfully complete program requirements,
- a willingness to be part of a group learning process, and
- potential for growth and development in the student's chosen field.

ADMISSION STATUS

Admission status is determined and specified as follows:

- **Full:** all items are complete and admission requirements met.
- **Probationary:** the admissions file is complete but the applicant's GPA does not meet the standard or there are other concerns (e.g., weak writing sample).
 - There will be limits on the number of courses for which the applicant may enroll as well as closer monitoring of grades.
 - The time limit that the student must come off probationary status will be the end of the first semester.
- **Conditional:** some part of the admission file is missing (e.g., official transcript)
 - There may be limits on the number of courses for which the applicant may enroll as well as closer monitoring of grades.
 - The time limit that the student must come off conditional status will be the end of the first course.
- **Denial:** admission requirements are not met.

ADMISSION APPEALS

Students may only appeal denial of admissions. An appeal is initiated via written petition, which provides rationale and, where appropriate, includes supporting documentation. Appeals are presented to the program administrators, who will convene a review committee. The committee's decision is final.

INTERNATIONAL STUDENT ADMISSIONS

To maintain student status with immigration, a student must be full-time (a minimum of 6 credit hours per semester). F-1 visa students cannot be admitted to fully online programs.

International students are subject to all admission requirements of the graduate program and additional requirements as outlined below:

- Applicants must hold at least a bachelor's degree or equivalent from an institution recognized and/or accredited by the country in which the degree was earned.
- For degrees earned at English-speaking institutions outside of the U.S. that also use the U.S. credit system, original and official transcripts must be sent directly to SAU from the institution.
- Degrees earned at non-English-speaking institutions and/or institutions that do not use the U.S. credit system must be evaluated by WES (www.wes.org) or other NACES evaluation service approved by the Office of Registration and Records. Evaluations must be sent to SAU directly from the evaluation service provider. We will not accept evaluations sent to us by the applicant. If the applicant is seeking to transfer graduate courses or credit from these institution/s, the credential evaluation by WES or other service must include a course-by-course evaluation, and an official transcript translated into English must be sent to SAU directly from the institution where the courses were completed.
- Applicants in face-to-face programs must provide a financial resources statement and proof of medical insurance.
- Applicants who are citizens of non-English speaking countries must provide evidence of English language proficiency by one of the methods listed below.

ENGLISH LANGUAGE PROFICIENCY

Citizens of countries where English is not the primary language must provide evidence of English language proficiency using one of the methods below.

Testing

Minimum Test Scores

Test	Test Type	Score	Notes
TOEFL	iBT	80	No sub-score lower than 17
TOEFL	PBT	550	No sub-score lower than 52, writing score 4
IELTS		6.5	No band score lower than 6.0

Education

Applicants can provide official transcripts and an international transcript evaluation reflecting the completion of a bachelor's or master's degree earned at an institution of higher education in a primarily English-speaking country at an institution where English is the primary language of instruction. Study must have completed within the immediate five years preceding admission to SAU.

Residency

Applicants can provide evidence of a minimum of two years of residence within the last five years in a primarily English-speaking country. Evidence can include travel documents, visas, employment contracts, etc. Documents must reflect the comprehensive dates of residency.

BACKGROUND CHECK

Spring Arbor University (SAU) values a reputation for honesty, integrity, and a safe environment for our community of learners and to the greater community in which we serve. To safeguard these standards, SAU may require a background check. Spring Arbor University reserves the right to deny admission to convicted felons in its sole discretion and reserves the right to make decisions based upon factors it deems relevant under the totality of the circumstances. The specific policy guidelines and final review processes are outlined by the individual school, program, office, or department.

READMISSION

Former Spring Arbor University students who have withdrawn for one or more semesters must submit the brief application for readmission to the program's academic advisor. Official transcripts from all institutions attended during the separation from SAU should be mailed directly to the Office of Registration and Records – Graduate Office. When a student is not enrolled for two consecutive semesters or during the time program curriculum changes and is later readmitted, the student must meet the graduation and academic program requirements in effect at the time of readmission. (See also GPA Restart section.)

SPECIAL ADMISSIONS

Non-program Seeking Students

Graduate classes at Spring Arbor University may be available for registration for individuals who are not seeking to complete a full academic program that leads to a degree, certificate, licensure, endorsement or other credential at SAU or with an outside credentialing body. These individuals are classified as non-program seeking students. Classes taken as non-program seeking students may be, for example, for professional development, to fulfill a prerequisite for an academic program, to demonstrate academic preparedness for a program, etc.

A non-program seeking application is required and must be submitted to the program advisor for approval. Non-program seeking students may enroll in classes offered by one program per semester. For example, non-program students may register for two MBA classes in the same semester, but they cannot register in an MBA and an MML class in the same semester. MBA and MML courses belong to two separate programs. Each class belonging to a different program requires a new application for a subsequent semester. Independent studies are not eligible for non-program seeking students.

Non-program seeking students may register for up to a life-time maximum of 15 credit hours over an unlimited number of semesters. Registered courses that create a transcript record apply to the 15-credit hour limit including but not limited to failed courses, repeated courses and withdrawn courses. The program administrators or dean and the registrar must approve, by petition, any non-program seeking application for registration beyond these limits.

Non-program seeking students may, at any point, apply for admission to an academic program at SAU. However, admission is not guaranteed. All admission requirements must be satisfied, and any previous academic work completed, and disciplinary actions taken at SAU will be considered. Upon full admission to a SAU academic program, courses successfully completed as a non-program seeking student may be eligible to satisfy academic program requirements with approval of the program administrators or dean and the registrar. SAU institutional transfer policy time limits will apply to these courses.

No credential or program completion will be issued by SAU for students who have not been fully admitted to an academic program.

Regular tuition and fees apply to non-program seeking students, and federal/state financial aid and university assistance is not available. Students may consider alternative, private loans to finance their educational pursuits.

DOCTORATE PROGRAM ADMISSIONS

The sections of General information, Graduate Admissions, Academic Policies, and Graduation Requirements all apply to any Doctorate Program level. Doctorate level policy modifications are listed in this section of the catalog.

Doctorate Admission Requirements

The following documents and requirements are common to all Spring Arbor University graduate programs. Some programs specify a particular format for certain items and/or have additional requirements. Program admission requirements are detailed in the program sections of this catalog or in program handbooks, which are available through the program offices. Admission must be approved prior to being considered for financial aid.

Required documents:

- A completed SAU application is required before consideration for admission;
- Earned master's degree from a regionally accredited institution. A student will be considered for conditional admission if that student has verification of completion of all degree requirements and provides an anticipated date of degree conferral;
- A cumulative GPA in master's degree and all subsequent graduate coursework of 3.0 or above on a 4.0 scale;
- Official transcripts from all previously attended colleges and universities in which master's or doctoral coursework was taken;
- Professional/academic recommendations as required by the program;
- A writing sample as required by the program;
- Graduate Writing Seminar as required by the program;
- Any testing scores as required by the program.

Doctorate International Admission Requirements

- Applicants must hold at least a master's degree or equivalent from an institution recognized and/or accredited by the country in which the degree was earned.
- For degrees earned at English-speaking institutions outside of the U.S. that also use the U.S. credit system, original and official transcripts must be sent directly to SAU from the institution.
- Degrees earned at non-English-speaking institutions and/or institutions that do not use the U.S. credit system must be evaluated by WES (www.wes.org) or other NACES evaluation service approved by the Office of Registration and Records. Evaluations must be sent to SAU directly from the evaluation service provider. We will not accept evaluations sent to us by the applicant. If the applicant is seeking to transfer graduate courses or credit from these institution/s, the credential evaluation by WES or other service must include a course-by-course evaluation, and an official transcript translated into English must be sent to SAU directly from the institution where the courses were completed.
- Applicants in face-to-face programs must provide a financial resources statement and proof of medical insurance.
- Applicants who are citizens of non-English speaking countries must provide evidence of English language proficiency by one of the methods listed below.

Testing

Minimum Test Scores

Test	Test Type	Score	Notes
TOEFL	iBT	80	No sub-score lower than 17
TOEFL	PBT	550	No sub-score lower than 52, writing score 4
IELTS		6.5	No band score lower than 6.0

Education

Applicants can provide official transcripts and an international transcript evaluation reflecting the completion of a bachelor's or master's degree earned at an institution of higher education in a primarily English-speaking country at an institution where English is the primary language of instruction. Study must have been completed within the immediate five years preceding admission to SAU.

Residency

Applicants can provide evidence of a minimum of two years of residence within the last five years in a primarily English-speaking country. Evidence can include travel documents, visas, employment contracts, etc. Documents must reflect the comprehensive dates of residency.

REGISTRATION POLICIES

REGISTERING FOR COURSES

Students are responsible for registering online and ordering textbooks online. Students may register for courses during the authorized registration period, up to one week prior to the class start date, by utilizing the Academic Schedule Planner on the MySAU Portal. After the registration period closes, students will need to receive special permission to register late. Exceptions will be made only under extreme and unavoidable circumstances or if the registration will prevent a course cancellation due to low enrollment. Students should contact their academic advisor, who will work with Office of Registration and Records and instructor to gain late registration authorization.

COURSE LOAD/CREDIT LIMITS

Students may not enroll in more than 30 credit hours per 12-month period in any Spring Arbor University graduate program or combination of graduate programs without the permission of the program administrators. Any schedule exceeding 10 credit hours per semester (traditional semester calendars) or 15 credit hours in a six-month period (non-traditional semester calendars) must have permission of the program administrators. (See specific programs for possible other course load requirements.)

AUDITING A COURSE

Students who wish to audit a class (i.e., attend the class but not receive credit) must obtain approval from the program administrators. Students must pay the applicable audit fee and any course fees. To have the audit placed on their permanent record, students must meet the regular attendance policy of the course. Registration for audit may not be changed to credit after the drop/add period for that term. If credit is desired subsequent to completing the course, the student must retake the course for credit, paying the applicable tuition and fees.

Auditing students will not be required to complete assignments and/or exams unless the instructor requests that assignments be completed as a necessary part of attending the class or as required by the program. An instructor has no obligation to meet with an auditing student after class or to correct assignments submitted by an auditing student unless the instructor has requested that the student complete the materials.

GPA RESTART

Former Spring Arbor University graduate students with grades at SAU that fall below the minimum program or University grade standards may petition for their GPA to restart upon readmission to a graduate program at SAU. GPA restart petitions will be considered only under the following conditions:

1. Applications for readmission to SAU and petitions to restart GPA are subsequent to a minimum of five consecutive years of absence from the most recent last date of attendance in a graduate program at SAU.
2. The applicant has not taken any graduate courses at any other institution during the time of absence.
3. Applicants have previously attempted no more than 30% of the graduate program for which they are applying.
4. Applicants' grades have not previously been restarted at SAU.
5. Applicants provide an explanation of their previous academic challenges and what measures they have taken or will take to overcome them.

GPA restart petitions are to be submitted with readmission application materials. The petition will be directed to and reviewed by the program administrators of the program to which the applicant is applying. All previous student information and records will be considered in the evaluation of the petition. Additionally, the program administrators may require an interview with the applicant before making a final decision.

If the student is accepted to the program and the program administrators grants the petition to restart the GPA, the student will be admitted on probation. The student must come off of probation at the culmination of the first semester after readmission with a semester GPA of 3.0 before the Office of Registration and Records will restart the GPA. The restart will begin from the date of reentry into the institution. The student's transcript will note that the GPA was restarted and the date of restart. Students should be aware that the previous academic record will still appear on the transcript, and the restart applies to the GPA calculations at only SAU. Other institutions and employers may average all academic records together.

Students may need to retake courses or substitute courses for which grades were restarted, depending on the requirements of the program to which the student is admitted.

If the restart petition is not granted, students may appeal in writing to the school dean. The school dean's decision is final.

Federal financial aid rules and limits apply regardless of the GPA restart. Students should seek guidance from the financial aid office to understand their financial responsibilities despite the GPA restart.

REPEATING A COURSE

There is no limit to the number of repeated courses, but any given course may only be repeated once. When computing GPA, a higher grade replaces the lower grade and the credit hours only count once. All entries remain part of the student's permanent academic record. Regular tuition charges and fees will be assessed for repeating a course.

OVERLAPPING COURSES

Students may apply credit hours successfully completed in one SAU master's degree towards program requirements in another SAU master's degree up to a maximum of 25% of the credit hours of the second master's program (generally nine (9) credit hours).

DROPPING A COURSE

Students who wish to drop a course during the authorized drop period must contact their academic advisor through SAU email requesting the drop. Students have seven calendar days including the day of the course to drop a course voluntarily. The transcript will not reflect the student's enrollment in the course. A drop occurring after the authorized drop period is considered a withdrawal and will be charged tuition for the course as indicated in the Tuition Refunds for Withdrawal policy found earlier in this catalog. (Also see Administrative Drop or Withdrawal Due to Nonparticipation.)

WITHDRAWING FROM A COURSE

After the authorized drop period closes, students who wish to withdraw from a course must contact their academic advisor through SAU email requesting the withdrawal. Students may withdraw up to the 60% point of a course and receive a grade of "W," which remains part of the

Registration Policies

student's permanent record but does not affect the GPA. Withdrawal after the 60% point will result in a grade of "UW," which is reflected in the GPA and acts the same as a "U" grade. The withdrawal date is determined as follows:

1. The date the student officially requests in writing a withdrawal to the academic advisor of the program, who then submits the withdrawal request to the Office of Registration and Records, and;
2. the last day of the student's recorded attendance is determined by the last date work tied to the gradebook in the Learning Management System was submitted by the student, or
3. when student is administratively withdrawn or is withdrawn for nonparticipation.

WITHDRAWING FROM A PROGRAM

Students who need to withdraw from a program must notify their academic advisor and program administrators in writing. Students should check with the Financial Aid and Business Offices to understand the consequences of withdrawal on state or federal financial aid and their student account. Academic status as determined at the end of semester of withdrawal will continue should the student wish to return to SAU to complete the program at a future date.

ADMINISTRATIVE DROP OR WITHDRAWAL DUE TO NONPARTICIPATION

A student who does not log in or attend the course by the end of seventh (7th) day of the course may be administratively dropped from the course. A student who ceases to actively participate in a registered course for 14 consecutive days may be administratively withdrawn from the course. An administrative drop or withdrawal that changes the credit hour load of a student may have significant financial repercussions. Potential tuition refund will be based on the date of the withdrawal. (See Tuition Refund for Withdrawal). An administrative withdrawal from a course, after 60% point, will result in a "UW" on the student's academic record and no tuition refund.

Academic programs may have requirements beyond those outlined in this policy for which a student will be accountable.

INSTITUTIONAL TRANSFER POLICY FOR GRADUATE PROGRAMS

Students may request for programs to evaluate official transcripts to determine applicable transfer credit. An official transcript from the sending institution must be submitted to the program office along with the initial application and a written request to evaluate credit for transfer.

- Transfer credits must be from a regionally-accredited institution.
- Transfer credits must be graduate level.
- A maximum of 12 semester credit hours may be accepted for transfer. *NOTE: quarter hours or contact hours will be converted to semester credit hours upon transfer.*
- The transferred course grade(s) must be a "B" or better. Transfer grades are not used in the calculation of Spring Arbor University cumulative GPA. Only course credit is transferred.
- Transfer credit hours cannot be more than 10 years old at the time of matriculation for any program. Some programs may have stricter policies on allowable transfer credit age limits for a variety of reasons, including but not limited to, current trends, new competencies required for the field, current technology, new theories and methods, etc.
- Programs may have program-specific transfer credit policies that further define what credits will be considered for transfer. These requirements are listed in program sections of this catalog.

Registration Policies

- In all cases, program administrators have the discretion to determine whether allowed transfer credits will apply to the program requirements as a substitution for a required course or elective credit only.
- The Office of Registration and Records will make a final determination on transfer credits upon inspection of records and evaluation of adherence to institutional policy.

Students who have matriculated to a SAU graduate program and have not yet transferred the maximum 12 credit hours may seek written approval from the program administrators to attend another institution for additional transfer credit to fulfill SAU program requirements. The Office of Registration and Records must receive notification of the advanced approval from the program and official transcripts from the transferring institution in order to transfer the credit to the student's SAU transcript.

INDEPENDENT STUDY COURSES

With program administrator approval, independent studies (numbered 590 or 690) can be used as an elective or a substitute for program requirements. These courses provide opportunities for students to research and/or complete special projects and/or reading to enrich their academic experience. Independent studies are directed by the student with only preliminary guidance and final evaluation from the sponsoring instructor. Graded "S"/"U." A maximum of two independent studies may be utilized to fulfill program requirements or electives, and students must have completed a minimum of 6 credit hours in the program prior to application for an independent study course. The registrar has final approval for independent study registration.

PRIOR LEARNING ASSESSMENT

In some programs, students with significant graduate-level learning and/or professional training that is not sponsored by a college or university may be granted academic credit by Spring Arbor University through the process of prior learning assessment. Up to 25 percent of a graduate program can be earned using prior learning assessment as approved by program administrators.

There is a prior learning assessment fee for evaluation and processing. This fee is based on the number of credit hours requested to be assessed, not the number of credit hours awarded. Students approved for prior learning assessment may contact the Coordinator of Prior Learning Assessment in the Office of Registration and Records for guidance.

COURSE EQUIVALENCIES

Course equivalencies are evaluated by the Office of Registration and Records on a case-by-case basis at the point of transfer or through the petition process. Course equivalencies are typically assigned to transfer courses or to replacement courses when there are changes to SAU curriculum. To be equivalent, the description and content or objectives of the two courses must show significant similarity. Equivalent courses are taught at the same level.

COURSE SUBSTITUTIONS

Course substitutions are evaluated by the Office of Registration and Records on a case-by-case basis at the point of transfer or through the petition process and in consultation with or by recommendation of academic program faculty. Course substitutions may be approved when an equivalent course is not available or upon transfer of a course that meets academic requirements of the program, such as a curriculum elective. If a required course is being replaced, the substitution course must be the same or closely related academic discipline as the

Registration Policies

required course, and strong justification must be provided for the substitution to be approved. Graduate course substitutions must be at the graduate level.

COURSE WAIVERS

Certain courses in the SAU curriculum have standing waiver policies (see program information). Other courses without a policy may be waived by petition as recommended by discipline faculty and approved by the registrar. Course waivers do not carry credit hours, so students may need to take elective courses to fulfill credit hour requirements of the academic program or for graduation. Waivers are not granted in cases where the student has non-course experience or existing knowledge of course content. In these cases, students may opt for credit by exam or participate in prior learning assessment to validate their learning or competence.

For a course with no standing waiver policy to be eligible for a waiver, there must be no equivalent or substitution course available, or the course is being eliminated from the program and shortages in resources make it impossible to teach the course by tutorial. The integrity and rigor of the academic program will be strongly considered in the approval of waivers. Course equivalencies, substitutions and tutorials are preferred over waivers.

UNDERGRADUATE DUAL ENROLLMENT

Undergraduate dual enrollment may be granted to undergraduate's who will have completed 58 credit hours before registration into desired graduate courses. To be eligible, students must have a cumulative GPA of 3.0 or higher in the minimum number of credit hours or courses specified or required by the program. There is a limit of 12 credit hours unless the graduate program is specifically designed as an accelerated program. Dual enrollees may register only by petition and only for graduate-level courses approved by the department chair of the student's undergraduate major/s and the graduate program administrators, dean, or designee and are subject to review by the Graduate Council.

For students who have not yet earned a bachelor's degree, graduate courses may not be eligible for federal financial aid unless the graduate courses are being used to meet requirements of the bachelor's degree. If the graduate courses are not clearly listed as requirements for undergraduate program completion in the academic catalog, students must petition the registrar's office to consider a substitution as approved by the department chair and graduate program prior to registration for federal financial aid eligibility.

Student who take graduate courses at SAU to complete an undergraduate degree may request for those graduate credits to apply to an SAU graduate program. Requests will be evaluated by graduate program personnel to determine course transferability and applicability to the desired graduate program at SAU. Not all graduate programs permit courses taken as dual enrollment to count toward the graduate degree. Those programs that do allow dual enrollment courses may require students to meet additional criteria before considering dual enrolled course credit.

For fast-track bachelor's to master's programs, see the appropriate section of the catalog for program-specific information.

GRADUATION REQUIREMENTS FOR GRADUATE DEGREES

- Students must complete all curriculum and program requirements.
- Students in all graduate programs must have a 3.00 cumulative GPA ("B" average) to graduate from any of Spring Arbor University's graduate programs.

- Some graduate programs have residency or other specific graduation requirements that students will need to complete before the degree can be conferred. (See program sections of this catalog or program handbook for details).

CERTIFICATE AWARDING POLICIES

See description of a certificate in the Glossary of Academic Terminology section of this catalog.

For a certificate to be awarded at SAU, the following requirements must be satisfied.

- Students must be enrolled in a certificate program at SAU to be awarded a certificate credential. Dual enrollment in a certificate program and a degree program is not permitted.
- Students must take the final course of the certificate program while enrolled in the certificate program.
- Up to 50% of certificate credit hours may be transferred to SAU on a case-by-case review by the registrar's office in consultation with program academic personnel. Programs may further limit the number of credit hours allowed to transfer. All transfer policies apply.
- Credit earned through prior learning assessment is not eligible for certificate programs.
- Courses taken as a part of a certificate program at SAU may satisfy requirements for a subsequent degree or certificate at SAU upon the approval of the academic program and the registrar. Similarly, courses taken in a degree program at SAU may satisfy requirements of a subsequent certificate program upon approval of the degree program and registrar.
- The certificate credential will be awarded on the SAU transcript. No paper certificate will be issued by the registrar's office. Program administrators have the latitude to determine other appropriate documentation of the certificate credential.
- Certificate students do not participate in Commencement.
- GPA and course grade requirements for certificate programs follow institutional policies for the college level of the certificate, but stricter policies may be set by program administrators.
- All institutional policies apply to certificate students, including but not limited to academic status, student conduct, attendance policies, academic integrity, time limits, etc.
- Certificate programs may have special admission requirements or other policies that are detailed in the program sections of this catalog.
- Financial aid may not be available for certificate programs. Students interested in a certificate program should consult with the financial aid office to determine funding.

COMMENCEMENT INFORMATION

Diploma Application

Participation in Commencement requires a diploma application to be submitted approximately three months prior to the anticipated ceremony in which the student is eligible to participate (See Commencement Participation Eligibility). Diploma application does not guarantee eligibility to participate in Commencement. When applications are received, a graduation fee is assessed. If a diploma application has been made and requirements are not finished as stated, students must reapply for the diploma and an additional fee will be charged. Students who cannot complete their requirements by the anticipated date should send written notification to their respective program offices.

Commencement Participation Eligibility

Students are eligible to participate in the Commencement ceremony immediately following the completion of all degree and graduation requirements if they are completed by the published deadlines of the institution or program.

Early Participation in Commencement

Students who are enrolled in their final semester of coursework at SAU may be permitted early participation in a Commencement ceremony prior to meeting eligibility requirements on the following conditions:

- The student has requested early participation from the advisor in writing within six (6) weeks prior to the Commencement ceremony.
- The student has submitted the diploma application by the application deadline.
- The student has maintained a 3.0 from the point of matriculation into the program.
- The student meets all program-specific Commencement participation eligibility criteria and is cleared by the advisor. (If the advisor does not clear the student for participation, the student may petition the Office of Registration and Records for further consideration.)
- The student is cleared by the Office of Registration and Records.

Degrees will not be conferred for students who are granted early Commencement participation until all degree and graduation requirements are completed, and those students will not receive a diploma until after the degree is conferred.

Degree Conferral

The Office of Registration and Records notes the conferral of degrees on the transcript on the first of the month following the completion of all degree and graduation requirements, including final grades and any other required paperwork necessary to determine requirement completion. Students are considered graduated when the degree is conferred and not before, even if the student participated in Commencement ceremony.

Diplomas

Diplomas will be mailed to graduates within six weeks after the degree is conferred. Diplomas will not be released to graduates with outstanding financial obligations to the University.

POSTHUMOUS DEGREES

A student who has passed away while a student at SAU can be eligible for a posthumous degree. SAU offers both posthumous degrees and honorary posthumous degrees. The procedure and policy for each follow.

Posthumous Degree Policy

A student may be nominated for a posthumous degree by his department when the student has completed 85% of the needed credit hours for graduation. To nominate someone, the department chair should write a paragraph or two describing why the student is deserving and send it to the appropriate dean for approval. The dean would then send it to the Academic Affairs office. Upon verification that the student is in good academic standing, the chief academic officer will decide on accepting the nomination and will inform the department and the registrar office of that decision.

Honorary Posthumous Degree

A student may be nominated for an honorary posthumous degree by the department when the

Registration Policies

student has at least 50% of the credit hours completed for the degree. To nominate someone, the department chair should submit the request in writing describing why the student is deserving and send it to the appropriate dean/division chair for approval. The dean/division chair would then send it to the Academic Affairs office. Upon verification that the student is in good academic standing, the chief academic officer will decide on accepting the nomination and will inform the department and the registrar office of that decision.

SAU TRANSCRIPTS

Transcript requests must be made online at www.arbor.edu. Final transcripts denoting the degree conferral will be available within two weeks after the degree is conferred. Final transcripts will not be released to students with outstanding financial obligations to the University.

ACADEMIC POLICIES

ACADEMIC CALENDAR

Spring Arbor University is on a semester calendar. Each program determines course start and end dates within the semesters, and students may not register for courses that overlap semester start and end dates without significant financial aid and billing implications.

ACADEMIC INTEGRITY

The Spring Arbor University Concept – the heart of this institution – is based on the common commitment to Jesus Christ as the perspective for learning. This means that the Spring Arbor University community seeks to live in close adherence to the example and teaching of Jesus Christ in all personal and scholarly pursuits and live a life of highest integrity in these areas. Additionally, any community of teachers and scholars recognizes that truth and honesty are absolutely essential in academic work. The expectation at Spring Arbor University is that these principles will be rigorously followed in all academic endeavors. This expectation assumes that all work is completed by the person who purports to do the work, without unauthorized aides. With the purpose of encouraging responsible conduct, this policy flows from the Concept and assumes these important community expectations:

- Everyone who is part of the Spring Arbor University community will seek to live a life of highest integrity, both personally and academically.
- Full truthfulness is essential for all those in the SAU Community.
- Faculty and students will carefully and diligently guard themselves from stealing either material or intellectual property – whether physical or electronic in nature.
- Silence about others' disregard for these standards devalues and violates the principles and spirit of our faith, the Concept, and this policy. With prayerful introspection and loving confrontation, we should strive to hold one another accountable to the standard of our faith.

Acknowledging the call in the principle above, the Spring Arbor University community is challenged to maintain integrity in all academic pursuits. There shall be no cheating, misrepresentation, or plagiarism (borrowing ideas, images, facts, stylistic phrasing, or quoted materials without credit) on assignments, tests, lectures, handouts, or any other written materials.

Violations of this policy will carry disciplinary consequences. A zero on the assignment or test can be expected, but failure of the course or suspension may also occur. Students, faculty, or staff may also be subject to dismissal from the university for failure to adhere to his policy. Some actions, such as altering official university documents or records, may be further subject to criminal penalties. While any breach of this policy affects the entire community, only incidents of cheating or plagiarism must be reported immediately to the appropriate professor, department chair, dean, or other university employee. Students are encouraged to report in writing, and employees are expected to report situations in writing to the Academic Affairs Office. Confidentiality will be honored unless specific written permission to disclose sources is obtained. No one will be disciplined solely on the testimony of one report without further substantiation. It will be presumed that every student, faculty, and staff member of the university community is familiar with this policy. Details for handling academic integrity concerns may be found in the Spring Arbor University Academic Integrity Policy Disciplines Process and Procedures.

COURSE CANCELLATION OR SECTION CHANGES

The University reserves the right to cancel a scheduled course or section or combine sections of a course for reasons it deems appropriate, including but not limited to staffing, low enrollment or program changes. Students will be notified of changes to their enrollment via SAU email sections. The University will accommodate students affected by these changes as much as is reasonably possible to facilitate on-time graduation.

CLASS SESSION CANCELLATION

In the event of inclement weather, instructor illness or other unforeseen circumstance, a scheduled class session may be canceled, rescheduled or moved to a virtual delivery method. Students will receive notification through their SAU email for changes to a class session meeting time or delivery method.

ACADEMIC RESPONSIBILITY OF THE STUDENT

SAU commits to helping students achieve their academic goals by providing numerous resources and tools, including academic advisors, degree audits, schedules, calendars and the academic catalog. Students must assume certain responsibilities that include but are not limited to:

- completing courses in an order that meets prerequisite and core requirements,
- becoming familiar with all academic policies and specific policies of the program to which the student is admitted,
- preparing work that is representative of the student's own individual efforts,
- submitting work by the specified due dates, and
- communicating with instructors to clarify or assist with assignments or required work.

ATTENDANCE POLICY

Class participation is important for academic success at Spring Arbor University, no matter the method of course delivery.

Synchronous Class Attendance

Synchronous (a.k.a. face-to-face) classes are those in which the instructor and students come together at regularly scheduled meeting dates and times. Students are required to attend all synchronous class meetings for the classes in which they are registered. Absences for starting the class late are not excused.

Blended Class Attendance

A blended class consists of partial and/or alternate meetings in synchronous and asynchronous delivery mechanisms, where at least 50% of the course is synchronous. Attendance is based upon physical or virtual attendance in the synchronous meetings and upon electronic records of student participation in the class. A student who is absent from a synchronous meeting of the class will be considered absent, and a student who logs into the course but does not submit asynchronous coursework or participate in class activities is not actively attending. To be eligible for Financial Aid, students must actively attend a course. If the course is dropped by the student or if the student is dropped from the course by the institution for lack of attendance or participation, recalculation of financial aid eligibility may be necessary.

SAU Online Class Attendance

Class attendance is important for academic success at Spring Arbor University. Whether the student is enrolled in courses on campus or online, participation is an expected part of the academic experience.

Attendance in an online course is based upon electronic records of student presence. A student who logs into the course but does not submit coursework is not actively participating. To be eligible for Financial Aid, students must actively participate in the course. If the course is dropped by the student or if the student is dropped from the course by the institution, recalculation of financial aid eligibility may be necessary.

According to Federal regulations, "Attendance" in an online class requires academically-related activity. Academically-related activities include any of the following:

- Physically attending a class where there is an opportunity for direct interaction between the instructor and students;
- Submitting an academic assignment;
- Taking an exam, an interactive tutorial or computer-assisted instruction;
- Attending a study group that is assigned by the school;
- Participating in an online discussion about academic matters; and
- Initiating contact with a faculty member to ask a question about the academic subject studied in the course.

Administrative Drop or Withdrawal Due to Nonparticipation

A student who does not log in or attend the course by the end of seventh (7th) day of the course may be administratively withdrawn by a SAU Online Administrator.

Students have until no later than the seventh (7th) calendar day of course to voluntarily drop from a course without financial penalty. A course dropped before the seventh (7th) calendar day will not appear on a student's transcript. After that date, students have until the 60% point in the course to voluntarily withdrawal. A withdrawal results in a "W" on the academic record and may result in a partial refund on tuition. Withdrawing from a course after the designated withdrawal period deadline will result in a "UW" on the academic record and no tuition refund.

A student in attendance of an online course who ceases to actively participate for 14 consecutive days may be withdrawn from the course upon the discretion of a SAU Online Administrator or the instructor of record. Any potential tuition refund will be based on the date of the withdrawal. An administrative withdrawal from a course, after the 60% point, will result in a "UW" on the student's academic record and no tuition refund.

Academic programs may have requirements beyond those outlined in this policy for which a student will be accountable.

ACADEMIC ADVISING

In each graduate program, an academic advisor is available to assist students with planning and implementing their academic program. The University provides the Academic Planner for all students to use for planning and registering. The Academic Planner is available through the MySAU Portal (<http://mysau.arbor.edu>) and is a tool that all students are expected to use. For support in using the Academic Planner, students should refer to instructions and tutorials provided online. When further assistance is needed in dropping and adding courses within the allowed drop and add period, or withdrawing, the students should contact their academic advisor for assistance.

Student Responsibilities in the Advising Process

While Spring Arbor University will aid in planning academic programs, students are ultimately responsible for ensuring they are fulfilling the requirements of their program. Students are expected to become familiar with degree requirements and expectations, as well as take the initiative for requesting academic advising assistance. The academic advisor does not carry the burden of responsibility for ensuring students complete degree requirements.

ACADEMIC STATUS

All graduate students are required to earn a minimum cumulative grade point average (CGPA) of 3.0. The academic policy exists to encourage student success toward that end. Any graduate student is in good standing whenever that student's cumulative grade point average is 3.0 or better. Academic status can also impact financial aid eligibility.

All grades and GPA's are reviewed at the end of each semester by the Academic Status Committee. The committee, with input from graduate academic advisors and program administrators, makes the following decisions:

Good Standing: the CGPA is 3.0 or better.

Warning: the GPA for the grading term is less than 3.0, but the CGPA is 3.0 or higher.

Probation: the CGPA falls below 3.0. The student is placed on probation for one semester. The time limit allowed for a student to raise CGPA and be removed from probation is one semester.

Continued on Probation: CGPA has increased during the probationary grading term yet remains below a 3.0. At the discretion of the committee, the student may be continued on probation for one additional semester.

Probation Removed: Good standing is restored, and probation is removed.

Dismissal: A student who is admitted to a program on probation and fails to achieve a 3.0 GPA for that first semester is dismissed. A student who fails to increase the GPA for a semester after being placed on probation or fails to increase CGPA to 3.0 or better after being permitted to continue on probation is dismissed.

DISMISSAL POLICY

Program Dismissal

Dismissal from a program is possible in two ways: academic or disciplinary. The factors involved may include but not limited to the following:

For academic reasons:

- admitted on probation and fails to achieve a 3.0 GPA for the first semester,
- fails to increase the GPA for first semester after being placed on probation,
- fails to increase CGPA to 3.0 or better after being permitted to continue on probation,
- any degree program policy which dictates dismissal when policy is not followed.

For disciplinary reasons:

- violating standards of academic integrity,
- violating community, behavioral, program, professional expectations,
- unsatisfactory performance in practicum, internship, or clinical courses
- criminal misconduct,

- failure to comply with established SAU or program timelines and/or requirements,
- unethical practices and/or unprofessional conduct,
- actions that obstruct the training process and/or threaten client welfare.

Academic Dismissal Process

To protect the student's due process rights and SAU's interests in upholding academic and professional standards, the following steps will be taken as part of the dismissal review process.

Step 1: All grades, GPA's and academic statuses are reviewed at the end of each semester and communicated to the graduate academic program advisors for review. Advisors and/or program administrators comment on the report and return it to the Registrar's office.

Step 2: Reports are compiled and presented to the Academic Status Committee for review. Academic Status Committee has final decision on the student's academic status.

Step 3: The Academic Status Committee via the Registrar's office will inform the student in writing of the dismissal decision and of the circumstances which affect the student's continuance in the program. Notification is sent via student's SAU email and a hard copy to the student's mailing address on file. The academic status is updated, and the student is dropped from all future enrolled courses.

Disciplinary Dismissal Process

SAU has the right to review any circumstances that may impede the student's ability to continue in the program at any point while a student is enrolled in a graduate program. At the discretion of the program administrators, the student may be placed on suspension while the matter is being investigated. A student who is placed on suspension may not participate in program-related activities.

To protect the student's due process rights and SAU's interests in upholding academic and professional standards, the following steps will be taken as part of the disciplinary dismissal review process.

Step 1: The program administrators will inform the student in writing of the allegations or circumstances that may affect the student's continuance in the program. These allegations may emanate from personnel both within and outside the SAU community. (Note: if the allegation involves an academic integrity issue, current SAU policy will be followed.)

Step 2: At the discretion of the program administrators, the student may be asked to seek an informal resolution of the allegation with the accusing party. The student will inform the program administrators of the outcome within seven days after the program administrator's request. If resolution is not achieved in this informal process, then the matter will be brought before a disciplinary committee, consisting of the following individuals:

- program administrators,
- faculty member (chosen by the program administrators), and
- program staff member (chosen by the student) OR current SAU student (chosen by the student)

Step 3: The program administrators will notify the student of the scheduled meeting of the disciplinary committee. The student will be invited to submit a written response to the allegations no later than seven days prior to the scheduled meeting.

Step 4: Following receipt of the student's response, the disciplinary committee will convene (face-to-face, teleconference, or other means) to discuss the matter and render a decision, which may result in:

- dismissal of the charges,
- allowing the student to continue in the program, pending compliance with specified conditions, or
- dismissal from the program.

Step 5: Within seven days of the committee's decision, the program administrators will notify the student of the decision in writing. A student may appeal this decision by following the appeal process below.

Dismissal Appeal Process

The student must initiate the appeal process within seven (7) business days after date on the written notification of dismissal. The appeal must be in writing and submitted to program administrators, who will review the appeal and discuss the appeal with the appropriate committee, as needed. The program administrators may request additional information from the student or the appropriate committee. The program administrators will decide and notify the student in writing within fourteen (14) business days after receipt of the student's appeal. At all times, the burden of proof is on the student. The program administrator's decision on reinstatement is final.

Appeal Process Delays: There may be exceptional situations in which an appeal may take longer than 14 business days for the department to investigate and make a final determination. If this is the case the department will notify the student at the fourteen (14) business day point as to the status of the appeal, including an expected date for a determination to be made. Because this is a private university administrative hearing, legal counsel or representation is inappropriate.

If the dismissal appeal is upheld, the academic status will reflect Restored to Probation.

Readmission after Academic Dismissal

Students may apply for readmission after a period of separation from SAU through the program's advisor according to the following conditions:

- First dismissal – students may not attend SAU for one full semester after the semester of dismissal.
- Second dismissal – students may not attend SAU for two full semesters (one academic year) after the semester of dismissal.
- Third dismissal – students are permanently dismissed from SAU.

The dismissal count does not restart, even for students who are restored to probation after appeal. Once a student receives a dismissal notice, the dismissal is added to the count. Therefore, if a student is dismissed but is allowed to continue on probation after appeal and is subsequently dismissed the next semester, the student has accumulated two dismissals.

When applying for readmission after the specified academic dismissal period, the student will be asked to present evidence of probable future academic success, self-discipline and focus and self-development, which may include transcripts from courses taken during the separation from SAU and/or support letters or documentation from doctors, counselors, employers, pastors, etc.

Academic Policies

The Office of Registration and Records may deny readmission if the evidence presented does not support the expectation of future academic success.

Readmission after Disciplinary Dismissal

Students who have been dismissed due to decision made by the disciplinary committee may apply for readmission after one year has elapsed from the time of dismissal, unless otherwise prohibited by the original dismissal. Evidence to support the request for readmission must be submitted in writing to the program administrators, who will confer with the Academic Affairs office to make a determination on readmission. The burden of proof remains with the student. Students reapplying under dismissal circumstances should verify their financial aid eligibility with the financial aid office. In addition, all University and departmental requirements for readmission must be met.

TIME LIMITS FOR COMPLETING A DEGREE

Graduate students at Spring Arbor University must complete all degree requirements within six years from the date of enrollment in the first class after the student is admitted to the program. A student may petition the program administrators for an extension, but there are no guarantees that the student will be permitted the extension.

GRADING SYSTEM

Coursework will be assigned a letter grade that carries scholastic points according to the following scale. Plus and minus grades are intended to reflect more accurately the student's actual performance in the classroom. Each weighted letter is defined as follows:

Grade	Grade Points	Grade Description
A	4.00	Indicates excellent achievement.
A-	3.67	
B+	3.33	
B	3.00	Indicates good work.
B-	2.67	
C+	2.33	
C	2.00	Indicates fair or average attainment.
C-	1.67	
D+	1.33	
D	1.00	Indicates poor, barely passing work.
D-	0.67	
U	0.00	Indicates unsatisfactory work. No credit is given. The grade is calculated into the Grade Point Average (GPA).
AU	Not computed	Audit: No credit received. A student may drop a course for credit and add for audit through the eighth week of the semester or the half-way point of any course that is not the length of the traditional semester. A course may not be changed from audit to credit.
I	Not computed	Incomplete Grade: Indicates an extension to complete coursework in a didactic, tutorial or independent study course due to unforeseen and emergency circumstances during the registration period of the course. This grade is not intended for students to make up unsatisfactory work or incomplete/missing work due to student negligence. Students must

		complete the work within six weeks of the end date of the course. If a grade change form is not submitted by the instructor to the registrar's office by the deadline, the "I" grade will be changed to a "U."
IP	Not Computed	In Progress: Indicates current registration in a course that has not yet reached its conclusion. No grade has been submitted.
GP	Not computed	Grade Pending: Indicates an extension to complete coursework in professional, hands-on courses, such as internships, practica, clinical rotations or other special courses approved by the registrar. All work, including required paperwork, must be completed within six months from the end of the semester in which the student is registered for the course; no exceptions. If a grade change form is not submitted to the registrar's office by the instructor by the deadline, the "GP" grade will be changed to a "U." (Independent studies and tutorials are not eligible for the "GP" grade.)
S	Not computed	Satisfactory Grade: Indicates satisfactory work equivalent to a grade of "C" or above. Credit will be given, but the GPA is not affected.
W	Not computed	Withdrawal: Indicates authorized withdrawal from classes. A student may withdraw from a course at any time during the semester. Withdrawals through the last day to withdraw (60% of the course) will receive a grade of "W" on the transcript. A "W" does not affect the GPA. Withdrawals after this point will receive a grade of "UW."
UW	0.00	Withdrawal with Unsatisfactory Grade: Given after the last day to withdraw from a course as described in the "W" description above. A grade of "UW" on the transcript acts the same as a grade of "U" in GPA calculations.

Grade Requirements

Grades below "B" may be considered failing grades and the student may be required to retake the course for graduation requirements (see program-specific details). Courses with a grade lower than "C" will not be counted toward graduation requirements.

Grade Changes

Changing of a final grade after its submission to the registrar is permissible in instances in which fairness might justify a final grade change. This might be the case, for example, when there is demonstrable evidence of a mathematical error in the calculation of a grade, or where there has been an egregious error in grading, such as the failure to incorporate an assignment that was turned in on time. Grade changes are not permitted for make-up or additional work submitted after the conclusion of the course, except in cases where a grade of "I" or "GP" has been granted.

Requests for final grade changes must be submitted in a timely manner so that the student may have time to appeal the grade. Grade change requests should be submitted to the registrar with documentation to support the request. The registrar will have final approval.

Grade Appeals

Only final course grades may be appealed through the formal Grade Appeal Process. A formal grade appeal related to a final course grade should be resolved between the student and faculty. The grade appeal form must be completed and submitted to the faculty no later than 30 days after the grade is issued. After 30 days, the grade issued by the faculty is considered

permanent. If an academic department has additional levels of final course grade review (e.g., programs with clinical courses, student teaching, practicum courses), the initial grade appeal should be reviewed by the faculty and the department (i.e., chair, program director). After the grade appeal review, based on the evidence considered during the review process, the faculty may raise the grade, lower the grade, or leave the grade unchanged.

If a student and faculty are unable to resolve the grade appeal to the student's satisfaction, or the student can show at least two unsuccessful attempts to connect with the faculty within one week of time, the student may appeal to the Dean, in writing. If the student and Dean are unable to resolve the grade appeal, the student may send a final appeal, in writing, to the Academic Affairs office within 7 business days of the decision from the Dean. The review by Academic Affairs is considered final.

Please Note: If a grade appeal is decided in the student's favor by the Dean or Academic Affairs, the course grade may be changed to "S" (Satisfactory), which will remove the course from the GPA calculations. For S/U graded courses, all criteria for passing the course must be evidenced for a grade appeal to result in a grade change from "U" (Unsatisfactory) to "S" (Satisfactory). At all times, the burden of proof is on the student.

ACADEMIC POLICY APPEALS

If a student believes that the University has not followed published policies regarding academic decisions, the student may appeal the decision. The student must initiate the process within 30 days of the decision. At all times, the burden of proof is on the student. The following procedures must be followed.

Step 1: The student should confer with the individual who made the decision for a full explanation of the policy and how it was not followed.

Step 2: If the matter remains unresolved, the student may appeal to the program administrators in writing or by e-mail. The program administrators may consult with the school dean.

Step 3: If the matter remains unresolved, the student may contact the Academic Affairs Office for the appropriate forms. Upon receipt of properly completed forms by the student, the Academic Affairs Office will consider the appeal and render a final and non-appealable decision.

The appeal process can take up to three months. Because this is a private university administrative hearing, legal counsel or representation is inappropriate.

ACADEMIC PROGRAMS

GAINEY SCHOOL OF BUSINESS

- Master of Management
 - Executive Leadership Concentration
 - Cybersecurity & Data Concentration
 - Executive Communication Concentration
- Master of Business Administration
 - Healthcare Administration Concentration
 - Human Resource Development Concentration
 - Management Concentration
 - Organizational Consulting Concentration
 - Executive Leadership Concentration
 - Cybersecurity & Data Concentration
 - Executive Communication Concentration

SCHOOL OF COMMUNICATION, MEDIA AND FINE ARTS

- Master of Strategic Communication

SCHOOL OF EDUCATION

- Master of Arts in Early Childhood
- Master of Arts in Teaching English to Speakers of Other Languages
 - K-12 Track
 - Adolescent and Adult Education (AAE) Track
 - K-5, K-8, 6-12 Endorsement
- Master of Education
 - Trauma and Resiliency Concentration
 - Reading Concentration
- Master of Education Leadership
- Master of Special Education
 - Autism Spectrum Disorder Concentration
 - Learning Disabilities Concentration

SCHOOL OF HUMANITIES

- Master of Arts in Missional Ministry

SCHOOL OF NURSING AND HEALTH SCIENCES

- Master of Science in Nursing
 - Nurse Educator Concentration
 - Business Administration Concentration
 - Adult-Gerontology Primary Care Nurse Practitioner Concentration
 - Family Nurse Practitioner Concentration
 - Psychiatric Mental Health Nurse Practitioner
 - Pediatric Primary Care Nurse Practitioner
- Doctor of Nursing Practice
 - Strategic Leadership Concentration
- Post-Graduate Nursing Certificate
 - Nurse Educator Certificate
 - Adult-Gerontology Primary Care Nurse Practitioner
 - Family Nurse Practitioner
 - Psychiatric Mental Health Nurse Practitioner
 - Pediatric Primary Care Nurse Practitioner

SCHOOL OF SOCIAL SCIENCES

- Master of Arts in Counseling
 - Clinical Mental Health Counseling Track
 - School Counseling Track
- Master of Social Work

GAINEY SCHOOL OF BUSINESS

Master of Management (MMGT)

MMGT PROGRAM DESCRIPTION

The Master of Management (MMGT) program will prepare graduates for professional management and organizational leadership within for-profit and not-for-profit organizations, enhance opportunities to expand management related employment options toward the middle management level, and provide a values-based option for students seeking a specialized business master's degree in management and organizational leadership. The program is designed to help students understand and live out the SAU Concept through active participation in management and leadership within organizational environments. The curriculum emphasizes current and emerging organizational leadership and management theories and best practices.

MMGT MISSION AND GOALS

- To foster an environment that supports adult learners from diverse academic and professional backgrounds.
- To provide an ethical framework for management and leadership development within a competitive, global context.
- To develop the knowledge, skills, and abilities of students to manage human capital, manage the task environment, and lead effectively in organizations.
- To prepare students for critical participation as effective team players, managers, and leaders within organizational environments.

MMGT PROGRAM OUTCOMES

The program outcomes are categorized into six specific areas: critical thinking, decision making, effective communication, ethical perspective, leadership development, and problem solving.

MMGT POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, MML program has the following policies.

MULTIPLE CONCENTRATIONS

Before students complete the final Foundation course, they may petition to declare additional concentrations beyond the required 12 credit hour concentration in the MMGT program. Petitions will be considered and granted or denied by MMGT program personnel. In general, petitions for additional concentrations will be granted if the additional concentration includes at least one non-overlapping courses to any combination of other concentrations. No course substitutions will be allowed for additional concentrations.

MMGT CONCENTRATIONS

Cybersecurity and Data Concentration

Introduces the fundamentals of protecting and utilizing data effectively through cybersecurity policies related to privacy, security, access and quality of data. In addition to data privacy, the concentration courses introduce students to cloud computing and methods of collecting, analyzing and reporting various types of commonly used data for effective decision making.

Executive Communication Concentration

Prepares organizational professionals to engage with organizational members and stakeholders for effectively engaging in executive communication. The concentration courses focus on ethical approaches to navigating executive communication challenges, effective listening and feedback, and advanced conflict resolution.

Executive Management Concentration

Develops leadership skills for personal and professional success in the organizational environment. The concentration courses focus on ethical leadership, understanding human behavior for the purpose of leading people, and engaging in applied managerial research for effective decision making in the workplace.

MMGT PROGRAM CURRICULUM

Master of Management

Course Prefix	Course Title	Credit Hours
Foundation Courses		
MML 614	Foundations of Organizational Leadership	4
MML 615	Organizational Change Management	4
MML 619	Managing the Organization: Culture and Strategy Issues	4
MML 622	Groups, Teams and Motivation: Leading Organizations	4
MML 645	Project Management for Leaders	4
Foundation Course Credit Hours		20
<i>Choose one of the following 12-credit hour concentrations.</i>		
Cybersecurity Concentration		
CPS 605	Data Privacy	4
CPS 610	Cloud Computing	4
CPS 615	Foundations of Big Data	4
Executive Communication Concentration		
COM 634	Ethical Communication	4
COM 636	Effective Listening and Feedback	4
COM 638	Crisis and Conflict Management	4
Executive Management Concentration		
MML 610	Leadership for Personal and Professional Success	4
MML 618	Organizational Behavior: Leading People	4
MML 623	Applied Managerial Research	4
Total Master of Management Credit Hours		32

Master of Business Administration (MBA)

MBA PROGRAM DESCRIPTION

The Master of Business Administration (MBA) degree prepares students for successful participation in business and other organizations competing in domestic and international markets. Through the MBA curriculum, students gain knowledge of functional areas of business within a framework of service and stewardship and develop skills in critical thinking, ethical reasoning, analytical problem solving, effective communication, and decision making.

MBA MISSION

To develop successful professionals through the study and application of theories, concepts, principles, and methods of business administration informed by an ethical worldview.

MBA PROGRAM OUTCOMES

The MBA program is designed to help students understand and live out the SAU Concept through active participation in business and organizations. Students will integrate the Christian perspective and the discipline of business administration with an emphasis on stewardship and service. Students will gain mastery in business area knowledge, recognize the impact of culture and diversity on global business, and demonstrate skills in effective communication, professional collaboration, teamwork, critical thinking, ethical reasoning, and problem solving. Program outcomes are categorized into eight specific areas: knowledge, skills, scholarship, application, innovation, personal development, ethical perspective, and global awareness.

MBA POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, MBA program has the following policies.

Grade Requirements

MSN-MBA students will follow the MBA minimum grade requirements in all MBA courses. See the MSN section in this catalog for details.

Multiple Concentrations

Before students complete the final Foundation course, they may petition to declare additional concentrations beyond the required 12 credit hour concentration in the MBA program. Petitions will be considered and granted or denied by MBA program personnel. In general, petitions for additional concentrations will be granted if the additional concentration includes at least one non-overlapping course to any combination of other concentrations. No course substitutions will be allowed for additional concentrations.

MBA CONCENTRATIONS

Cybersecurity and Data Concentration.

Introduces the fundamentals of protecting and utilizing data effectively through cybersecurity policies related to privacy, security, access and quality of data. In addition to data privacy, the concentration courses introduce students to cloud computing and methods of collecting, analyzing and reporting various types of commonly used data for effective decision making.

Executive Communication Concentration

Prepares organizational professionals to engage with organizational members and stakeholders for effectively engaging in executive communication. The concentration courses focus on ethical

approaches to navigating executive communication challenges, effective listening and feedback, and advanced conflict resolution.

Executive Leadership Concentration

Prepares business professionals to predict and influence individual and group behavior through executive and strategic leadership. The concentration is designed for organizational professionals already proficient in administrative management. Broadens knowledge and skills through executive and strategic leadership, executive and strategic planning, and advanced management focus.

Healthcare Administration Concentration

Develops management knowledge and skills necessary for healthcare professionals and builds business acumen required for effective health care leadership. The concentration courses focus on the complexities and trends in the healthcare industry by focusing on contemporary issues in healthcare administration, policy, economics, quality, and strategy in healthcare management.

Human Resource Development Concentration

Develops knowledge and skills necessary to leverage organizational human resources to improve individual performance and enhance organizational effectiveness. The concentration courses focus on helping students strengthen skills in problem-solving, strategic thinking, and critical analysis necessary for identifying and solving human-related issues within an organization. Prepares students to promote employee and organizational growth through individual and organizational learning.

Management Concentration

Develops skills necessary for effective traditional management in organizations. The concentration is designed for individuals interested in strengthening traditional business administration and management knowledge and skills.

Organizational Consulting Concentration

Develops a strong foundation in assessing, researching, and finding possible solutions to personnel, group/team/work unit issues, and organizational problems. The concentration is designed to help students develop requisite skills necessary for understanding, predicting, and influencing individual and group behavior in organizations as the foundation for leading effective organizational development and change initiatives. Organizational consultants apply behavioral science and organizational leadership principles in the work context to positively influence individuals, groups, and organizations.

MBA PROGRAM CURRICULUM

Master of Business Administration

Course Prefix	Course Title	Credit Hours
Foundation Courses		
MBA 617	Leadership in Business	4
MBA 622	Statistics for Managers	4
MBA 631	Accounting for Managers	4
MBA 661	Marketing for Managers	4
<i>Choose one of the following:</i>		
MBA 607	International Business with NYC Trip	4
MBA 607A	International Business (no trip option)	4
Foundation Course Credit Hours		20

Choose one of the following 12-credit hour concentrations.

Cybersecurity Concentration

CPS 605	Data Privacy	4
CPS 610	Cloud Computing	4
CPS 615	Foundations of Big Data	4

Executive Communication Concentration

COM 634	Ethical Communication	4
COM 636	Effective Listening and Feedback	4
COM 638	Crisis and Conflict Management	4

Executive Leadership Concentration

MBA 651	Management of Organizational Behavior	4
MBA 654	Strategic Planning and Management	4
MBA 657	Strategic Leadership	4

Healthcare Administration Concentration

MBA 641	Trends in Healthcare Administration and Management	4
MBA 642	Managerial Finance in Healthcare	4
MBA 643	Managing Quality in Healthcare	4

Human Resource Management Concentration

MBA 651	Management of Organizational Behavior	4
MBA 647	Workplace Learning and Professional Development	4
MBA 648	Human Resource Management	4

Management Concentration

MBA 648	Human Resource Management	4
MBA 651	Management of Organizational Behavior	4
MBA 654	Strategic Planning and Management	4

Organizational Consulting Concentration

MBA 647	Workplace Learning and Professional Development	4
MBA 657	Strategic Leadership	4
MBA 648	Human Resource Management	4

Total MBA Credit Hours **32**

SCHOOL OF COMMUNICATION, MEDIA, AND FINE ARTS

Master of Strategic Communication (MSC)

MSC PROGRAM DESCRIPTION

The Master of Strategic Communication is a 32-credit hour program which brings both theoretical and Christian perspectives to bear on practical problems and provides a foundational understanding of communication theory and practice.

MSC MISSION

- To provide quality online graduate education in communication in a format that minimizes disruption to family or current employment.
- To provide a learning environment that fosters critical thought, scholarship and praxis such that the learners who complete the program become transforming communicators and communication specialists within their spheres of influence.
- To establish a forum grounded in biblical foundations for reflection, thought, research and publication on Christian worldview issues related to communication, thereby influencing the leadership of organizations throughout the world.

MSC PROGRAM OUTCOMES

In this program a student will:

- Discover key concepts and best practices in strategic communication.
- Apply those concepts in both personal and professional contexts.
- Communicate those concepts to others confidently and effectively.
- Understand the power of story in influence and persuasion.
- Practice ethical communication in the service of others.

MSC PROGRAM COMPETENCIES

- How to create messages that are well-crafted and audience-tuned.
- How technologies create new ways to serve people.
- How to assess your own leadership strengths and weaknesses.
- How to build effective teams and expand personal and institutional networks.
- How to conduct, analyze and apply communication-related research.
- How to articulate a Christian perspective regarding communication practice and principles.

MSC EXPECTATIONS

- Student's courses include both scholarly and professional readings as well as video presentations by instructors, practitioners, and thought leaders.
- Most courses require a case study as well as an applied project relating course concepts to student's vocational interests or needs. These projects include audits, training others, communication campaigns, consulting, presentations, and proposals. Throughout the program students will have access to a self-paced module on writing case studies.
- Students are expected to engage in robust conversations with their peers about how communication principles and practices impact professional experiences and expectations.
- Students can participate in an optional videoconference with the class during the first week of each session. Videoconferences with visiting practitioners or thought leaders

School of Communication, Media and Fine Arts

may also supplement course materials. Students are expected to try to attend but recordings will be available for review if there are professional or personal conflicts.

MSC ADMISSIONS REQUIREMENTS

- In addition to the general admission requirements listed at the beginning of the graduate catalog, applicant must submit:
- a recent writing sample (a published magazine, newspaper, or journal article, an undergraduate or graduate research paper, or a work-related project);
- a personal goal statement of two pages or less in which you briefly describe your personal or professional goals as they relate to graduate studies in communication at a Christian university.

MSC POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, the MSC program has the following policies.

MSC Registration

Students are responsible for registering online and ordering textbooks online. A course plan is developed in conjunction with an academic advisor.

Life Learning Credits

Student may apply for life learning credit for up to two courses (8 credits) for which student has 3 to 5 years professional management experience and/or substantial experience training others in the materials covered by the course, except for the executive communication sequence. Please contact the program director for information about this process.

Undergraduate enrollment

Students who are an undergraduate with junior status and a 3.0 GPA, may apply to the MSC and take up to 12 credits toward the undergraduate requirements at SAU. Requires approval by the department chair or dean.

MSC PROGRAM CURRICULUM

Master of Strategic Communication

Course Prefix	Course Title	Credit Hours
COM 614	Organizational Communication	4
COM 616	Persuasion and Influence	4
COM 618	Storytelling and Branding	4
COM 624	User Experience (UX) and Audience Analysis	4
COM 626	Social Media Strategies	4
COM 634	Ethical Communication	4
COM 636	Effective Listening and Feedback	4
COM 638	Crisis and Conflict Management	4

Total MSC Program Credit Hours **32**

SCHOOL OF EDUCATION

General Information

SCHOOL OF EDUCATION PURPOSE

Graduate programs in education exist to carry out the educational mission of SAU promoting scholarship, integrity, the Christian ethic, enrichment of the liberal arts experience, and a life of meaningful service in educational endeavors for the participants. The programs are intended to promote collaboration among education professionals and their communities and to meet the needs of candidates who are interested in professional growth and advancement in early childhood, elementary, reading, secondary, special education, teaching English as a second language, or trauma and resiliency.

SCHOOL OF EDUCATION PHILOSOPHY

Graduate education programs stress integrity, ethical decision making, respect for self and others, disciplined judgment, critical thinking, and professional skills. The School of Education (SOE) seeks to develop educators who demonstrate a high level of academic ability and display the effective interpersonal, collaborative, motivational, instructional and leadership skills required for the successful education professional. Our programs balance practical applications with theory and research. Students can develop the attitudes and skills necessary to improve their performance in current positions or as they move into new career positions.

SCHOOL OF EDUCATION PROGRAM OUTCOMES

Graduate program and course goals are based on the conceptual framework of the effective teaching model of the School of Education of SAU. The School of Education's Effective Teaching Model contains six integrated elements centered on the integration of faith and learning. The elements are designed to enhance four overarching professional goals, as illustrated in this logo.



The domains of the knowledge base used for this model are as follows:

Pedagogy: Graduate educators demonstrate methods of instruction that apply various theories of learning and human growth and development to the educational context and incorporate appropriate use of instructional technologies in the classroom. Graduate students create meaningful instruction based on knowledge of the subject matter, prior knowledge and experiences of the students, values of the community, and curriculum goals of the school district.

Diversity: Graduate educators understand how their students differ in their approaches to learning and create instructional opportunities that are adapted to diverse populations of learners. The concept of diversity in a global society is a special focus of graduate education at SAU. Graduate students understand that culture, language, race, ethnicity, gender, religion, cognitive and physical abilities and socioeconomic status all have an impact on learning and development in important ways. SOE students learn about issues of equity and developing an inclusive environment.

Management and Organization: SOE graduate students develop effective management and organization skills, including an understanding of individual and group motivation and behavior to establish communities of learners, positive social interactions, active engagement in learning, and self-motivation in the learner.

Collaboration with Community: The primary focus of this domain is engaging with families and other stakeholders in the instructional process. Students are expected to interact effectively with colleagues, families, students, administrators, counselors, support personnel and other constituencies to benefit themselves and advance their own professional development. For educational professionals, collaboration extends to professional organizations and legislative actions as well.

Content Knowledge: SOE graduate students acquire advanced content knowledge in educational practice through a Master of Arts in early childhood (MAEC), Master of Arts in teaching English to speakers of other languages (MATESOL), Master of Education (MED) or Master of Special Education in learning disabilities OR autism spectrum disorder (MSE). Students in all SOE graduate programs examine and strengthen the basis for their personal and professional worldview and think critically to respond to critical issues in education, including ethical dilemmas and conflicting worldviews.

Assessment: Today's educators face a difficult tension. They must constantly reconsider the wisdom of traditional practice while also considering new approaches. SOE graduate students synthesize elements of traditional and new assessment techniques into coherent effective assessment strategies that advance the continuous intellectual, social, and physical development of the learner. Assessment includes student assessment and self-assessment. An emphasis will be placed on uses of assessment data in K-12 schools assists educators in evaluating instruction and incorporating new pedagogies to address identified needs.

MICHIGAN DEPARTMENT OF EDUCATION REQUIREMENTS

Michigan Department of Education Early Childhood Endorsements

These endorsements comply with Michigan Administrative Rules for Early Childhood. For more information, please go to the Michigan Department of Education website at this link:

<https://www.michigan.gov/mde/0,4615,7-140-63533---,00.html>

Michigan Department of Education Special Education Endorsements

These endorsements comply with Michigan Administrative Rules for Special Education, Rules 340.1781, 340.1782, 340.1788, and 340.1799. [https://fdocuments.in/document/michigan-](https://fdocuments.in/document/michigan-administrative-rules-for-special-education-r-3401740-programs-for.html)

[administrative-rules-for-special-education-r-3401740-programs-for.html](https://fdocuments.in/document/michigan-administrative-rules-for-special-education-r-3401740-programs-for.html)

Michigan Department of Education Reading Requirement

In compliance with PA 32, the Michigan Department of Education requires an advanced reading course as a requirement for the Professional Certificate. For those holding a Michigan elementary certificate, EDU 624 meets this requirement. For those holding a Michigan secondary certificate, EDU 625 meets this requirement.

https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83465-456822--,00.html

ENDORSEMENTS

Endorsements can only be added to valid Michigan teaching certificates. Students holding certificates from other states must work with their certifying institution. Please see program specific information for endorsements offered at Spring Arbor University.

SCHOOL OF EDUCATION ADMISSIONS REQUIREMENTS

In addition to the general admission requirements listed for all graduate students in the Admissions portion of this catalog, the following requirements are mandatory for acceptance into all School of Education graduate programs. Applicants must submit the following information:

- Contact information for two references.
- Teacher certification information.
- Misdemeanor/felony conviction disclosure.
- Minimum 3.0 GPA for at least the last two years of the bachelor's degree is required. Grades earned after the bachelor's degree may be considered in admission decisions.

Additional admissions requirements for specific SOE programs are detailed in the program sections.

Non-Program Seeking Student Policy

In addition to the University policy under Special Admissions, non-program seeking students must submit the following:

- Official transcripts verifying an earned bachelor's degree from a regionally accredited college or university,
- Misdemeanor/felony conviction disclosure,
- Michigan Certification information or a copy of teaching certificate (if issued by a state other than Michigan),
- A completed Application for Admission for Post-baccalaureate & Graduate Studies

Applicants who are currently enrolled at another university may enroll as a non-program seeking student for up to six (6) credit hours. Students may enroll in one course at a time. A 3.0 ("B" grade) or better in the first course permits registration in the second course as a non-program seeking student.

SCHOOL OF EDUCATION POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, the SOE has special policies for SOE students as listed below and final decision is at the discretion of the program administrators and School of Education dean.

Academic Advising

Students in a degree-seeking program may consult with a graduate program academic advisor, the certification officer or graduate education faculty and staff for advising assistance. However, it is the student's responsibility to track their degree requirements toward graduation.

Registration

Students are responsible for registering online and ordering textbooks online. A course plan is developed in conjunction with an academic advisor.

Minimum Competency in Computer Technology

Graduate education course design assumes that students can effectively use word processing programs, spreadsheets, presentation software (including PowerPoint), Internet browsers and search engines, and library databases. Remediation in these basic skill areas will not be provided during these courses. Students with concerns about their technology skills are encouraged to seek help before taking classes at Spring Arbor University.

Transfer Credit

In addition to the University transfer credit policies for all graduate programs, along with official transcripts, applicants must provide course syllabi and/or official catalog course descriptions for each course for which they are requesting transfer credit.

Misdemeanor and Felony Disclosure

Due to state employment and reporting regulations, applicants must answer questions regarding past or pending misdemeanors or felonies as an adult or juvenile. Falsification of information will be considered fraud and may result in denial of admission or revocation of prior admission to the University and/or SOE. Furthermore, falsification of information could result in denial by the Michigan Department of Education (MDE) for future certification and/or revocation by the MDE of current certification. Individuals with questions regarding this information should contact the certification officer in the School of Education.

Classroom Access

Many of the courses in the SOE graduate programs assume that students are currently classroom teachers and have access to K-12 students, classrooms and schools. Graduate students should be affiliated with a school in some manner (teacher, counselor, administrator, paraprofessional, etc.) to truly maximize their experience in the program. Many courses include working with P-12 students or teachers to fulfill course assignments, i.e., case studies, demonstrating lessons, surveying teachers, interviewing peers, conferencing with students, etc., and because of the strong clinical component, graduate students not currently placed in a classroom or are not working in a school setting may find it challenging to fulfill certain course requirements. Please note that faculty may not be able to assist with school placements, find alternative assignments, or make modifications to the coursework for students without a school placement.

Graduation Requirements

In addition to graduation requirements for all graduate students in any SAU program found in the Graduation Requirements section of this catalog, the SOE places these additional requirements for students graduating from an SOE graduate program:

- No more than two courses with a grade of "C" may be counted toward graduation requirements.
- Successful completion of all other requirements for graduation specified in this catalog, the School of Education, and University policy.

DISCLAIMER: Due to configurations of courses, changes in course hour requirements, or certification requirements, it is possible for a student to accumulate more than the required credit hours for an SOE graduate degree. The listed credit hours are the minimum for completion of a specific degree.

M.A. IN COUNSELING, SCHOOL COUNSELING CONCENTRATION

This K-12 program is available through the School of Social Sciences in conjunction with the School of Education and is designed for students who desire a master's degree with a concentration in school guidance counseling in order to obtain a School Counseling License (SCL) from the State of Michigan. (See the MAC section of this catalog for more information.)

Master of Arts in Early Childhood (MAEC)

MAEC PROGRAM DESCRIPTION

The Master of Arts degree in early childhood (MAEC) prepares students to work with young children ages birth to eight years old. As a specialty program, the MAEC builds information and strategies into the curriculum that specifically address the concerns related to young children who are struggling readers and those with difficulty in self-regulation and challenging classroom behavior. The goal of the MAEC program is to equip teachers of students in preschool through third grade to challenge young learners and to develop skills and strategies to become successful professional educators with a focus on young learners.

Early Childhood General and Special Education (birth-kindergarten) (ZN) Endorsement

Upon completion of the program, including the required internship, students who desire to add the early childhood general and special education (birth-kindergarten) endorsement (ZN) must take and pass the Michigan Test for Teacher Certification (MTTC) for Early Childhood (Test ZN #134). This applies to Elementary certified teachers who wish to add the endorsement to an existing Michigan certificate.

MAEC ADMISSION REQUIREMENTS

This program follows the general admission requirements for graduate programs and School of Education's requirements. Applicants must submit the following information:

- Contact information for two references.
- Teacher certification information.
- Misdemeanor/felony conviction disclosure.
- Minimum 3.0 GPA for at least the last two years of the bachelor's degree is required.

MAEC STUDENT EXPECTATIONS

The program coursework is completely online with the exception of the required internship for those seeking the ZN endorsement. Please note that there is the expectation that within the course requirements, students may be asked to complete observations of young children within an early childhood environment.

MAEC PROGRAM CURRICULUM

Master of Arts in Early Childhood

Course Prefix	Course Title	Credit Hours
ECE 530	Developing Pre-Reading Skills in Infants and Toddlers	3
ECE 565	Early Childhood Social Foundations	3
ECE 566	Early Childhood Growth and Development	3
ECE 616	Early Childhood Policies and Standards	3
ECE 620	Effective Behavior Mgmt and Assess. in the EC Classroom	3
ECE 630	Emergent Literacy in Pre-K and Kindergarten	3
ECE 662	Infant and Toddler Curriculum and Methods	3
ECE 664	Pre-K and Kindergarten Curriculum and Methods	3
ECE 668	Young Children with Special Needs	3
ECE 678	Intervention Strategies for Young Children with Develop. Delays	3
Total MAEC Masters without endorsement Program Credit Hours		30
For those seeking the ZN endorsement, candidates must also take this additional course:		
ECE 685	Student Teaching Internship in Early Childhood	3
Total MAEC Master with endorsement Program Credit Hours		33

Master of Education (MED)

MED PROGRAM DESCRIPTION

This M.Ed. program allows students to engage in a deeper understanding of education-related topics as described in the concentration chosen by the student.

MED PROGRAM ADMISSION REQUIREMENTS

This program follows the general admission requirements for graduate programs and School of Education's requirements. Applicants must submit the following information:

- Contact information for two references.
- Teacher certification information.
- Misdemeanor/felony conviction disclosure.
- Minimum 3.0 GPA for at least the last two years of the bachelor's degree is required.

MED PROGRAM CONCENTRATIONS

Trauma and Resiliency Concentration

This concentration prepares students by fostering K-12 educators' understanding of trauma and its impact on students and the educational environment. It helps K-12 educators to develop essential social-emotional instructional strategies in the classroom and beyond, thus equipping educators with the skills needed to build resiliency in K-12 learners.

Trauma and Resiliency concentration learning outcomes:

- Fostering K-12 educators' understanding of trauma and its impact on students/the educational environment.
- Creating master teachers with advanced skills in their concentration area.
- Helping K-12 educators develop essential social-emotional instructional strategies in the classroom and beyond.
- Equipping K-12 educators with the skills needed to build resiliency in K-12 learners.

Reading Concentration

Standards and initiatives at the state and national level have increased the need for literacy expertise in K-12 education. Because reading affects every aspect of student achievement, this concentration is highly desirable in K-12 education and for teachers who wish to increase their effectiveness as educators. This concentration prepares students to diagnostically identify literacy deficiencies in K-12 learners, plan and implement engaging strategies to increase K-12 learner literacy skills and address the needs of English language learners in their classrooms.

Reading concentration learning outcomes:

- Fostering K-12 educators' understanding of reading difficulties and providing tools for diagnosing reading problems.
- Creating master teachers with advanced skills in teaching reading and writing across content areas.
- Increasing K-12 educators' understanding of English language learners' needs.

MED PROGRAM POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, MED program follows all SOE policies.

MED PROGRAM CURRICULUM

Master of Education

Course Prefix	Course Title	Credit Hours
Foundation Courses		
EDU 503	Advanced Instructional Strategies	3
EDU 530	Values, Ethics, and Worldview	3
EDU 584	Emotional Intelligence	1
EDU 640	Research Methods	3
EDU 645	Action Research Project	3
Elective	Any 3-credit graduate course from SOE programs	3
Total Foundation Course Credit Hours		16
<i>Choose one concentration below.</i>		
Trauma and Resiliency Concentration		
EDU 571	Impact of Trauma on Student Cognition	3
EDU 572	Building Resilience-Focused Schools	3
EDU 573	Strategies for Healing and Resiliency	3
EDU 574	Skills for Emotional Regulation	2
EDU 575	Self-Care for Educators	3
Total Trauma and Resilience Concentration Credit Hours		14
Reading Concentration		
EDU 624	Elementary & Middle School Reading	3
EDU 625	Secondary Reading	3
RDG 628	Teaching Writing	3
RDG 656	English Language Learners	3
RDG 680	Content Area Literacies	3
Total Reading Concentration Credit Hours		15
Total MED Program Credit Hours		30-31

Master of Education Leadership (MEDL)

MEDL PROGRAM DESCRIPTION

The Master of Education Leadership prepares candidates to serve as building level administrators at the K-12 levels. Upon completion of the 30 credit program candidates will have attained knowledge, experience, and site-based opportunities that prepare the respective candidates for all elements associated with successful building administrators. It is designed as an online program.

Master of Education Leadership program will adhere to the Spring Arbor University mission and vision. Additionally, the Michigan Department of Education (MDE) Standards shall be met, as they integrate throughout. The following program has been proposed and awaits approval from the MDE. Upon MDE approval, registration and enrollment will begin the subsequent semester. Check with the School of Education department on the status of the program for the 2023-24 academic year.

MEDL Education Leadership (ES) Endorsement

Upon completion of the program candidates will be eligible to apply for certification. Certification will qualify candidates for the K-12 (ES) endorsement.

MEDL Program Admission requirements

This program follows the general admission requirements for graduate programs and School of Education requirements. Applicants must submit the following information:

- Contact information
- Teacher Certification for Information.
- Misdemeanor/felony conviction disclosure
- Minimum 3.0 GPA for at least the last two years of the bachelor's degree required.

MEDL Program Student Expectations

Program Coursework is a combination of online and site-based experiences.

MEDL CURRICULM

Master of Education Leadership

Course Prefix	Course Title	Credit Hours
EDU615	Leadership Vision	3
EDU620	Leadership in Instruction and Assessment	3
EDU630	Leadership in Resource Management	3
EDU635	Leadership Collaboration	3
EDU642	Leadership Ethics	3
EDU646	Leadership in Professional Develop't and Teacher Evaluation	3
EDU572	Building Resilience-Focused Schools	3
EDU660	Leadership in Involvement and Advocacy	3
EDU680A	Leadership Internship I	2
EDU680B	Leadership Internship II	2
EDU680C	Leadership Internship III	2
Total MEDL Credit Hours		30

M.A. in Teaching English to Speakers of Other Languages (MA TESOL)

TESOL PROGRAM DESCRIPTION

This program prepares candidates to better serve and teach English to native speakers of other languages. The K-12 Concentration and Endorsement Only curriculum also meets the requirements for the English as a Second Language (ESL) endorsement on a valid Michigan Teaching Certificate. This program is offered completely online.

TESOL PROGRAM ADMISSION REQUIREMENTS

In addition to the general admission requirements for graduate programs, the MA TESOL specific program admission requirements are as follows:

- Official transcripts verifying a bachelor's degree from an accredited institution in the United States, England, Canada, or from an institution where the language of instruction was 100% in English
- A minimum GPA of 3.0 on a 4.0 scale
- Candidates who are native English speakers and seeking the ESL endorsement on their Michigan Teaching Certificate must provide evidence of the study of a foreign language (two semesters at the undergraduate level).

TESOL PROGRAM OUTCOMES

- To apply knowledge and understanding of how cultural groups and students' cultural identities affect language learning and school achievement.
- To use language development knowledge to create a supportive classroom-learning environment that includes opportunities for interaction and negotiation of meaning in English.
- To provide educators with the opportunity to develop a sound basis for dealing with questions of ethics and values.
- To use standards-based practices and strategies related to planning, implementing, and managing content instruction, including the use of critical thinking skills for English learners.
- To provide educators with the opportunity to develop the leadership skills necessary for developing collaboration among the constituencies in the local community and with state and national education professionals.
- To equip educators to meet the needs of an increasingly diverse student population.
- To prepare educators for new professional service and leadership roles.

PROGRAM CONCENTRATIONS

K-12 Concentration

The MA TESOL (K-5, K-8 or 6-12 education) is a 30-credit hour program. Currently certified Michigan teachers seeking the ESL endorsement through this program will also need to pass the Michigan Test for Teacher Certification (MTTC) test for ESL (NS). Foundation courses in the MA TESOL program qualify Michigan teachers to sit for the MTTC for the ESL endorsement on a Michigan teacher's certificate and can be applied toward the 30-credit MA in TESOL in K-12 education concentration.

Adolescent and Adult Education (AAE) Concentration

This program prepares candidates with a baccalaureate degree in any major to teach English in non-K-12 settings, either in the USA or abroad. The MA in TESOL AAE concentration is suited for students without K-12 teacher certification but with B.A. or B.S. degrees from accredited

institutions with a major in a wide variety of fields of study, including science, technology, arts, etc. Students in this concentration may be interested in teaching English in universities or community colleges in the U.S. or abroad, in middle schools and high schools in some countries, or in after-school English language programs for elementary children in non-English speaking countries. Graduates may also teach in ministry-based settings primarily with adult students in the U.S. or abroad. This program is offered completely online.

Endorsement Only: K-5, K-8, 6-12

A copy of Michigan teacher certification is required. To complete the ESL Endorsement program, candidates in Michigan will have to pass the MTTC test for ESL (NS) after taking the 24 required credit hours in the endorsement curriculum. Candidates must provide evidence of the study of a foreign language for two semesters at the undergraduate level. Students who are certified to teach in a state other than Michigan will need to work with that state’s requirements for ESL certification.

MA TESOL ESL (NS) ENDORSEMENT CURRICULUM

Master of Arts in Teaching English to Speakers of Other Languages

Course Prefix	Course Title	Credit Hours
Foundation Courses		
TSL 500	Essential Linguistics	3
TSL 501	Cross Cultural Competence in Communication	3
TSL 502	Methods and Materials	3
TSL 503	Instructional Strategies for Teaching Speaking and Listening	3
TSL 505	Assess. & Eval. of English Language Learners and Programs	3
TSL 506	Instructional Strategies for Teaching Literacy (for K-12 only)	3
TSL 508	Instructional Strategies for Teaching Grammar	3
TSL 600	Capstone Research Project, Field Experience, and e-Portfolio	3
Total Foundation Course Credit Hours		24
<i>Choose one of the following concentrations.</i>		
MATESOL K-12 Concentration		
TSL 509	Sheltered Immersion (SIOP) for Content Area Teachers	3
<i>Choose one elective from the courses below</i>		
EDU 624	Elementary and Middle School Reading	3
EDU 625	Secondary Reading	3
RDG 628	Teaching Writing	3
RDG 678	Children and Young Adult Literature	3
Total K-12 Concentration Course Credit Hours		6
MATESOL Adolescent and Adult (AAE) Concentration		
RDG 628	Teaching Writing	3
RDG 678	Children and Young Adult Literature	3
Total AAE Concentration Credit Hours		6
TOTAL M.A. in TESOL Credit Hours		30

Master of Special Education (MSE)

MSE PROGRAM DESCRIPTION

The Master degree of Special Education is designed to be completed by certified teachers seeking certification to work with students with disabilities. Candidates without certification, who work in a profession where an in-depth knowledge of individuals with disabilities is required, may earn their master's degree without endorsement. This program prepares educators to take a leadership role in the field of special education.

MSE ADMISSION REQUIREMENTS

This program follows the general admission requirements for graduate programs and School of Education's requirements. Applicants must submit the following information:

- Contact information for two references.
- Teacher certification information.
- Misdemeanor/felony conviction disclosure.
- Minimum 3.0 GPA for at least the last two years of the bachelor's degree is required.

MSE OUTCOMES

- To enhance the professional knowledge and skills of special educators.
- To provide special educators with the opportunity to acquire the leadership, classroom management, technological, and instructional skills necessary to meet the increasing demands of exceptional students.
- To prepare special educators to understand language and behavioral challenges and develop effective strategies and interventions.
- To equip special educators in methods of assessment and instruction to provide appropriate interventions for students struggling in reading, math, and other subject areas.
- To provide special educators with the opportunity to examine and/or strengthen their basis for dealing with questions of ethics and values.
- To provide special educators with the opportunity to acquire, refresh, or expand their knowledge of the role of research in education.
- To enable special educators to apply analytical research skills to current problems in the field of special education.

MSE CONCENTRATIONS

The MSE includes the choice of two concentrations: Autism Spectrum Disorder (ASD) or Learning Disabilities (LD). Candidates meeting course requirements and passing the appropriate Michigan Test for Teacher Certification in either concentration will be recommended for the endorsement on an existing Michigan teaching certificate.

MSE PROGRAM CURRICULUM

Master of Special Education

Course Prefix	Course Title	Credit Hours
Foundation Courses		
SED 503	Laws and Policies for Special Education	3
SED 509	Human Development for Exceptional Learners	3
SED 523	Special Education Assessment	3
SED 524	Technology for Special Education	3
SED 540	Professional Practice Through Collaboration	3
SED 640	Internship Research Design	3
SED 645	Internship Action-Research for Exceptional Learners	3
SED 650	Internship Site-Based Experience	2
Total Foundation Courses Credit Hours		23

Choose one concentration.

Autism Spectrum Disorder (ASD) Concentration

SED 505	Foundations in Autism Spectrum Disorder	3
SED 531	Communication Development and Training	3
SED 535	Social Skills and Behavior Strategies	3
SED 536	Elementary Curriculum and Methods for ASD	3
SED 537	Secondary Curriculum and Methods for ASD	3

Total Autism Spectrum Disorder Concentration Credit Hours **15**

Total MSE in Autism Spectrum Disorder Program Credit Hours **38**

Learning Disabilities (LD) Concentration

SED 500	Foundations in Learning Disabilities	3
SED 504	Classroom Management and Behavioral Strategies	3
SED 520	Elementary Curriculum and Methods	3
SED 521	Secondary Curriculum and Methods	3

Total Learning Disabilities Concentration Credit Hours **12**

Total MSE in Learning Disabilities Program Credit Hours **35**

SCHOOL OF HUMANITIES

Master of Arts in Missional Ministry (MAMM)

Due to deadlines for catalog production, this program was not fully approved at the time the catalog was published. Therefore, the curriculum outlined below may be adjusted based on final approval documents. Students who matriculate to this program in the 2023-2024 academic year will be notified of any changes.

MAMM PROGRAM DESCRIPTION

The Master of Arts in Missional Ministry is a 33-hour program designed for students to cultivate, grasp, engage, and live into missional Christianity. Courses are devised to help followers of Christ rediscover the mission of God, understand the postmodern cultural context, cultivate missional leaders, and minister effectively and fruitfully in the 21st century.

MAMM MISSION STATEMENT

The mission of the MA in Missional Ministry is to educate, train, and equip students to be effective leaders in God's mission for the 21st century postmodern cultural context.

MAMM PROGRAM PURPOSE

The decline of Christendom provides the church an opportunity to rediscover its identity as a people sent by God into the world as gospel witnesses. A missional church understands it has been sent by God as missionaries into their own culture to make disciples of all peoples. A missional church is dependent upon the Holy Spirit to empower and lead believers as agents for evangelizing and making mature disciples of Jesus Christ. This program lays the foundations for missional ministry today and seeks to educate, train, and equip missional leaders.

MAMM GOALS

The overall goal of the MAMM program is to graduate students who understand the mission of God, engage the contemporary culture, develop missional leaders, communicate effectively in a digital world, think creatively about ministry and the church, and embody the Gospel.

MAMM OUTCOMES

Upon successful completion of the program, students will demonstrate the following outcomes.

- Recover the mission of God in the world and promote the nature of the Church as a missional community governed by the Word of God in the power of the Spirit.
- Develop missional leaders and ministries that flow from the nature of the Church as missional communities seeking to fulfill the mission of God in the world.
- Rethink ecclesiology, the pastoral role, and church practices in light of Scripture and 21st century postmodern cultural contexts.

MAMM ADMISSION REQUIREMENTS

In addition to the general admission requirements for graduate programs, the MAMM specific program admission requirements are as follows:

- Achieve a score of 80% or higher on the Bible Knowledge Exam.
- SAU Undergraduate students who have a GPA of 3.0 or higher may apply to the MAMM program at the end of their Sophomore year. An interview with the MAMM Admissions

Committee may be required. Students who are accepted into the program may enroll in CMI 511, CMI 540, CMI 520, and CMI 525 online while undergraduates; those courses may fulfill degree or elective requirements in the undergraduate program.

MAMM PROGRAM CURRICULUM

MASTER OF ARTS IN MISSIONAL MINISTRY

Course Prefix	Course Title	Credit Hours
CMI 510	Ministry in a Changing Culture	3
CMI 511	The Missional Church	3
CMI 520	Biblical Wisdom for Ministry	3
CMI 525	The Missional Ministry of Jesus	3
CMI 530*	Biblical Interpretation	3
CMI 540	Engaging Cultural Issues	3
CMI 541	Entrepreneurial Missional Ministry	3
CMI 542	Cultivating Missional Leaders	3
CMI 543	Missional Spirituality	3
CMI 544	Communicating in a Digital World	3
CMI 645	Action Research Project	3
Total MAMM Course Credit Hours		33

* A Biblical Interpretation course completed with a grade of "C" or better in an undergraduate degree program may substitute for CMI 350 upon approval of the program administration and the registrar.

SCHOOL OF NURSING AND HEALTH SCIENCES

SCHOOL OF NURSING AND HEALTH SCIENCES MISSION STATEMENT

The School of Nursing and Health Sciences (SONHS) exists to glorify God by providing a transformative education that cultivates leaders who value integrity and professionalism that results in ethical, compassionate, and client-centered care.

SCHOOL OF NURSING MISSION STATEMENT

To provide quality nursing education within a Christian liberal arts university that prepares the professional nurse to contribute service and leadership to diverse communities.

SCHOOL OF NURSING GOALS

The overall goal of the School of Nursing is to graduate students who use their faith to interpret and excel in professional skills, critical reasoning, ability to apply theory, to practice from an evidence base and contribute service and leadership in diverse communities. The specific goals of all programs are

- **integrate faith and learning** in the classroom and nursing practice;
- **advance professional skills** and develop the ability to create new roles in nursing practice based on advanced education and supervised experience;
- **critical reasoning** skills as demonstrated by intellectually disciplined conceptualization, application, analyzing, synthesizing and evaluation by informed reflection, observation and communication;
- **integrate relevant theories** into outcome-based practice applications, and;
- **evidence-based practice** skills, designed to improve health and well-being.

SCHOOL OF NURSING ADMISSION EXPECTATIONS

All graduate applicants should possess:

- graduate-level communication skills;
- computer competency;
- strong academic skills;
- strong motivation for learning;
- awareness of the time and effort required to successfully complete program requirements;
- a willingness to be part of a group learning process, and;
- potential for growth and development in the student's chosen field.

NOTE: A conference call interview may be required at the discretion of the admissions committee.

SCHOOL OF NURSING STUDENT EXPECTATIONS

Graduate nursing students are expected to

- adhere to all Spring Arbor University lifestyle distinctives while engaged in academic or clinical activities;
- demonstrate professional nursing behavior as prescribed by the American Nurses Association (ANA) Nursing: Scope and Standards of Practice; and ANA Code of Ethics;
- promote a learning environment for self and others that is conducive to accomplishment of the Essentials of Doctoral or Master's Education for Advanced Practice Nursing (AACN) and the nursing program outcomes;
- actively engage in promoting a positive online community learning environment;

School of Nursing and Health Sciences

- demonstrate accountability and responsibility in the academic and practice arenas,
- value and respect the contributions of others;
- take responsibility for being an autonomous, self-directed learner;
- communicate with colleagues and faculty in an effective, professional manner that supports positive learning outcomes, and;
- display a caring, compassionate approach to all within the learning and practice environment.

SCHOOL OF NURSING EDUCATION MODEL

This model serves as a guide for program goals and outcomes.

SCHOOL OF NURSING PROGRAM POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, School of Nursing programs have the following policies.



Progression of Studies

In addition to institutional requirements provided in the Graduate Catalog, all students must meet the following criteria to complete any School of Nursing program:

- The School of Nursing has identified prerequisite courses that must be passed satisfactorily or with a passing grade of at least "B-" to continue in the program.
- Any student who temporarily leaves a School of Nursing program must meet requirements of the catalog in effect at the time of readmission.
- Due to the academic and professional behaviors required of advanced professional nurses, the expectation is for all students to comply with American Nurses Association (ANA) Scope of Practice and Code of Ethics. A student may be dismissed from the program for a serious violation of these standards. An appeals process is outlined in the university catalog.

Program Format

Students matriculate through the nursing programs in a cohort, which promotes interaction with professionals from diverse backgrounds and offers a sense of community as students grow to know each other. Seven-week didactic courses are typically taken one at a time while concurrently completing required clinical/project courses.

Practicum or Clinical Experience

Prior to the start of any practicum or clinical practice or as required by an institutional setting, there must be proof of compliance with all agency or institutional requirements. It is the responsibility of the registered nurse graduate student to maintain currency of records.

Requirements may include but are not limited to the following:

- Current unrestricted, unencumbered RN license in the state or country of practice;
- Proof of professional nursing liability insurance coverage throughout the enrollment period (minimum of \$1 million - \$3 million);
- Criminal Background Check at the Federal or International level*;
- CPR/BCLS certification as required, proof of TB testing, any required immunizations, vaccinations, HIPPA training, others as required.

School of Nursing and Health Sciences

*The Joint Commission on Accreditation of Healthcare Organizations (JCAHO) institutes regulations in order for hospitals, home health agencies, clinics, etc. to gain or maintain accreditation status. One of these regulations requires that “all persons who are involved in patient care activities, i.e., employees, volunteers, and students must have criminal background checks as well as other health care related checks.” Criminal background checks and drug tests must be initiated by the student and completed prior to beginning any clinically-related practicums, followed by annual checks until completion of program.

The student is responsible for all financial obligations and transportation related to the associated agency or institutional requirements and must maintain current records in the nursing department. Noncompliance with any agency requirements may result in program delay or academic withdrawal.

Approval for commencing with practicum or clinical experience is based on a comprehensive review of academic performance, successful completion of all prerequisite and foundation course requirements, and program approval by the academic advisor in conjunction with the nursing department.

Grade Requirements

In addition to institutional requirements, School of Nursing students must meet the following criteria to complete any nursing program.

- A minimum letter grade of "B-" is required as a passing grade for all NUR courses. A grade of "C+" or below is considered unsatisfactory for NUR courses and does not count toward the degree.
- Clinical or practicum courses are graded as Satisfactory (S) or Unsatisfactory (U). The clinical /practicum may also be repeated once if a student receives an unsatisfactory grade and has no other unsatisfactory grades in previous courses within the program.
- If a student receives a grade of "C+" or lower in a nursing course, it may be repeated one time. Students may only repeat one course and remain in the program.
- Though a student's GPA will be improved with a subsequent passing grade of a repeated course, the original grade below the minimum passing requirement stands with regard to program progression should the student earn another unsatisfactory grade in the program. A second unsatisfactory grade, whether in a clinical or didactic course, will result in dismissal from the program.
- Students in the MSN/MBA program should consult the MBA portion of this catalog regarding graduation requirements. Regarding grade requirements, students in the MSN/MBA concentration are accepted to and are students of the MSN program; therefore, in addition to institutional requirements, MSN/MBA students must follow the MSN grade requirements for all MSN and MBA courses to meet the requirements for completing the MSN program.

Master of Science in Nursing (MSN)

MSN PROGRAM DESCRIPTION

The Master of Science in Nursing (MSN) program provides comprehensive academic instruction in an interactive online community. A comprehensive online orientation to graduate education and the MSN program is provided prior to the first course. During MSN Residency (NUR 602R) students come to campus for hands-on practice of selected skills, a demonstration of parts of

School of Nursing and Health Sciences

the head-to-toe exam, and to complete a check-off on the full history and physical exam. The program offers six areas of specialization: MSN nurse educator, MSN/MBA dual degree, MSN adult-gerontology primary care nurse practitioner, MSN family nurse practitioner, MSN psychiatric mental health nurse practitioner, and MSN pediatric primary care nurse practitioner.

MSN PROGRAM PURPOSE

The Master of Science in Nursing (MSN) program prepares students to further their professional career as an educator, administrator, or nurse practitioner. The graduate curriculum incorporates nursing specific knowledge with skills and knowledge from other disciplines in a manner that promotes excellence in service, a passion for nursing as a profession, and compassionate care. As a Christian liberal arts university, nursing is recognized as a calling.

MSN PROGRAM OUTCOMES

Upon successful completion of the program, students will demonstrate the following outcomes.

- Demonstrate a sophisticated understanding of advanced clinical reasoning and incorporated concerns for family, significant others, and communities into the design and delivery of care using a variety of theories, frameworks, and related sciences to improve practice and the care environment. (MSN-Ess I)
- Foster professional role development through leadership and collaborative efforts for improved health outcomes and advanced nursing practice. (MSN-Ess II)
- Challenge current practices, procedures, and policies through the design and implementation of evidence-based practice strategies to advance nursing practice roles and improve health outcomes across the continuum of care. (MSN-Ess IV)
- Integrate and lead quality improvement initiatives to enact change in organizational effectiveness and improve health outcomes across the continuum of care. (MSN-Ess III)
- Prioritize outcome improvements and goals and standards that impact safe and effective care for improved healthcare delivery across the continuum. (MSN-Ess III)
- Evaluate and implement information and patient care technologies to promote positive health outcomes and quality care initiatives. (MSN-Ess V)
- Influence the delivery of care to diverse populations through the application of professional skills that demonstrate leadership, comprehensive and systematic assessment, and decision-making. (MSN-Ess IX)
- Develop practices that integrate the Christian worldview and nursing science concepts with application of leadership principles in assignment and practicum experiences to safeguard autonomy, advocate for social justice, and develop health-promoting policies that empower self and others. (MSN-Ess VI, IX)
- Develop competency in professional communication skills to participate and lead collaborative initiatives to manage and coordinate care across healthcare systems and in the broader community. (MSN-Ess VII)
- Analyze and implement clinical prevention and population health concepts using evidence-based health education, communication strategies, and interventions to improve health outcomes and advance nursing practice for diverse populations. (MSN-Ess VIII)

MSN SPECIALTY CONCENTRATIONS

The MSN program requires 27 credit hours (nine 3-credit hour courses, plus one residency) of foundation graduate nursing education for all students in addition to courses in one of the six following concentrations.

School of Nursing and Health Sciences

Master of Science in Nursing, Nurse Educator

This concentration requires courses in education in addition to the foundation courses. This concentration prepares graduates for advancing nursing practice and for nurse educator roles in patient education, staff nurse education, and pre-licensure nursing education in academic settings. Students in this concentration are immersed in a semester-long internship where they will complete 50 individually supervised field experience hours in direct care and 100 individually supervised field experience hours in a nursing education setting. Graduates gain an effective foundation to prepare for the NLN certification exam upon completion of this program (CNE).

Master of Science in Nursing and Master of Business Administration

In addition to the foundation courses, this concentration requires students to complete MBA courses as prescribed by the Gainey School of Business. The MBA track offers several areas of concentration to complete the dual degree. Consult the Gainey School of Business portion of the catalog to review MBA concentrations.

Master of Science in Nursing, Adult-Gerontology Primary Care Nurse Practitioner

This concentration requires courses with emphasis on adult health promotion, disease processes and primary care. In addition to the foundation courses, students will complete 500 supervised clinical experience hours (500 **clinical practice clock hours). This concentration prepares graduates for the APRN role in primary care with the adult and late teenage population. Graduates are prepared to take a national certification exam for A-GNP.

Master of Science in Nursing, Family Nurse Practitioner

This concentration requires courses with emphasis on health promotion, disease processes and primary care across the lifespan. In addition to the foundation courses, students will complete 625 supervised clinical experience hours (625 **clinical practice hours). This concentration prepares graduates for the APRN role in primary care with families across the lifespan. Graduates are prepared to take a national certification exam for FNP.

Master of Science in Nursing, Psychiatric Mental Health Nurse Practitioner

This concentration requires courses with emphasis on psychiatric mental health across the lifespan focusing on advanced psychiatric mental health practice in individual and group settings. This concentration prepares graduates for the APRN role in psychiatric mental health with adults, young adults, adolescents, and children. In addition to the foundation courses, students will complete 500 supervised clinical experience hours (500 **clinical practice clock hours). Graduates are prepared to take a national certification exam for PMHNP-BC.

Master of Science in Nursing, Pediatric Primary Care Nurse Practitioner

This concentration requires courses with emphasis on health promotion, disease processes and primary care of pediatric populations and their families. In addition to the foundation courses, students will complete 500 supervised clinical experience hours (500 **clinical practice clock hours). This concentration prepares graduates for the APRN role of pediatric primary care nurse practitioner of infants, children, adolescents, and their families. Graduates are prepared to take a national certification exam for the CPNP-PC.

** Clinical practice hours are defined as the actual time spent caring for/working with a patient at the bedside (typically one patient seen per hour).

School of Nursing and Health Sciences

RN-MSN PROGRAM

This SAU program is a fast-track option for highly qualified nurses with a diploma or an Associate Degree in nursing from an accredited program who want to move straight into a master's degree program. Two bridge courses (NUR 510 and NUR 522) fulfill requirements for both the BSN portion of the program and those courses in the graduate program. In order to progress in the MSN program, students must have a GPA of 3.0 at the completion of the BSN. To view the course descriptions for the BSN portion of the program, see the Spring Arbor University Undergraduate Catalog.

Similar to MSN applicants, RN-MSN applicants apply to one of the six specialty tracks listed above and are prepared as advance practice nurses.

MSN ADMISSIONS REQUIREMENTS

In addition to the general admission requirements for graduate programs, the MSN specific program admission requirements are as follows:

- A BSN degree from a regionally accredited institution and nursing program;
- Official transcripts from all institutions of higher education attended;
- A 3.0 GPA calculated from the most recent 60 academic credit hours;
- An unrestricted, unencumbered RN license from the state or country in which the nurse practices (Note: License must remain current throughout program);
- A satisfactory score on a 2-3-page personal goal statement.

Note: A conference call interview may be required at the discretion of the Admission Committee.

MSN PROGRAM POLICIES

In addition to the policies listed in the General Information, Academic Policies and School of Nursing Policies sections of this catalog, the MSN program has the following policies.

Program Prerequisite Requirements

Courses or documented knowledge must be completed prior to beginning NUR 551 in the following areas:

- Research – Nursing related, e.g., NUR 452 (SAU course)
- Statistics – 100 level or above

Note: For acceptable proficiency exams or courses, check with the program administrators.

Progression of Studies

The MSN program has identified prerequisite courses that must be passed satisfactorily or with a passing grade of at least "B-" to continue in the program.

- Students must complete NUR 510, NUR 522, NUR 532, and NUR 551 with a passing grade before completing NUR 602 and NUR 602R.
- To begin a NUR 680 or NUR 780 clinical practicum, or NUR 660, students must complete NUR 612, NUR 602, NUR 602R, and NUR 618 with passing grades.
- Students must complete NUR 551 with a passing grade before completing NUR 660, NUR 681, or NUR 781.
- Any student who temporarily leaves the nursing program must meet requirements of the catalog in effect at the time of readmission.
- Any student electing to change concentrations may incur additional credit hours and cost due to the degree requirements of the new concentration.

School of Nursing and Health Sciences

Due to the academic and professional behaviors required of advanced professional nurses, the expectation is for all students to comply with American Nurses Association (ANA) Scope of Practice and Code of Ethics. A student may be dismissed from the program for a serious violation of these standards. An appeals process is outlined in the university catalog and in the MSN Student Handbook.

DISCLAIMER: The nursing department reserves the right to change curriculum requirements based on professional or accreditation recommendations. It is possible for a student to accumulate more than the required credit hours for graduate degree. The listed credit hours are the minimum for completion of a specific degree.

MSN PROGRAM CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 060	Graduate Online Orientation	0

Foundation Courses

NUR 510	Moral and Ethical Decision Making	3
NUR 522	Theoretical Perspectives for Advanced Practice	3
NUR 532	Role Development and Leadership	3
NUR 551	Applied Research Methods	3
NUR 612	Advanced Pathophysiology	3
NUR 618	Advanced Pharmacology	3
NUR 602	Advanced Health Assessment	3
NUR 602R	MSN Residency	0
NUR 683	Health Policy	3
NUR 693	Population Health	3
<i>Total Foundation Course Credit Hours</i>		27

Choose one concentration below.

Nurse Educator Concentration (MSN/ED)

NUR 625	Educational Theory and Curriculum Design	3
NUR 635	Instructional Strategies	3
NUR 660	Nurse Educator Internship	6
<i>Total Nurse Educator Concentration Credit Hours</i>		12

Total MSN Nurse Educator Program Credit Hours **39**

Business Administration Concentration (MSN/MBA)

MSN/MBA students enter the School of Business when Nursing foundation courses are complete.

MBA Program Courses (See MBA Section of the Catalog)	36
<i>Total Business Administration Concentration Credit Hours</i>	36

Total MSN/MBA Program Credit Hours **63**

Adult-Gerontology Primary Care Nurse Practitioner Concentration (MSN/AGNP)

NUR 632	Adult Health Promotion and Disease Prevention	3
NUR 685	Advanced Practice in Primary Care I	3
NUR 686	Advanced Practice in Primary Care II	3
NUR 642	Chronic Disease and Complex Problems in Older Adults	3
NUR 680	Clinical Practicum* (3 semesters)	2/2/4
NUR 681	Integration of Evidence for Advanced Practice	3
<i>Total AGNP Concentration Credit Hours</i>		23

Total MSN/AGNP Program Credit Hours **50**

Family Nurse Practitioner Concentration (MSN/FNP)

NUR 633	Health Promotion across the Lifespan	3
---------	--------------------------------------	---

School of Nursing and Health Sciences

NUR 685	Advanced Practice in Primary Care I	3
NUR 686	Advanced Practice in Primary Care II	3
NUR 645	Family Systems & Clinical Mgmt of the Child Bearing Family	3
NUR 687	Advanced Practice in Primary Care III	3
NUR 680	Clinical Practicum * (3 semesters)	2/4/4
NUR 681	Integration of Evidence for Advanced Practice	3
<i>Total FNP Concentration Credit Hours</i>		28
Total MSN/FNP Program Credit Hours		55
<hr/>		
Psychiatric Mental Health Nurse Practitioner Concentration (MSN/PMHNP)		
NUR 712	Neurobiology and Psychopathology Across the Lifespan	3
NUR 713	Psychopharmacology Across the Lifespan	3
NUR 714	Adv Practice in Psych Mental Health I: Adults	3
NUR 715	Adv Practice in Mental Health II: Children/adolescents/Young Adults	3
NUR 780M	PMHNP Clinical Practicum ** 2 semesters	4/4
NUR 781	Integration of Evidence for Advanced Clinical Practice	3
<i>Total PMHNP Concentration Credit Hours</i>		23
Total MSN/PMHNP Program Credit Hours		50
<hr/>		
Pediatric Primary Care Nurse Practitioner Concentration (MSN/PNP-PC)		
NUR 702	Advanced Ped/ Phys Assess and Pharmacotherapeutics	3
NUR 703	Advanced Pediatric Health Care I	3
NUR 704	Advanced Pediatric Health Care II	3
NUR 705	Advanced Pediatric Health Care III	3
NUR 780K	PNP Clinical Practicum ** 2 Semesters	4/4
NUR 781	Integration of Evidence for Advanced Clinical Practice	3
<i>Total PNP-PC Concentration Credit Hours</i>		23
Total MSN/PNP-PC Program Credit Hours		50

*NUR 680 Clinical Practicum (2 credit hours = 125 **clinical practice hours). A minimum of 500 supervised clinical practice hours are required for graduation and certification eligibility for A-GNP. A minimum of 625 supervised clinical practice hours are required for graduation and certification eligibility for FNP.

**For PMHNP and PNP-PC students, a minimum of 500 supervised clinical practice hours in NUR 780 are required for graduation and certification eligibility for PMHNP-BC and CPNP-PC.

Doctor of Nursing Practice (DNP)

DNP PROGRAM DESCRIPTION

The DNP program provides comprehensive academic instruction in an interactive online community. The online community of learners provides opportunities to interact personally, collaboratively with faculty, and in team learning experiences. The DNP program provides a 36- or 39-credit-hour program geared toward nurse practitioners and master's-prepared nurses with an MSN in other concentrations. The program is designed with 27 credit hours of foundational courses that all DNP students are required to complete, with an additional three 1-credit practicum courses available for students who do not meet the minimum number of post-baccalaureate hours or those students who are not already Advanced-Practice Registered Nurses (APRN).

School of Nursing and Health Sciences

The DNP courses build on previous learning of the master's degree in nursing. Graduates of the DNP program are prepared as leaders in their field with advanced knowledge and skill in indirect care roles. The DNP program of study is led by four program goals that influence the expected student outcomes. Those goals include: Professional Skills, Evidence-Based Practice, Theory Application, and Critical Reasoning. In addition, the eight Essentials of Doctoral Education for Advanced Nursing Practice (AACN, 2011) and the American Organization of Nursing Leadership (AONL) competencies provide guidance for course objectives for the DNP program.

DNP PROGRAM PURPOSE

The Doctor of Nursing Practice (DNP) program is designed to prepare students as experts in their field of practice. This program builds upon master's degree programs through the application of evidence-based practice, quality improvement, and systems leadership (AACN, 2019). The DNP curriculum incorporates advanced knowledge with skills and knowledge from other disciplines to promote excellence in service and leadership in nursing that will meet the demands of complex healthcare environments at the highest level of nursing practice to "guarantee quality patient outcomes" (AACN, 2019). As a Christian liberal arts university, nursing is recognized as a calling.

DNP PROGRAM OUTCOMES

At successful completion of the program, students will demonstrate the following outcomes with associated Essentials of Graduate Nursing Education required by the Commission on Collegiate Nursing Education (CCNE):

1. Demonstrate critical application of worldview concepts and the Christian faith with advanced nursing practice for diverse populations across the lifespan (DNP I, III)
2. Integrate current evidence from other healthcare-related disciplines with nursing research and theories to develop, implement, and evaluate innovative practice approaches (DNP I, III, IV)
3. Design and evaluate quality improvement methodologies that promote safe, effective, efficient, equitable, and patient-centered care to diverse patient populations across life span (DNP II, VIII)
4. Develop, implement, and evaluate healthcare delivery strategies that employ the principles of business, healthcare economics, and health policy to improve patient outcomes and the quality of healthcare delivery (DNP IV, V, VI)
5. Synthesize data from epidemiological, bio-statistical, environmental, and psychosocial sciences to implement and evaluate health promotion and disease prevention initiatives (DNP IV, VII)
6. Demonstrate advanced levels of clinical judgment, analytical skills, systems thinking, and accountability in designing, implementing and evaluating evidence-based practice strategies to improve patient outcomes and population health (DNP III, VI)
7. Utilize information systems and patient care technologies to generate meaningful evidence for nursing practice and improve healthcare outcomes (DNP II, IV)
8. Educate, guide, and mentor healthcare team members, patients and family members to facilitate optimal patient care (DNP VI, VIII)
9. Evaluate health care delivery models using determinants related to population health, environmental health, occupational health, cultural and socioeconomic aspects of health (DNP VI, VII)
10. Engage in translational and evidence-based research for continued professional development to advance nursing practice (DNP III, VIII)

DNP SPECIALTY CONCENTRATION

The DNP program requires 9 credit hours of specialty concentration in addition to the foundation courses required for all DNP students.

Strategic Leadership Concentration

The Strategic Leadership concentration provides students with a focus on building leadership practices that are broad in scope, visionary, and promote change. This track affords students an opportunity to apply self-introspection, effective communication skills, and Christian worldview principles, to collaborate with a variety of healthcare and community leaders to develop advanced knowledge and skills necessary to lead with excellence within complex healthcare systems and communities. Students will achieve an advanced awareness of the nursing profession as they gain global insight to business and leadership principles that will enhance the role of nursing leader.

DNP ADMISSION REQUIREMENTS

In addition to the general doctorate admission requirements for graduate programs, the DNP specific program admission requirements are as follows.

- Earned Master of Science in Nursing or Doctorate in Nursing degree from a regionally accredited institution and accredited nursing program. A student will be considered for conditional admission if that student has verification of completion of all degree requirements and provides an anticipated date of degree conferral;
- A cumulative GPA of 3.0 or above on a 4.0 scale in MSN and all post-graduate coursework;
- Official transcripts from all previously attended colleges and universities in which master's or doctoral coursework was taken;
- At least two professional/academic recommendations;
- A personal video introduction is required and a personal or video interview may be required prior to admission;
- A satisfactory score on a 2-3- page personal goal statement;
- A CV or Resume;
- An unrestricted, unencumbered RN license from the state or country in which the nurse practices (Note: License must remain current throughout program);
- If applicable, an unrestricted, unencumbered APRN license from the state or country in which the nurse practices (Note: License must remain current throughout program).

DNP PROGRAM POLICIES

The DNP program will follow policies listed in the General Information, Academic Policies and School of Nursing Policies sections of this catalog.

DNP PROJECT AND CLINICAL PRACTICUM EXPERIENCE

Prior to the start of any practicum or clinical practice or as required by an institutional setting, there must be proof of compliance with all agency or institutional requirements. It is the responsibility of the registered nurse graduate student to maintain currency of records.

Requirements may include but are not limited to the following:

- Current unrestricted, unencumbered RN license in the state or country of practice;
- Proof of professional nursing liability insurance coverage throughout the enrollment period (minimum of \$1 million - \$3 million);
- Criminal Background Check at the Federal or International level*;

School of Nursing and Health Sciences

- CPR/BCLS certification as required, proof of TB testing, any required immunizations, vaccinations, HIPPA training, others as required.

*The Joint Commission on Accreditation of Healthcare Organizations (JCAHO) institutes regulations in order for hospitals, home health agencies, clinics, etc. to gain or maintain accreditation status. One of these regulations requires that “all persons who are involved in patient care activities, i.e., employees, volunteers, and students must have criminal background checks as well as other health care related checks.” Criminal background checks and drug tests must be initiated by the student and completed prior to beginning any clinically-related practicums, followed by annual checks until completion of program.

The student is responsible for all financial obligations and transportation related to the associated agency or institutional requirements and must maintain current records in the nursing department. Noncompliance with any agency requirements may result in program delay or academic withdrawal.

Approval for commencing with practicum or clinical experience is based on a comprehensive review of academic performance, successful completion of all prerequisite and foundation course requirements, and program approval by the academic advisor in conjunction with the nursing department.

DNP Project

All DNP students will complete a DNP Project within this program. The DNP Project is uniquely designed for this program and is not considered a Capstone, but rather an integration of new skills into practice to demonstrate nursing scholarship and competencies aligning with the [DNP Essentials](#) (AACN). The DNP Project will be completed through four courses that run concurrently with foundational and concentration courses within the program.

Clinical/Practicum Experience

DNP students must meet the institutional and School of Nursing requirements to complete the program. AACN requires 1000 post-baccalaureate hours for a DNP. Students who do not enter the program with a minimum of 500 practicum hours from their previous program will complete three 1-credit practicum courses (NUR 880) to earn the required additional hours necessary to meet the 1000-hour requirement.

DNP PROGRAM CURRICULUM

Doctor of Nursing Practice

Course Prefix	Course Title	Credit Hours
Foundation Courses		
NUR 810	DNP Project 1: Premise Development	1
NUR 812	Principles of Science and Faith in Nursing	3
NUR 814	Research and Analytical Methods for EBP	3
NUR 816	Science and Theory Integration to Practice	3
NUR 820	DNP Project 2: Proposal Development	2
NUR 822	Transitional Research in EBP	3
NUR 824	Informatics and Patient Care Technology to Improve Outcomes	3
NUR 826	Clinical Prevention for Improved Global Health	3
NUR 830	DNP Project 3: Proposal Approval and Project Implementation	2
NUR 840	DNP Project 4: Project Completion and Dissemination	1
NUR 842	Health Care Policy, Regulation, and Financial Management	3
<i>Total Foundation Course Credit Hours (APRN and Non-APRN)</i>		<i>27</i>

School of Nursing and Health Sciences

Strategic Leadership Concentration Courses

NUR 832	Strategic Organizational and Systems Leadership	3
NUR 834	Interdisciplinary Leadership for Improved Population Health	3
NUR 836	Strategic Leadership for Quality Improvement	3
<i>Total Strategic Leadership Concentration Credit Hours</i>		9

Additional Non-APRN Foundation Course(s)

NUR 880	Practicum (3 semesters)	1/1/1
---------	-------------------------	-------

Total DNP Program Credit Hours (APRN or Non-APRN) 36 or 39

Post Graduate Nursing Certificate

CERTIFICATE PROGRAM DESCRIPTION

The post-graduate nursing certificates allow students to build on their master's education by perusing specialty education to add to their current practice.

CERTIFICATE PROGRAM PURPOSE

The certificate program does not replace a degree program but is in addition to a master's degree in nursing. After completing the Post Master's Certificate (PMC) coursework, the candidate will be eligible to apply to take the American Nurses Credentialing Center (ANCC) or The American Association of Nurse Practitioners (AANP) certification examinations as Family Nurse Practitioner, or Adult Gerontology Nurse Practitioner. The candidate completing the Post Master's Certificate for Nurse Educator will be eligible to apply to take the Certified Nurse Educator certification exam. The candidate completing the Post Master's Certificate for Psychiatric Mental Health Nurse Practitioner will be eligible to apply to take a national certification exam for PMHNP-BC. The candidate completing the Post Master's Certificate for Pediatric Primary Care Nurse Practitioner will be eligible to apply to take a national certification exam for the CPNP-PC.

CERTIFICATE PROGRAM OUTCOMES

Upon successful completion of the program, students will demonstrate the following outcomes.

- Integrate Biblical principles and advanced practice nursing concepts to equip candidates to be ambassadors for Christ in their chosen specialty.
- Graduates will be prepared to critically analyze scientific evidence from nursing and other fields for the continual improvement of nursing care in diverse settings (Essential I).
- Graduates will apply organizational and systems leadership skills for the promotion of ethical, high quality, effective decision making in the promotion of patient care (Essential II).
- Graduates will practice quality improvement and safety through application of methods, tools, performance measures and standards applied to quality principles within an organization (Essential III).
- Graduates will apply research outcomes within a practice setting to resolve a practice problem, act as a change agent and determine a dissemination strategy (Essential IV).
- Graduates will communicate effectively using technologies and resources that help coordinate and improve patient care (Essential V).
- Graduates will employ health policy development strategies and advocacy to influence positive healthcare outcomes (Essential VI).
- Graduates will collaborate with other health professionals to manage and coordinate care (Essential VII).

School of Nursing and Health Sciences

- Graduates will apply and evaluate evidence-based clinical prevention and population-relevant health care to improve outcomes for individuals, families and population aggregates (Essential VIII).
- Graduates will demonstrate advanced-practice skills and competencies required to perform as independent practitioners in their respective practice settings (Essential IX).

CERTIFICATE ADMISSION EXPECTATIONS

All applicants should possess skills listed in the School of Nursing and Health Sciences portion of this catalog. Students should be familiar with all these policies listed in the catalog and handbooks.

CERTIFICATE ADMISSIONS REQUIREMENTS

The following requirements are common to all Spring Arbor University graduate programs. In addition to the general admission requirements for graduate programs, the Certificate specific admission requirements are as follows:

- A completed SAU application;
- Earned Master of Science in Nursing or Doctorate of Nursing degree from a regionally accredited institution and accredited nursing program. A student will be considered for conditional admission if that student has verification of completion of all degree requirements and provides an anticipated date of degree conferral;
- A cumulative GPA of 3.0 or above on a 4.0 scale in MSN and all post-graduate coursework;
- Official transcripts from all previously attended colleges and universities in which master's or doctoral coursework was taken;
- A satisfactory score on a 2-3-page personal goal statement;
- A CV or Resume;
- An unrestricted, unencumbered RN license from the state or country in which the nurse practices (Note: License must remain current throughout program);
- If applicable, an unrestricted, unencumbered APRN license from the state or country in which the nurse practices (Note: License must remain current throughout program).

SAU recognizes that each post-master's certificate (PMC) student comes with a master's degree and experience that may or may not apply to their chosen PMC track. Because programs vary in curricular design and focus, the admissions team will carefully evaluate previously completed courses and direct care hours to develop an individualized program of study for each PMC student. **Required courses and number of clinical semesters will vary depending on the student's current experience as an NP or NON-NP.**

CERTIFICATE FINANCIAL REQUIREMENTS

Currently, the certificate programs are not eligible for Federal financial aid. Upon admission, the student will need to contact the Business Office to arrange a plan to meet the financial obligations of the program selected.

CERTIFICATE PROGRAM POLICIES

Prior to initiating any clinical course within the certificate program, students must meet all applicable clinical compliance requirements. This can include the following:

School of Nursing and Health Sciences

Prerequisite Courses

Prerequisites are determined at the time of admission and can increase the number of courses taken at SAU. If prerequisites are needed, it can extend the time to completion. These prerequisites required for the Post Master's Certificate include, but are not limited to:

- Advanced Health Assessment (see course description for NUR602)
- MSN Residency (see course description for NUR602R)
- Advanced Pathophysiology (see course description for NUR612)
- Advanced Pharmacology (see course description for NUR618)
- Health Promotion (see course description for NUR632/NUR633)
- Statistics (100-level or above)
- Students who are not required to complete NUR 602/602R prior to beginning the PMC program will be required to submit a complete advanced head-to-toe assessment via video in NUR 610 prior to beginning any clinical courses.

Transfer Policy

The program may accept credits transferred from another MSN program if completed within the current transfer credit policy according to SAU graduate catalog. If the transferred course does not meet the standards of SAU, the candidate will be required to complete the prerequisite courses prior to beginning the certificate program.

Practicum or Clinical Experience Policy

The PMC plan for each NP student will include didactic and direct care practice experiences. Direct care practice hours vary for each track. These hours are dependent on whether a student enters the PMC program as an NP or a Non-NP, and on the focus of the Certificate track.

Regardless of the degree and number of hours completed in the student's MSN program, all PMC students will complete a minimum of 250 to 625 direct care practice experience hours, dependent on their chosen PMC track. A maximum of 125 hours may be transferred from previous course and clinical work dependent on the focus of the student's chosen PMC track. Up to 375 primary care hours may be transferred for the AGNP to FNP track.

For Nurse Educator students, a total of 150 practicum hours are required for the Nurse Educator Internship. Fifty hours of direct care practice experience is required. An additional 100 hours will be completed in an academic setting to immerse the student in the nurse educator role. **No hours will be accepted for transfer to fulfill those hours.**

In addition to institutional requirements, School of Nursing PMC students:

- will be required to complete and submit all clinical agreement, affiliation, and preceptor verification forms at least four (4) weeks prior to beginning any clinical course.
- must meet the Practicum or Clinical Experience to complete any nursing program as outlined in the MSN program portion of this catalog and/or the MSN Student Handbook.

Grade Requirements

In addition to institutional requirements, School of Nursing Certificate students must meet the Grade Requirements to complete any nursing program as outlined in the MSN program portion of this catalog.

Progression of Studies

The Certificate program has identified:

School of Nursing and Health Sciences

- Student's academic courses are planned in a consecutive order from any required prerequisites through completion of certificate without significant breaks.
- Prerequisite courses that must be passed satisfactorily or with a passing grade of at least "B-" to continue in the program.
- Any student who temporarily leaves the PMC program must meet requirements of the catalog in effect at the time of readmission.
- Certificate must be completed within three years of admittance to the university.

Due to the academic and professional behaviors required of advanced professional nurses, the expectation is for all students to comply with American Nurses Association (ANA) Scope of Practice and Code of Ethics. A student may be dismissed from the program for a serious violation of these standards. An appeals process is outlined in the university catalog and in the MSN Student Handbook.

PMC CERTIFICATE CURRICULUM

CERTIFICATE: NURSE EDUCATOR CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 610	Foundation of Post-Graduate Nursing	1
NUR 625	Educational Theory and Curriculum Design	3
NUR 635	Instructional Strategies	3
NUR 660	Nurse Educator Internship	6
Total Nurse Educator Certificate Credit Hours		13

CERTIFICATE: ADULT-GERONTOLOGY PRIMARY CARE NURSE PRACTITIONER CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 610	Foundation of Post-Graduate Nursing	1
NUR 642	Chronic Disease and Complex Problems in Older Adults	3
NUR 685	Advanced Practice in Primary Care I	3
NUR 686	Advanced Practice in Primary Care II	3
NUR 680G	Clinical Practicum ** 2 semesters	8
Total AGNP Certificate Credit Hours		18

CERTIFICATE: FAMILY NURSE PRACTITIONER CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 610	Foundation of Post-Graduate Nursing	1
NUR 685	Advanced Practice in Primary Care I	3
NUR 686	Advanced Practice in Primary Care II	3
NUR 645	Family Systems and Clinical Mgmt of Child Bearing Family	3
NUR 687	Advanced Practice in Primary Care III	3
NUR 680N	Clinical Practicum ** 3 Semesters	10
Total FNP Certificate Credit Hours		23

CERTIFICATE: PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 610	Foundation of Post-Graduate Nursing	1

School of Nursing and Health Sciences

NUR 712	Neurobiology and Psychopathology Across the Lifespan	3
NUR 713	Psychopharmacology Across the Lifespan	3
NUR 714	Adv Practice in Psych Mental Health I: Adults	3
NUR 715	Adv Practice in Mental Health II: Children/Adolescents/Young Adults	3
NUR 780M	PMHNP Clinical Practicum ** 2 semesters	8
Total PMHNP Certificate Credit Hours		21

CERTIFICATE: PEDIATRIC PRIMARY CARE NURSE PRACTITIONER CURRICULUM

Course Prefix	Course Title	Credit Hours
NUR 610	Foundation of Post-Graduate Nursing	1
NUR 702	Advanced Ped/ Phys Assess and Pharmacotherapeutics	3
NUR 703	Advanced Pediatric Health Care I	3
NUR 704	Advanced Pediatric Health Care II	3
NUR 705	Advanced Pediatric Health Care III	3
NUR 780K	PNP Clinical Practicum ** 2 Semesters	8
Total PNP-PC Certificate Credit Hours		21

SCHOOL OF SOCIAL SCIENCES

Master of Arts in Counseling (MAC)

The MAC program is currently being reviewed to renew the CACREP accreditation. Policies and procedures may change to meet the new CACREP standards.

MAC PROGRAM DESCRIPTION

The Master of Arts in Counseling (MAC) is accredited by Council for Accreditation of Counseling and Related Educational Programs (CACREP). MAC provides a comprehensive academic instruction and clinical experience for students interested in helping others in a counseling setting. This program helps students integrate professional ethics, multiculturalism, interpersonal skills, and counseling theory and practice within a Christian perspective.

The MAC program offers three concentrations. The clinical mental health counseling concentration (60 credit hours) and the school counseling concentration (66-69 credit hours), both of which include a fieldwork experience consisting of a 100-hour practicum and a 600-hour internship. Students interested in gaining a broader range of experiences may select a dual-concentration (69-72 credit hours), wherein they complete both concentrations and fieldwork experiences totaling 900 hours, in both a school setting and in a clinical mental health setting. Each concentration in conjunction with the MA Counseling program is CACREP accredited. A minimum of 600 hours of internship must be completed in order to meet CACREP accreditation standards.

MAC MISSION STATEMENT

The mission of the Master of Arts in counseling program is to prepare graduate-level, professional counselors who are committed to excellence in community service. The counseling program provides a liberal arts education based on a Christian perspective that promotes respect for the diversity of each person as uniquely created by God. A balanced development of the individual's spiritual, mental, physical, and social/emotional needs is encouraged based on the example of Jesus Christ, the master counselor.

MAC FAITH INTEGRATION STATEMENT

With Jesus Christ as the foundation and focus of learning and practice, the Master of Arts in counseling program encourages the development of its students toward ethical, competent, and professional practice with the individuals, families, and communities they serve. The learning regimen and educational objectives of this program are crafted with the intent of preparing the student to fully engage with the varied opportunities which exist in the field of counseling and supported by a clear and compelling Christian witness. The over-arching vision of this program incorporates a clear understanding of the identity of Jesus Christ and a desire to follow biblical mandate to imitate His life and share His witness. The foundational motivation supporting the program design and delivery comes from the admonition to honor Jesus Christ in the process.

The program strives to produce a learning environment in which students are able to gain the counseling knowledge, experience, and competence required for professional status and practice, and are supervised and supported by faculty and staff who share and demonstrate Spring Arbor University's Christian perspective.

MAC PROGRAM OUTCOMES

The Master of Arts in counseling program will prepare students who can:

- Demonstrate foundational knowledge of how a Christian faith perspective can be integrated into their personal and professional development as counselors (**Faith**).
- Demonstrate foundational knowledge of the history, philosophy, appropriate ethical standards, and current and future trends in the counseling profession, and who use this knowledge to develop a professional counseling identity (**Professional Orientation and Identity**).
- Recognize, understand, and respond to multicultural issues in the context of theories of multicultural counseling, attitudes, beliefs, and acculturative experiences, relationships, social justice issues, and pluralistic trends in a multicultural society (**Social and Cultural Diversity**).
- Demonstrate foundational knowledge of theories of human development, including normal and abnormal development across the life span, and who can use this knowledge to design, implement, and evaluate developmentally appropriate counseling interventions and programs (**Human Growth and Development**).
- Demonstrate an understanding of the major career development theories, models, and careers assessment instruments and techniques, and who can use this knowledge to effectively assist clients in career planning and decision making in both academic and clinical environments (**Career Development**).
- Apply their knowledge and understanding of counseling theories, counseling techniques, a consultation framework, crisis intervention methods, and wellness and prevention approaches to work effectively with clients in a variety of modalities i.e., individual, group, family (**Helping Relationships**).
- Demonstrate effective group leadership techniques, based upon knowledge of group theory, dynamics, and developmental tasks with diverse clients in the clinical mental health setting or students in school setting (**Group Work**).
- Demonstrate knowledge and skill in selecting, administering, interpreting, and reporting results of standardized and non-standardized assessments for individuals and groups while recognizing issues of diversity (**Assessment**).
- Read, critique, and utilize professional research literature to inform evidence-based practices with client (clinical mental health setting) or student (school setting) interventions, and for program development, evaluation, and modification (**Research and Program Evaluation**).
- Meet additional curricular objectives specific to their specialization area in the areas of prevention, intervention and treatment, diversity and advocacy issues, assessment, research and evaluation, and program development and management (**Specific Program Area Students**).

MAC ADMISSION REQUIREMENTS

The Master of Arts in counseling department is strongly committed to diversity. Members of historically underrepresented groups of all God's peoples and all who will assist with achieving and maintaining our mission of a diverse and inclusive academic community are encouraged to apply. Applicants from a variety of undergraduate disciplines may apply to this program, although a degree in counseling, psychology, or related field may be the best preparation for the program. While the MAC program is not a biblical or Christian counseling program, curriculum is taught from a Christian perspective.

In addition to the general admission requirements listed at the beginning of the graduate catalog, the following requirements are mandatory for acceptance into MAC program.

Applicants must have:

- Successful completion of a writing assessment, demonstrating proficient computer, reading, and writing skills.
- A completed Misdemeanor and Felony Disclosure Form.
- A criminal background check will be completed prior to admission to the program, and again just prior to the Clinical Experience. To be considered for admittance into the MAC program, all Criminal Background Check results must be resolved/closed by the date of acceptance into the program. Criminal findings prior to the Clinical Experience may result in dismissal from the MAC program.
- Submission of a current resume or vita including volunteer/professional work-related experiences pertinent to the counseling field.

MAC PROGRAM POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, MAC program has the following policies.

Program Format

The MAC program is currently designed to be completed in a cohort group that begins and moves through core coursework together. Students should anticipate the cohort model will be followed for the initial core courses of the program and is intended to facilitate learning and provide support for all members of the group. In order to meet the separate set of CACREP accreditation requirements, the Practicum (CNS 658) and Internship (CNS 680) required placements will not be made according to cohort group. SAU reserves the right to combine low-number cohort groups and adjust course schedules as needed. Program officials will make every effort to communicate any changes to cohort plans.

Expectations of MAC Student

- Demonstrates professional ethics and personal integrity.
- Actively contributes to the learning environment of the class and takes ownership for his or her own educational experience.
- Remains open to self-awareness, personal reflection, and personal and professional growth.
- Is receptive to feedback from other students, instructors, and site supervisor.
- Maintains a high level of respect for self and others, including using appropriate language in all verbal and written communication, tone of voice, and attitude.
- Demonstrates appropriate interpersonal interactions with site personnel, instructors, fellow students, clients, supervisor, and colleagues at clinical site.
- Refrains from the use of substances and does not come to class or clinical site under the influence of drugs or alcohol.
- Handles conflict in an appropriate manner.
- Takes responsibility for one's own attitudes, thoughts, actions, and words.
- Values the client from a holistic perspective – mind, body, soul, and spirit.
- Shows effective communication skills – listening, speaking, writing.
- Manages the inherent stress of the program and demonstrates positive self-care.
- Values content of learning more than a grade point average.
- Demonstrates responsibility in completion of all course requirements.

Course Attendance

The MAC attendance policy is strict, with a total of five absences allowed throughout the entire program. Attendance is required and considered an important aspect of student assessment in the course content and in the personal and small group relationships facilitated in the class sessions. Absence, arriving late, and/or leaving early can adversely affect the final grade. See the MAC Student Handbook for more information.

Professional Standards

A career as a professional counselor requires the individual to possess personal and professional qualities that are reflected in his or her personality, behavior, knowledge, and skills. It is our ethical responsibility to assure that our students in the MAC program possess the desired competencies necessary to provide quality services to future clients. Due to the clinical nature of this program, the professional competencies are considered academic standards. The instrument used to assess these competencies is the Professional Competencies Profile (PCP), which will be completed in designated courses and by an instructor or staff member at any time, to document concern(s) regarding a student.

Students must meet the acceptable level of professional behavior as outlined in the PCP. In addition, students must display academic integrity, meet ethical standards of the counseling profession, and abide by university expectations. Any unacceptable PCP rating (below 2.0) or violation of the aforementioned standards will be brought to the attention of program administrators of the MAC program. Intervention will be dependent on the nature and/or frequency of the infraction and may include (but not limited to) requiring academic remediation, personal counseling, academic probation, postponement of the clinical experience, or dismissal from the MAC program. Refer to the MAC Student Handbook for more information.

Eligibility for Clinical Experience

Consistent with ethical standards for counselor education programs, faculty take seriously the responsibility to place in clinical settings, students who have consistently demonstrated the personal and professional qualities necessary to be effective with clients. Each student must follow placement processes to begin the clinical component of the counseling program (CNS 658 and CNS 680A and CNS 680B). Students will enroll in a zero-credit course (CNS 657) and participate in a mandatory clinical orientation. Before beginning the clinical experience, students will verify and document (in CNS 657) their intended concentration for degree completion. Approval to begin the clinical experience is based on a comprehensive review of the student's academic performance, attendance, professional competency profile evaluations, and a criminal background check. Refer to the MAC Student Handbook and the MAC Practicum and Internship Fieldwork Manual for more information.

Misdemeanor and Felony Disclosure

Due to state employment and reporting regulations, applicants must answer questions regarding past or pending misdemeanors or felonies as an adult or juvenile to assist graduate education students in complying with state employment and reporting regulations. Falsification of information will be considered fraud and grounds for denial of admission or for revoking prior admission to the University.

Students should understand that their legal status may place at risk their ability to be admitted to practicum or internship experiences, or to be licensed by certain state agencies or employed in certain capacities. SAU reserves the right to deny admission to or dismiss current students who have been convicted of a felony and/or certain other misdemeanors, or who have been required

to register with certain databases such as those pertaining to sex offenses or child abuse and neglect.

Background Check

MAC students are required to complete a background check. See the MAC Student Handbook for specific information.

Transfer Credit Hours

In addition to the institutional transfer policies for graduate students stated earlier in this catalog, the following transfer credit policies apply to the MAC program:

1. Credit hours earned in CACREP accredited programs will be considered for transfer.
2. Hours from a non-CACREP accredited program will not be accepted unless:
 - a. the program is in the process of seeking CACREP accreditation, and
 - b. a review of the course syllabus is conducted and the CACREP standards are evident in the course. It is the responsibility of the student to provide any required syllabi.
3. Transfer credits must be no more than 6 years old at the time of admission.
4. Specific MAC courses do not qualify for replacement with transfer courses. See MAC Handbook for specific course titles.

Non-Program Seeking Students

Applicants wishing to be non-program seeking student status should see the Graduate Program Admissions, under Special Admissions section of this catalog. Program administrators may restrict courses available for this student status.

Special Graduation Requirements

In addition to the graduation requirements for all graduate students, MAC students must meet the following requirements to graduate with a Master of Arts in Counseling degree.

- Successful completion of a 100-hour practicum and a 600-hour internship.
- Demonstration of competencies as assessed on the Professional Competency Profile (PCP).
- Completion of the Counselor Preparation Comprehensive Examination (CPCE).
- Completion of five counseling sessions as a client.

Endorsement or License Recommendation

Graduation from the MAC program does not guarantee recommendation for endorsement or licensure. Any recommendation will be based on academic performance of counseling knowledge and skills, demonstration of professional competencies, and display of personal integrity. Recommendation for licensing or endorsement will be withheld for any student who has acted in a way that suggests that he or she may pose a threat to the well-being of future clients and/or the counseling profession.

PROGRAM CONCENTRATIONS

Clinical Mental Health Counseling Concentration

This concentration is designed to help students with preparation for licensure as a Licensed Professional Counselor (LPC). LPCs may be employed in mental health settings, churches, clinics, other agencies, and/or a private practice setting. Graduates desiring to become LPCs must first apply for licensure as a Limited Licensed Professional Counselor (LLPC). Then, graduates must complete the necessary post-degree clock hours supervised by a state-approved LPC supervisor and pass a licensing exam.

NOTE: Students should contact the Board of Counseling or State Education Department of their state to learn about the requirements for licensure. This should be done prior to enrolling in the MAC program.

School Counseling Concentration

The school counseling concentration is designed to assist students with preparation for becoming a K-12 licensed or endorsed school counselor in Michigan. The school counseling concentration is also intended to assist students with preparation for licensure as an LPC. Refer to the MAC Student Handbook for more information.

The school counseling concentration requires students to complete the 60-credit hour counseling foundation curriculum along with an additional 6 credit hours for certified teachers (CNS 673 and CNS 683) or an additional 9 credit hours for non-teachers (CNS 643, CNS 673 and CNS 683). CNS 673 and CNS 683 are prerequisites for admission to school counseling concentration clinical experience. CNS 643 is also a prerequisite for students without a teaching certificate, although students may petition to waive this course if they have had significant documented experience working in a school setting. Students seeking to waive CNS 643 must provide proof of teacher certification at the time of admission.

Current certified teachers are eligible to pursue the K-12 school counselor endorsement for their teacher certification in the state of Michigan. Non-teachers are eligible to pursue the school counseling license in the state of Michigan. Licensed or endorsed school counselors may be employed in local school districts, career centers, and/or intermediate school districts to work with K-12 students.

School Counseling Clinical Experience

Students are required to complete their practicum and internship in a traditional K-12 school setting during normal school hours of the traditional school year. Students may spend a maximum of 100 secondary clock hours at an alternative high school setting. Because students will be receiving a K-12 license or endorsement, students must complete clock hours in two of three school sites (elementary school, middle school, and high school). Refer to the MAC Student Handbook and the MAC Practicum and Internship Fieldwork Manual for more information.

Michigan Test for Teacher Certification

A passing score on the Michigan Test for Teacher Certification (MTTC - School Counselor 051) is required for licensure or endorsement as a school counselor. Students are encouraged to take the exam when coursework is completed and a minimum of 300 clock hours of internship are accrued. Upon graduation and after the exam is successfully completed, the student must apply to the Michigan Department of Education for the license or endorsement. The certification officer in the School of Education will be available to assist with this process.

Dual Concentration

The dual concentration option is designed to prepare students for licensure in clinical mental health and school counseling settings for increased professional competence and vocational flexibility. Students graduating with the dual concentration may pursue the school counseling license in Michigan and/or the LPC. Refer to the MAC Student Handbook for more information.

COUNSELOR PREPARATION COMPREHENSIVE EXAM

To successfully complete the requirements for the Master of Arts in Counseling program, each student is required to take the Counselor Preparation Comprehensive Exam (CPCE) and to pass it with minimally expected scores. This test serves as an excellent practice test for the National Counselor Exam (NCE). Students receive subject area scores as well as a composite score, indicating which subject areas require additional study. Students must obtain minimally expected scores on some of the subareas. If minimal scores are not obtained, the student will be required to either retake the exam or to complete an assignment to demonstrate mastery.

NATIONAL COUNSELOR EXAM

Upon completion of the MAC program, students are encouraged to complete the National Counselor Exam (NCE) as soon as possible. Spring Arbor University may also choose to assist students with scheduling the NCE prior to graduation for our students who desire to complete this requirement while in the final weeks of the program.

MAC PROGRAM CURRICULUM

Master of Arts in Counseling

Course Prefix	Course Title	Credit Hours
Foundation Courses		
CNS 603	Introduction to Counseling: The Counselor and Diversity	3
CNS 605	Research in Counseling	3
CNS 606	Advanced Clinical Psychopathology and Abnormal Behavior	3
CNS 611	Legal Issues and Ethics in Counseling	3
CNS 613	Social and Cultural Diversity	3
CNS 614	Crisis Intervention	3
CNS 615	Addictions	3
CNS 621	Counseling Theory in Multi-Cultural Contexts	3
CNS 622	Counseling Techniques in Multi-Cultural Settings	3
CNS 623	Marriage & Family Counseling: Assessmnt, Diag., & Treatmnt Planning	2
CNS 636	Assessment and Testing	3
CNS 641	Group Process and Counseling	3
CNS 645	Developmental Issues in Counseling	3
CNS 654	Conceptualization and Treatment in Counseling	3
CNS 657	Clinical Orientation	0
CNS 664	Career Counseling	3
CNS 668	Consulting in the Helping Professions	2
CNS 672	Clinical Psychopathology	3
CNS 678A/B	Capstone in Christian Counseling (A and B are 1 credit each)	2
Total MAC Foundation Credit Hours		51
<i>Choose one concentration.</i>		
Clinical Mental Health Concentration		
CNS 658	Practicum in Counseling	3
CNS 680A	Internship I	3
CNS 680B	Internship II	3
Total Clinical Mental Health Concentration Credit Hours		9
Total MAC Clinical Mental Health Concentration Credit Hours		60
School Counseling Concentration		
CNS 643*	Introduction to Classroom Dynamics*	3
CNS 673	Development and Administration of School Counseling Programs	3
CNS 683	Mental Health Within the Schools	3

School of Social Sciences

CNS 658	Practicum in Counseling	3
CNS 680A	Internship I	3
CNS 680B	Internship II	3
Total School Counseling Concentration Credit Hours		18
<hr/>		
Total MAC School Counseling Concentration Credit Hours		69
<hr/>		
Dual Concentration – Includes Clinical Mental Health and School Counseling		
CNS 643*	Introduction to Classroom Dynamics*	3
CNS 673	Development and Administration of School Counseling Programs	3
CNS 683	Mental Health Within the Schools	3
CNS 658	Practicum in Counseling	3
CNS 680A	Internship I	3
CNS 680B	Internship II	3
CNS 680C	Internship III	3
Total Dual Concentration Credit Hours		21
<hr/>		
Total MAC Dual Concentration Credit Hours		72

*CNS 643 not required for those students with a teaching certificate.

Non-Program Seeking –School Counseling

CNS 643*	Introduction to Classroom Dynamics*	3
CNS 654	Conceptualization and Treatment in Counseling	3
CNS 673	Development and Administration of School Counseling Programs	3
CNS 683	Mental Health Within the Schools	3
CNS 680A	Internship I	3
CNS 680B	Internship II	3

Total Non-Program Seeking-School Counseling Credit Hours 18 CR

Master of Social Work (MSW)

MSW PROGRAM DESCRIPTION

The Master of Social Work program (MSW) is a 60-credit hour program that is offered in a two-year, full-time format. The Generalist year (first year) lays the foundation of social work and the Specialized (second year) year builds upon that foundation in the area of specialized clinical practice. Applicants with an accredited baccalaureate degree in social work can apply for placement into the specialized year. The generalist year and the specialized year are being offered multiple times a year via zoom, online, and face to face on the Spring Arbor University main campus (Fall 2 start only). There are concurrent internship placements for both years in appropriate agencies.

MSW ACCREDITATION

The MSW program is fully accredited by the Council on Social Work Education (CSWE), 333 John Carlyle St., Suite 400, Alexandria, VA 22314.

MSW MISSION STATEMENT

The mission of the MSW program is to produce professional social workers who apply the competencies of the social work profession and specialized practice knowledge and skills to promote human and community protection and well-being by engaging anti-racist, diverse, equitable, and inclusive practice. Teaching and learning in the MSW is guided by the professional code of ethics, our commitment to Jesus Christ as the perspective for learning, knowledge based on research, an understanding of humans from a global, environmental and cultural perspective, and a dedication to social and economic justice, protection, empowerment, human and universal rights, and enhancement of individual and social development.

MSW PROGRAM OUTCOMES

The MSW program will prepare graduates:

- To practice at the highest professional level of practice informed by theoretical perspectives and knowledge based on research.
- To engage in teaching and learning guided by the social work competencies, the National Association of Social Workers (NASW) Code of Ethics and the integration of Christian values in their application to social work practice.
- To integrate anti-racist, diverse, equitable, and inclusive practice with individuals, families, groups, organizations and communities.
- With the generalist and specialized social work knowledge, values, skills, and cognitive and affective processes that will teach critical thinking needed for specialized social work practice.
- To promote human and community protection and well-being through respect for diversity, human and universal rights, and social and economic justice for populations at risk.

LICENSURE

Graduates with the MSW degree are eligible to apply for licensure in the state of Michigan as a Licensed Master Social Worker (LMSW), Micro (Clinical) and Macro. Detailed information regarding the application process is available through the Michigan Department of Licensing

and Regulatory Affairs. Graduates are also able to apply for licensure in other states. Each state's social work board typically requires a conferred social work degree from an MSW program accredited by the Council on Social Work Education. Virtually all states have some form of licensing or regulation of social work practice and information can be obtained from the appropriate state agencies.

MSW ADMISSION CRITERIA

Master of Social Work (MSW) admission criteria are divided into four sections: academic preparation, completion of the prerequisites, personal qualities, and professional readiness.

Academic Preparation

Each applicant will submit official transcripts from the colleges and universities at which the last 60 credits of baccalaureate coursework was completed and degree was conferred. Additional transcripts would be needed only if they contain applicable prerequisite coursework. In order to be considered for admission to the generalist two-year, 60-credit hour program or the specialized standing 30-credit hour program, applicants must have earned a bachelor's degree from a college or university that is accredited by a recognized regional or national accrediting association in the U.S. or equivalent education at an international institution of higher learning.

To be considered for the specialized standing you must have a BSW from a CSWE accredited program within the last six years. In addition, applicants need to have earned a GPA of at least a 3.0 on a 4-point scale during the last 60 completed credit hours. An applicant with a GPA of less than 3.0 may be evaluated on an individual basis for probationary admission when a letter of explanation is included in the admissions packet. Recommendations, personal statement, and, if needed, personal interview must demonstrate readiness to begin at the specialized level of graduate education and specialized social work practice.

Completion of the Prerequisites

The transcripts submitted by applicants that hold a bachelor's degree in a discipline other than social work are used to evaluate their completion of 18 academic semester credit hours distributed in the social sciences, the human biological sciences, the humanities and a course in statistics. Applicants who do not meet this requirement may be admitted conditionally provided this requirement is met by the deadline specified by the Department of Social Work.

Personal Qualities

When the criteria for academic preparation are met, the applicant's personal statement submitted with the application is evaluated for writing skills, personal characteristics and professional readiness for graduate study and specialized social work practice.

Professional Readiness

Fitness for Professional Practice

Applicants will sign and submit a conviction disclosure form that there is no pre-existing past or pending criminal record or mental impairment, which could preclude certain internship opportunities and/or licensure as a professional social worker.

Computer Skills and Access

Applicants will possess skill or be willing to develop skill prior to the start of the first class in the use of computers for word processing, research, communication tasks, and the MSW program learning platforms. In addition, they will have ready access to a computer with a camera and high-speed Internet access to engage online and through video conferencing. All computers will

meet the minimum standards set by the SAU Office of Information Technology. The SAU Help Desk can be contacted at 517-750-1234 to complete a computer readiness check.

CRITERIA FOR EVALUATING MSW APPLICATIONS

Applicants' academic records, applications, personal statements, statements of fitness for professional practice, and recommendations are evaluated based on the following criteria.

Emotional Stability

Social work is not a profession for individuals who desire to solve their own emotional needs or problems by working in a helping role. Individuals entering specialized social work practice need to maintain emotional stability and be able to cope with the emotional stress that is common in this demanding profession.

Confidence and Assertiveness

These characteristics are necessary in working with client systems, colleagues, professionals from other disciplines and supervisors, especially in order to work actively as an advocate for the rights of clients.

Ability to Accept Constructive Criticism

As lifelong learners, individuals need to accept that there is room for improvement in their personal and professional behavior. Once individuals accept this need for continuous improvement, they can constructively use the insights regarding their behavior provided by colleagues, supervisors, administrators, or governing boards and work towards change.

Interest in and Motivation for the Social Work Profession

Social workers entering graduate study in their profession need to be motivated both as students and as professionals. This motivation and interest in the profession should come from a strong desire to serve others in society, especially vulnerable populations in urban, rural, and other communities.

Intellectual Ability

Problem-solving and critical analysis skills are fundamental for effective social work practice. Complex individual, group, family, organization and community problems require specialized practitioners to think clearly and logically in a systematic manner if problems are to be alleviated or resolved.

Communication Skills

Both oral and written communication skills are vital in the social work profession. Fluency in a foreign language is a definite asset in the profession.

Ability to Form and Maintain Positive Relationships

Social work is a people-oriented profession, and relationship building is foundational to effective practice. There needs to be the capacity to empathize and establish effective interpersonal relationships with diverse client populations.

Ability to Work with Diverse Groups

Social workers need to be aware of their own prejudices and actively work to address these attitudes and actions using the feedback provided by client systems, faculty, colleagues, and supervisors. Applicants will demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation. Specialized practitioners need to be able to work with diverse

client populations in a non-judgmental manner, accepting individuals' rights to differing perspectives.

Leadership Qualities

The ability to work effectively in a leadership role is necessary for specialized practitioners. Social workers assume positions of leadership with client systems as well as roles in agencies as supervisors, administrators, and consultants.

Social Work Values and Ethics Consistent with Profession's NASW Code of Ethics

Social workers can be influential upon client systems. Therefore, it is essential that specialized practitioners be of good moral character. Social workers should be aware of their own values and have respect for others' values, which may be different. Their own values should have some consistency with the Judeo-Christian heritage and with the values reflected in the profession's NASW Code of Ethics.

If, after the review process described above, additional questions remain the admissions committee may request a personal interview which will be conducted in person or via a virtual platform or conference call with one or more members of the committee or other faculty. The results of the interview will be considered as part of the overall admissions decision.

MSW ADMISSION REQUIREMENTS

In addition to admission requirements for all graduate programs, MSW applicants must submit the following information: a) recommendations, b) personal statement, c) resume, and d) conviction disclosure.

Recommendations

Using the Social Work MSW program's form, applicants are required to submit three strong, professional references who can attest to the applicant's 1) intellectual competence, 2) potential for academic success, 3) ability to work with people around sensitive issues, including people from a range of diverse backgrounds, 4) possession of critical thinking and communication skills, 5) demonstrated sense of ethics and values, and 6) potential success as a professional social worker. If possible, two references should have direct knowledge of the applicant's academic work. For applicants with a Bachelor of Social Work (BSW) degree, it is strongly recommended that one of the references is the site supervisor. References from family members or fellow students will not be accepted.

Personal Statement

Applicants are required to submit a personal statement. The statement should be written in APA format (i.e. double-spaced, title page, headings for each item below, reference page).

- Motivation for pursuing the MSW degree;
- Statement of professional goals;
- Relevant learning & growth through professional and volunteer experience;
- Expectations regarding attending a Christian university for the MSW program, and the approach to the integration of faith, scholarship and service (NOTE: Although no admissions requirements exist regarding faith orientation, Christian and other religious perspectives will be presented and discussed in classes.);
- Research of a social problem of interest to the applicant, including perceived causes and proposed solutions. Must include at least one reliable reference and citation;

- Discussion of an ethical challenge the applicant faced in professional, internship or volunteer work and how it was resolved;
- Recognition of the challenges and stress related to the social work profession;
- Discussion of specific changes that will be made to accommodate the rigor of an accelerated MSW program;
- Discussion of how applicant will set and maintain appropriate boundaries to deal with the stresses/challenges identified.

SPECIALIZED PROGRAM ADMISSION REQUIREMENTS

To avoid duplication and redundancy for BSW graduates, the program offers a one-year (30 credit hours), specialized program. In order to be considered for admission to the specialized program:

- Applicant must have been granted a baccalaureate degree in social work from an undergraduate social work program that was 1) accredited by the Council on Social Work Education, 2) recognized through its International Social Work Degree Recognition and Evaluation Service, or 3) covered under a memorandum of understanding with international social work accreditors at the time the degree was granted.
- Applicant must have a BSW that has been granted within six years of enrollment in the MSW program. This six-year limit may be extended to eight years if the student has subsequent BSW social work practice experience (such experience to be approved by the admissions committee). For each two years of acceptable practice experience, applicants may be granted credit of one year toward the extension of the time limit. For example, an applicant with a BSW received seven years prior to the time of enrollment in the MSW program may be granted specialized standing admission if the applicant has completed two years of acceptable social work practice experience.

NOTIFICATION OF MSW ADMISSION DECISIONS

The social work admissions committee is responsible for making the final decision regarding all applicants for admission to the MSW program. The committee will be chaired by a member of the social work faculty and will include at least two other members. The committee will adhere to all of the Spring Arbor University and the Social Work Department policies regarding non-discrimination in all decisions.

Applicants will receive notification of the decision of the admissions committee once all admission requirements are met. The committee recommends one of the following: full acceptance, probationary acceptance, conditional acceptance or non-acceptance.

MSW POLICIES

In addition to the policies listed in the General Information and Academic Policies sections of this catalog, the MSW program has the following policies.

Transfer Credit

Even though there are institutional transfer policies for graduate programs, the MSW program will consider transfer credit only under the following conditions:

- The courses were taken at a graduate institution whose MSW program is accredited by the Council on Social Work Education.
- A course description and syllabus should be provided to the MSW program administrators to determine the appropriate substitution for the course(s).

- The work must have been done while the student was enrolled in good standing as a graduate student.
- Extension or workshop courses will not be considered for transfer.
- Coursework taken at another institution after a student has matriculated to the MSW program at SAU will be considered for approval only if the institution is a CSWE accredited institution.
- No more than half of internship credits can be transferred. Confirmation of successfully completed internship credit hours from a CSWE accredited institution must be provided.

Minimum Grade Requirement

A student who receives a grade of “C” or below in any MSW course must repeat the course even if the cumulative GPA is 3.0 or above. See *General Information, Academic Policies, Repeating a Course* earlier in this catalog for more information of repeating a graduate course. For more information about special grading policies of the program, please refer to the Master of Social Work Program Guide available from the Social Work Department.

Writing Course

If the prospective student’s writing is deemed insufficient for full admittance, the prospective student will be admitted conditionally and required to complete a writing course or seminar. Students will successfully complete the Spring Arbor University writing seminar or another approved writing course or seminar, prior to enrollment in MSW program courses. Spring Arbor University offers this seminar at a minimal cost.

Life or Previous Work Experience MSW Credit

In accordance with CSWE policy, it is the policy of the Social Work Department not to grant social work course credit for life experience or previous work experience. Previous work experiences and relevant volunteer activities may be taken into consideration in a prospective student’s application for admission to the MSW program; however, no course credit will be awarded or accepted as fulfillment of any part of the MSW curriculum. This policy is clearly stated in all descriptions of the MSW program whether in academic catalogs, recruitment materials, or other admissions related materials, in print, online, or any other electronic form. Recruiters and admission personnel are informed of this policy and convey it to prospective students.

Previously Mastered Social Work Content

In accordance with CSWE policy, the social work program policy is that students with a CSWE accredited BSW degree will not be required to repeat any content that has been mastered in their BSW programs. Transcripts will be evaluated in light of this requirement.

MSW PROGRAM CURRICULUM

Course Prefix	Course Title	Credit Hours
Generalist Courses		
SWK 510	Social Welfare Policy and Services	3
SWK 512	Human Behavior in the Social Environment: Ecological Perspective	3
SWK 513	Human Behavior in the Social Environment: The Life Course	3
SWK 515	Culturally Responsive Social Work Practice	1
SWK 516	Cultural Humility	1
SWK 520	Social Work Practice/Theory: Individuals/Families	3
SWK 521	Social Work Practice/Theory: Groups, Communities, Organizations	3
SWK 525	Research in Social Work Practice	3

School of Social Sciences

SWK 531	Social Work Ethics and Values	1
SWK 532	Christian Values and Social Work	1
SWK 560	Generalist Internship I	2
SWK 570	Generalist Internship II	2
SWK 580	Generalist Internship III	4
Total Generalist Courses Credit Hours		30
Specialized Practice Courses		
Course Prefix	Course Title	Credit Hours
SWK 618	Psychopathology/Specialized Multi-Dimensional Assessment in Specialized Social Work Practice I	3
SWK 628	Psychopathology/ Specialized Multi-Dimensional Assessment in Specialized Social Work Practice II	3
SWK 619	Clinical SW Practice/Theory-Psychodynamic Beginnings	3
SWK 627	Specialized Applied Social Research (online)	1
SWK 629	Clinical SW Practice/Theory -Beyond Freud	3
SWK 625	Clinical Social Work Practice and Theory with Families	3
SWK 617	Specialized Applied Social Policy (online)	1
SWK 640	Specialized Internship I	2
SWK 650	Specialized Internship II	2
SWK 660	Specialized Internship III	2
SWK 670	Specialized Internship IV	2
SWK 680	Specialized Internship V	2
<i>Choose one of the following courses during admission process.</i>		
SWK 621	Specialized Practice: Physical and Mental Health	3
SWK 631	Strategic Social Work Supervision, Management and Administration	3
SWK 641	Laws and Policies for School Social Workers	3
Total Clinical Area of Specialized Practice Credit Hours		30
Total MSW Generalist Year & Specialized Year Program Credit Hours		60

SCHOOL SOCIAL WORKER COURSES

School social workers in the state of Michigan must be certified by the Michigan Department of Education after completing direct practice hours and training as determined by the MI DOE. A detailed description of the requirements can be found on the Michigan Department of Education website. <https://www.michigan.gov/mde>

Description

The Spring Arbor University MSW program offers three school social worker courses aligning with the Michigan Department of Education standards for students to work towards obtaining the temporary School Social Worker certification in Michigan. All three courses will be offered as traditional credits or continuing education (CE) credits.

Admissions

A current applicant who is admitted into the specialized MSW program is considered eligible to take the three school social worker courses if they meet all the admission criteria and are in good academic standing.

If a student applies as a Non-Degree Seeking student, the requirements are a BSW or above in social work.

For more information about state certification contact the Social Work Program Coordinator.

School of Social Sciences

School Social Work Curriculum

Course Prefix	Course Title	Credit/CE Hours
SWK 641	Laws & Policies for School Social Workers	3/36
SWK 642	School Social Work Assessment and Intervention	3/36
SWK 643	Mental Health & Mental Disorders in Children and Youth	3/36
Total School Social Work Courses Credit Hours		9/108

COURSE DESCRIPTIONS

Christian Ministry (CMI)

CMI 510 Ministry in a Changing Culture (3)

This course would serve as an introduction to the program, helping students identify and evaluate the reason for the decline of the church in the West. Specific attention would be paid to identifying the significant shifts in modern culture and shaping our ministries to respond effectively.

CMI 511 The Missional Church (3)

This course seeks to rethink, reset, and reclaim the essence, purpose, and mission of the Christian Church. It explores the biblical, theological, historical, and practical foundations and practices for missional ministry in the 21st century. The church is called and sent to represent the triune God in the world which embodies the coming Kingdom of God in the power of the Holy Spirit.

CMI 520 Biblical Wisdom for Ministry (3)

This course enables students to discern and amplify the unique “voices” of biblical texts from Psalms, Job, Proverbs, Ecclesiastes, and Song of Songs for Christian missional ministry in post-Christendom cultural contexts.

CMI 525 The Missional Ministry of Jesus (3)

An exegetical and theological study of the theme of the Kingdom of God in the life and ministry of Jesus. The course will explore the historical context of the message of Jesus, the nature and scope of the kingdom of God as portrayed in the canonical Gospels, as well as the interpretive, theological, and practical questions surrounding the message of Jesus. Ultimately, the course addresses the question of the importance of the theme of the kingdom of God for contemporary Christian ministry.

CMI 530 Biblical Interpretation (3)

This course is an introduction to the interpretation of Scripture. Students will learn the method of inductive Bible study which involves observation, interpretation, and application. In addition, students will learn how historical background, literary context, genre, word study, and principles of exegesis are essential to understanding and interpreting Scripture. This course requirement may be filled by a graduate or undergraduate course in Biblical Interpretation. It will not be offered on the normal rotation of courses but will be offered on an as-needed basis.

CMI 540 Engaging Cultural Issues (3)

Engaging Cultural Issues wrestles with the way a missional leader should ethically and morally interact with the Church and the world. Participants in this course will explore how the church might discern, embrace, and participate in God's own mission while taking a critical lens to contemporary topics like Ethical Thinking (virtue, utilitarian, deontological, etc), Environmental Ethics, Church/Parachurch Politics, Faith and Science, Sexuality, Community Involvement, and Social Responsibility.

CMI 541 Entrepreneurial Missional Ministry (3)

This course will focus on creating and launching missional initiatives that impact communities outside of the church walls. Specific focus will be given to creating or partnering with nonprofit organizations.

CMI 542 Cultivating Missional Leaders (3)

This course would focus on the development of leaders, specifically from the millennial and Z generation. Special attention would be given to working with staff, elders, and lay leaders to develop a missional culture within the church.

CMI 543 Missional Spirituality (3)

Missional spirituality focuses on the transformation of persons who impact their communities with the Good News of Jesus Christ. This course seeks to cultivate a holistic understanding of Christian spirituality from a biblical, theological, and experiential foundation. The aim is to impact the world and community in

Course Descriptions

which one lives by incarnationally living out and demonstrating the Gospel. Students will examine the values, virtues, issues, and practices requisite to reaching their community for Christ.

CMI 544 Communicating in a Digital World (3)

This course will focus on how we preach in a world that has largely abandoned lecture and reading. Specific attention would be given to a, “narrative hermeneutic” and an “image exegesis” that allow students to focus on telling the story to a world that hears with their eyes.

CMI 645 Missional Ministry Action Research Project (3)

This course would focus on a student’s final project. Specific attention would be paid to the advancement of the missional church in today’s cultural context.

Counseling (CNS)

CNS 603 Introduction to Counseling: The Counselor and Diversity (3)

Introduces to the field of counseling. Begin to develop a professional identity as a counselor by obtaining an overview of the history of the profession; current roles, functions, and practices of the counselor; basics of entry into the profession; and skills necessary to advocate both for the profession and for diverse clients. Engage in self-exploration to better understand their values as they relate to the counseling profession and diversity issues. *Student must earn a grade of ‘C’ or better in this course to continue in the program.*

CNS 605 Research in Counseling (3)

Provides an overview of basic statistics as they relate to understanding and interpreting quantitative and qualitative research articles. Introduces students to research designs utilized in the field of counseling research. Primary emphasis will be on analyzing and interpreting research. Students will also be expected to write a comprehensive research proposal on a topic of interest related to the counseling field.

CNS 606 Advanced Clinical Psychopathology and Abnormal Behavior (3)

Provides an in depth examination of the various classes of disorders as outlined in the DSM-5. Emphasis will be given to the identification, etiology, and current best practices treatment of these disorders. Case studies will be used to investigate the developmental issues in abnormal behavior across the life span. Consideration will also be given to how this developmental perspective is applied to counseling practice. A thorough knowledge of the DSM-5 is expected.

Prerequisite: CNS 672.

CNS 611 Legal Issues and Ethics in Counseling (3)

Emphasizes the major legal and ethical issues in the field of counseling including familiarization with the ethical principles of relevant professional organizations. Case studies will be used to highlight current legal and ethical areas such as confidentiality, dual relationships, testing, and multicultural competence.

CNS 613 Social and Cultural Diversity (3) - Blended

Explore multicultural issues in counseling to gain an understanding of the cultural context of relationships, issues, and trends in a multicultural society. Designed to engage in understanding the multi-faceted dimensions of working with diverse clients. Through various teaching modalities and experiential activities, establishes a foundation for building multicultural counseling competence in counseling.

CNS 614 Crisis Intervention (3)

Introduces the history, theory, and practices of crisis intervention. Overview of the basic skills needed to respond to various crises as a helping professional. Educates and trains in both mental health and school counseling programs to gain a functional knowledge and basic skills relevant to crisis intervention. Learn techniques to use in response to crises involving danger to self and others; developmental issues; loss; community disasters; PTSD; veteran’s issues; child, sexual, and elder abuse; substance abuse; and serious illness. Also learn how to access and refer individuals to community resources to assist in crises. Ethical and multicultural considerations for counselors regarding crisis intervention will also be examined.

Course Descriptions

CNS 615 Addictions (3)

Provides a basic overview of addictions, including theories of addiction and treatment modalities. Develop theoretical knowledge and practical skills in the diagnosis and treatment of addictions. Covers substance addictions and process (or behavioral) addictions.

CNS 621 Counseling Theory in Multi-Cultural Contexts (3)

Examines the rationale, background, and research underlying selected counseling theories and the implication of each theory for counseling practice. Develop a theoretical basis for their own counseling practice.

CNS 622 Counseling Techniques in Multi-Cultural Settings (3)

Focuses on developing basic counseling skills and techniques. Special attention on various topics relevant to the counseling setting, including gender, age, culture, and ethnicity. Video recording of simulated counseling sessions will be used to provide specific feedback to students.

Prerequisite: CNS 621. Credit cannot be transferred in.

CNS 623 Marriage and Family Counseling: Assessment, Diagnosis and Treatment Planning (2)

Introduces evidence-based protocols for couple, marital, and family counseling. Develop effective couple, marital, and family case conceptualizations and apply effective treatment interventions in response to various problems couples may experience, including co-morbidities that often impact systemic interventions and treatments such as the impact of infidelity, addiction, crisis, disasters, and other trauma-causing events.

Prerequisite: CNS 622.

CNS 636 Assessment and Testing (3) - Online

Develop skills in using qualitative and quantitative assessment methods. Involves training in administering, scoring, and interpreting standardized tests.

CNS 641 Group Process and Counseling (3)

Focuses on understanding group process and skill development in leading group counseling sessions. Practical experience as a group member will also be involved.

Prerequisite: CNS 622. Credit cannot be transferred in.

CNS 643 Introduction to Classroom Dynamics (3)

Designed as a prerequisite for non-teachers to the school counseling concentration. Covers classroom dynamics such as teacher responsibilities, effective teaching strategies, classroom management, learning theories, and unit planning. Legislative and reform movement influences on K-12 education are explored, as are the influences of educational theorists and movements. Students observe in K-12 classroom/school settings for a minimum of 12 hours. School counseling concentration only. Students with a teaching certificate may waive this course.

CNS 645 Developmental Issues in Counseling (3) – online

Emphasizes counseling implications for assessing and enhancing human development across the life span. Particular focus will be on theories of human development and the predictable stages and tasks at various points in the developmental process. Cultural and diversity issues as they relate to implications for counseling throughout the lifespan will be examined.

CNS 654 Conceptualization and Treatment in Counseling (3)

Prepares for clinical experiences by bringing together the knowledge and skills learned in previous coursework. Emphasis on conducting diagnostic interviews, developing case conceptualizations, writing intake summaries, and developing treatment plans. Begin to understand the role of supervision in practicum/internship, as well as supervision for licensure. Also explores appropriate integration strategies of spiritual and clinical orientations. Demonstrate competencies in the basic counseling skills.

Prerequisites: all foundation courses with the exception of last two courses running concurrent with CNS 680.

Course Descriptions

CNS 657 Clinical Orientation (0)

A one-day asynchronous experience that prepares students for fieldwork in the M.A. in counseling program. Provides an interactive opportunity for students to meet relevant program staff and faculty involved in the fieldwork placement process. Clinical mental health counseling concentration and school counseling concentration fieldwork requirements are discussed as well as professional requirements to successfully complete the program. Academic and professional requirements of Practicum in Counseling (CNS 658) and Internship (CNS 680) are discussed as well as post-graduate considerations such as licensure applications and tests. Students are enrolled in a Blackboard course and required to complete pre-placement requirements in order to enroll in CNS 658. Students are also required to verify and document their concentration for degree completion audit purposes. Required for fieldwork and successful completion of the degree.

CNS 658 Practicum in Counseling (3)

Emphasizes practical application of counseling principles. Provides counseling experiences in a clinical setting, affording students the opportunity to apply previously acquired knowledge and skills. Requires 100 clock hours with a minimum of 40 clock hours of direct client contact. Requires application and approval to begin the clinical experience. Registration for this course is completed only after the clinical site is secured and approved.

Prerequisites: all foundation courses with the exception of last two courses running concurrent with CNS 680. For school counseling concentration and dual concentration students, CNS 673 and CNS 683 are also required.

CNS 664 Career Counseling (3) (Online)

Emphasizes career development theory and its application to counseling, including identifying possible resources related to career choice and exploring the career needs and concerns of clients from different cultural backgrounds.

CNS 668 Consulting in the Helping Professions (2) (Online)

Introduces the consultation process as it applies to the individual, group, or organization. Emphasizes knowledge and skill competencies including understanding and application of developmental stages within the consultation process. Special consideration will be given to consultation within the school and mental health settings.

CNS 672 Clinical Psychopathology (3)

Emphasizes current models of abnormality, assessment of mental disorders using the DSM-5 classification system, and treatment approaches for various disorders.

CNS 673 Development and Administration of School Counseling Programs (3)

Investigates the systematic development and administration of K-12 comprehensive school counseling programs. Knowledge and skill competencies emphasized include the understanding and application of program development, implementation, and evaluation. Explores the role and responsibility of the school counselor within the context of the ASCA National Model. Examines ethical and legal responsibilities within these frameworks. Designed with activities which will develop knowledge and skills in college and career planning, as well as in the development of effective classroom guidance lessons.

Prerequisite or concurrent enrollment: CNS 611, CNS 621, CNS 622, CNS 664, CNS 643 (for non-teachers).

Credit for CNS 673 cannot be transferred in.

CNS 678A Capstone in Christian Counseling (1)

Focuses to develop knowledge and skills in the integration of a Christian perspective into one's counseling practice. Explores the importance of an ethical approach when integrating spirituality and religion in counseling. One-day seminar.

CNS 678B Capstone in Christian Counseling (1)

Continuation of CNS 678A. One-day seminar.

Course Descriptions

CNS 680A Internship I (3)

Intensive 300-hour field-based experience in which students will apply counseling knowledge and professional competencies in an approved setting. Possible internship sites may include, but are not limited to schools, colleges, and community agencies.

Prerequisite: CNS 658.

CNS 680B Internship II (3)

Continuation of CNS 680A. Intensive 300-hour field-based experience. During the second semester of Internship, each student is required to take the *Counselor Preparation Comprehensive Examination (CPCE)* as scheduled during this course. This comprehensive exam is needed to complete course requirements and serves as an excellent practice test for the NCE. Repeats may be required depending on chosen concentration.

CNS 680C Internship III (3)

Intensive 300-hour field-based experience for students pursuing a DUAL concentration (Clinical Mental Health and School Counseling) requiring a total of 900 hours of internship.

CNS 683 Mental Health within the Schools (3)

Investigate methodologies used by the school counselor in dealing effectively with elementary and secondary school students whose physical, social, mental, or emotional needs preclude academic achievement. Knowledge and skill competencies emphasized will include early detection, intervention, and referral strategies appropriate for dealing with special populations within the school setting. Relational dynamics among parent, teacher, and agency resources are examined to encourage placement of proactive measures within the system. Designed to engage in activities which develop the knowledge and skills in the development and implementation of small group counseling.

Prerequisites: CNS 641, CNS 673.

Communication (COM)

COM 614 Organizational Communication (4)

Analyze common power structures in organizations and explore models for improving communication across those structures. Discover and apply ways in which you can influence organizational communication practices and articulate organizational vision and mission.

COM 616 Persuasion and Influence (4)

Examine theories of persuasion and influence in the context of public relations and advertising. In addition to evaluating existing campaigns, you will apply strategies derived from theories to propose a low-cost advertising or public relations campaign for an organization.

COM 618 Storytelling and Branding (4)

Understand and practice effective storytelling in professional and corporate presentations. Explain the relationship between story and identity to others, especially as it relates to personal and corporate branding.

COM 624 User Experience (UX) and Audience Analysis (4)

Explore the foundations of UX in design thinking and develop a toolkit for researching and articulating the needs and expectations of users and audiences. These tools are used to construct a proposal for an app or website.

COM 626 Social Media Strategies (4)

Research new and emerging social platforms and develop messaging that leverages the strengths of those platforms in ethical and effective ways. Includes video-conference roundtables with industry leaders.

Course Descriptions

COM 634 Ethical Communication (4)

Examine biblical principles of effective, gracious communication and discuss them in the context of current “hot topics” in political, corporate, cultural, or social discourse. In a series of small case studies, you will consider ways to approach these conversations with civility and compassion.

COM 636 Effective Listening and Feedback (4)

Develop and reinforce interpersonal skills grounded in respect for the experiences and expectations of others. Practice listening with intentionality and constructing feedback that reflects a more nuanced understanding and comprehension. This course requires extensive journaling and reflection.

COM 638 Crisis and Conflict Management (4)

Examine best practices for deescalating conflict, especially under unexpected or stressful conditions. In addition to exploring dispute resolution, you will consider the entire crisis management lifecycle from prevention through recovery. As part of this course, you will develop a crisis communication plan for a specific organization.

Cybersecurity and Data (CYBD)

CPS605 Data Privacy (4)

Introduces the fundamentals of understanding, protecting, and utilizing data effectively through cybersecurity policies related to privacy, security, access, and quality of data on the web. Examines how privacy and governance differ and identifies methods to protect assets and personal identifiable information and avoiding data breaches. Focuses on the four pillars of data governance as essential tools for using data and assets related to privacy.

CPS610 Cloud Computing (4)

Introduces cloud computing through the delivery of ubiquitous, available on-demand network access to computing services contained within a shared pool of configurable secured computing resources. Examines networks, servers, data storage, applications, services, software, analytics, and artificial intelligence. Investigates methods of deploying cloud solutions, test projects, and designing secure networks for cloud deployment. Focuses on security requirements for scheduling, identifying, and assessing storage requirements for cloud deployments.

CPS615 Foundations of Big Data (4)

Introduces methods of collecting, analyzing, and reporting various types of commonly used data by converting raw data into usable information for stakeholders and decision makers. Examines data concepts and environments, data mining, data analysis, visualization, and data governance, quality, control, and using big data for effective decision making. Focuses on data privacy questions essential for risk assessment concerning breaches, evaluation of client access, and incorporation of privacy impact assessments.

Early Childhood (ECE)

ECE 530 Developing Pre-Reading Skills in Infants & Toddlers (3)

Explores theories/research in emergent literacy and beginning reading with an emphasis on infant and toddler literacy skill development. Compares historical perspectives on language acquisition and pre-reading skills. Explores research-based strategies to support language and literacy development with children under the age of three, using a wide variety of children’s literature, poetry, music, creative dramatics, and storytelling.

ECE 565 Early Childhood Social Foundations (3)

Provides comprehensive coverage of the complex socialization process and its effect on the development of children. Requires students to research their own socialization histories and evaluate their development in light of major concepts presented in class. Students evaluate various agencies and resources from research. Findings are formally presented in the form of a professional resource manual.

ECE 566 Early Childhood Growth and Development (3)

The prenatal stages of human development through age eight are the focus of the course. Examines normal and exceptional development of the physical, cognitive, emotional, and social domains of young children (infant, toddler, and Pre-K through age 8) in the contexts of home and group settings. Studies assessment and diagnostic procedures. Some field observations and interactions required.

ECE 616 Early Childhood Policies and Standards (3)

Focuses on policies and regulations specific to early childhood care and educational settings. Covers effective guidance of young children birth through age 8 as individuals and within group settings, government regulations for early childhood programs and personnel, as well as ethical standards for certification of early childhood professionals. An in-depth analysis of selected topics that pertinent to the care and education of young children in child development centers and early childhood school settings.

ECE 620 Effective Behavior Management, Assessment, & Evaluation in Early Childhood Ed. (3)

Focuses on assessing young children's development and the use of appropriate assessment practices in the ECE environment. Examines best practice in assessment and guidance of young children (infants, toddlers, preschool through grade 3) through in-depth research of contemporary theory and methodology. Through a systematic observation experience, students determine the most appropriate method to guide children's behavior. As a result, the practitioner develops strategies and practices to guide young children in developing acceptable and appropriate self-directed behavior as individuals and in group settings. Studies appropriate assessment techniques pertinent to child management and behavior that informs parents and teachers in selecting strategies that lead to approaches for better learning and intervention practices and self-regulation.

ECE 630 Emergent Literacy in Pre-K and Kindergarten (3)

Explores the theories and research in emergent literacy and beginning reading, phonics instruction, and spelling. Compares historical perspectives on language acquisition, beginning reading and writing, and the interrelationship of reading, writing, listening, and various stages of reading and writing, and spelling development, using a wide range of children's literature, poetry, creative dramatics, and storytelling. Uses formal and informal methods of assessment with emphasis on at-risk or struggling readers with particular concern of ELLs.

ECE 662 Infant and Toddler Curriculum and Methods (3)

Analyzes how to purposefully incorporate NAEYC Developmentally Appropriate Practice and Michigan's Early Childhood Standards of Quality for Infants and Toddler Programs with a focus on developmentally appropriate math, science, and social studies concepts. Emphasizes hands-on, play-based lessons and strategies to guide student thinking. Candidates develop a week-long Infant/Toddler Activity Plan and document complete descriptions of the activities (including materials and teacher and student expectations), how each activity meets the Michigan Early Childhood Standards of Quality for Infants and Toddler programs, and how Core Teaching Practices (CTPs) are being integrated into the activities. Includes a 15-hour clinical experience in an infant and/or toddler setting.

ECE 664 Pre-K and Kindergarten Curriculum and Methods (3)

Explores Michigan's Early Childhood Standards of Quality for Prekindergarten and the Michigan Kindergarten Standards for Mathematics, Science, and Social Studies through curriculum exploration and evaluation, lesson planning, and clinical-based teaching. Candidates fully develop three comprehensive lesson plans aligned to Michigan standards, with Core Teaching Practices identified within the lessons. Includes a 15-hour clinical experience in a prekindergarten and/or kindergarten setting in which lessons will be implemented and evaluated with the Charlotte Danielson Teacher Evaluation Framework and the Educator Disposition Assessment.

ECE 668 Young Children with Special Needs (3)

Students will become familiar with the characteristics of young children (birth to eight years) displaying special needs and with techniques for nurturing their development and interacting with parents. Includes practice in observation and interaction, introduction to initial screening procedures and service provisions, planning, and implementation of appropriate activities. Students will address Special Education history,

Course Descriptions

theory, models, and laws pertaining to young children, as well as inclusive curricular, assessment, and family approaches, teaming, and collaboration and managing challenging behavior.

ECE 678 Intervention Strategies for Young Children with Developmental Delays (3)

Study the theories and implications of formal assessment in early childhood, examine the procedures for initiating and developing formal reporting assessment documents such as IEP, IAP, and IFSP, and develop the essential dispositions and skills to foster positive, respectful relationships with children and caregivers when discussing assessment results. Includes creating and practicing strategies to remediate diagnosed special needs at the appropriate age and developmental level, creating an appropriate transition plan, and exploring the role of technology in providing student services. An appropriate, researched transition plan will be employed, supporting the goals outlined through the IFSP or IEP created in collaboration with caregivers and various stakeholders.

Prerequisite: ECE 668.

ECE 685 Student Teaching Internship in Early Childhood (3)

Provides opportunities to synthesize and apply learning from previous ECE courses within realistic, planned professional contexts under the guidance and mentorship of a classroom teacher with the appropriate certification and University supervisor. Experiences include, but are not limited to, directed observations, conferences, small group instruction, whole class instruction, individualized instruction, and assessment within the inclusive childcare/classroom setting. Requires a minimum of 8 weeks/180 clock hours of site-based work.

Prerequisite: All other coursework in program.

Education (EDU)

EDU 503 Advanced Instructional Strategies (3)

Focuses on the development of teaching skills and strategies based on elements documented in effective teaching research. Students also investigate the impact of legislation on education. Students create plans to apply various techniques and strategies studied to address the needs of their own students.

EDU 530 Values, Ethics, and Worldview (3)

Studies the historical influence of Christianity on values and ethics in contemporary society in the U.S. Provides a foundation for and an understanding of the effects of a Christian worldview. Ethical dilemmas for teachers and students are explored.

EDU 571 Impact of Trauma on Student Cognition (3)

Prepares professionals to create a trauma-informed classroom by understanding how trauma affects learning and how to provide proactive support for learners who have experienced trauma or are at-risk.

EDU 572 Building Resilience-Focused Schools (3)

Assessment of students and development of trauma-informed, resilience-focused behavior-support plans based upon individualized needs, including partnerships with family and community resources. Focuses on the Private Logic concept and the Circle of Courage model.

EDU 573 Strategies for Healing and Resiliency (3)

Strategies to engage at-risk and traumatized students in new experiences to heal trauma, provide hope, and restore and nurture resilience. Includes exploration of the brain science of resilience and evidence-based SITCAP model programs.

EDU 574 Skills for Emotional Regulation (2)

Application of psychophysiology of trauma, stress, and resilience in interactions with students. Examines mind-body practices, including breath work, mindfulness, movement, focused awareness, compassion, connection, guided imagery, and expressive arts.

Course Descriptions

EDU 575 Self-Care for Educators (3)

Highlights essential self-care strategies for all professionals who work with at-risk and traumatized students. Includes strategies to develop self-awareness, identify strengths, create resilient habits, and develop a defined plan of self-care.

EDU 584 Emotional Intelligence (1)

Explores the five main components of emotional intelligence: self-awareness, self-regulation, motivation, empathy, and social skills. Students will complete a self-assessment, measuring their own emotional intelligence capacities. Examines the impact of emotional intelligence on institutions and organizations.

EDU 615 Leadership Vision (3)

Explores the promotion of current and future success and well-being of each student and adult in a school. Done through the identification of personal and institutional beliefs, and values using a process for development and commitment to the school's mission, vision, and ultimately the process for continuous improvement.

EDU620 Leadership in Instruction and Assessment (3)

Explore culturally responsible responsiveness and data analysis leading to specific and equitable support through professional learning. develops the understanding of coherent systems of curriculum, effective and technology rich instruction.

EDU 624 Elementary and Middle School Reading (3)

For pre-K through 6th-grade teachers. Includes field experiences in the diagnosis and remediation of reading disabilities and provides the educator opportunity to engage with one reader to discover student strengths and needs and develop a case study. Includes interest inventories, English language learning screening, visual and auditory discrimination tools, language expression and processing screening, phonemics, phonics, vocabulary, fluency, comprehension, spelling and writing assessment tools, and instructional strategies. Explores current models of reading assessment and support, as well as classroom applications designed to develop effective reading skills and dispositions, including differentiated instruction in response to student needs. For elementary certificate holders, satisfies the Michigan Department of Education reading requirement for professional certificates issued after July 1, 2009, per 2007 PA 32, MCL 380.1531(4).

EDU 625 Secondary Reading (3)

For 6th-12th grade teachers. Investigates issues in secondary reading and skill development. Focuses include differentiated instruction, interest inventories, fluency, comprehension, spelling and writing assessment tools, and instructional strategies. Explores skills and complexities of the reading process through classroom field experiences. Investigates a variety of instructional techniques to facilitate the development of effective readers and learners. Emphasizes practical research-based classroom applications. For secondary certificate holders, satisfies the Michigan Department of Education reading requirement for new professional certificates issued after July 1, 2009, per 2007 PA 32, MCL 380.1531(4) (previously PA118).

EDU 630 Leadership in Resource Management (3)

Provides meaningful opportunities to better understand the connections between School Law as it relates to the operation of schools. Places emphasis on the development of a school budget, and a public relations project as key components relate to Educational Leaders.

EDU 635 Leadership Collaboration (3)

Addresses external leadership by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources. Accomplished through the creation of an experience log, continued development of the leadership plan, and completion of the standards grid.

Course Descriptions

EDU 640 Research Methods (3)

Examines research approaches to learn more about questions in education. Students acquire a broad understanding of the research process, including the ability to read and understand educational research, and the ability to critique methods and findings of selected research. Teacher-researchers identify their personal action research focus, craft research questions, and create a research plan. Students review related literature and draft a literature review.

EDU 642 Leadership Ethics (3)

Cultivates knowledge, professional dispositions, and performances in the areas of ethics, fairness, and professional norms for the success of students.

EDU 645 Action Research Project (3)

Teacher-researchers present, fine-tune, and implement their action research projects. Students conduct data collection, analysis, and interpretations leading to recommendations for action based on findings. An abstract, methodology, figures, and findings for the action research project are produced. Students report their action research project via a formal academic presentation to a professional audience. Students put action research in context, exploring paradigms, theories, and the transformative nature of teacher research.

EDU 646 Leadership in Professional Development and Teacher Evaluation (3)

Places emphasis on program evaluation for its culturally responsive approaches toward meeting the needs of each student. Develop skills in researching and comprehension of the laws surrounding equity for all.

EDU 660 Leadership in Involvement and Advocacy (3)

Explores the current and future success and well-being of each student and adult through practices surrounding hiring and retaining staff, evaluation practices, and providing collaborative support to build capacity.

EDU 680A Leadership Internship I (2)

Provides the internship experience through real-life school experience and exposure. Opportunity for 240 hours of leadership activities within various school environments. Students will be guided through this course by an established educational mentor. This course may be taken as a course embedded into the previous courses or may be taken as a stand-alone course.

EDU 680B Leadership Internship II (2)

Continuation of internship experience from EDU 680A.

EDU 680C Leadership Internship III (2)

Continuation of internship experience from EDU 680B and completion of this capstone course.

Business Administration (MBA)

MBA 607 International Business with NYC trip (4)

Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, and conference environment papers and group presentations. As a part of the MBA 607 courses, students attend an International Business Summit as a part of a four-day trip to New York City. The university covers the costs of accommodations (i.e. hotel, food) to participate in the summit. Students are responsible for travel arrangements and expenses.

MBA 607A International Business without NYC trip (4)

Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in

Course Descriptions

business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, and conference environment individual presentations, peer reviews, and critiques.

MBA 617 Leadership in Business (4)

Introduces students to leadership in business administration as a foundation for effective management of the organization. Explores leadership from the perspective of the practicing manager and focuses on individual, group, and organizational leadership. Covers the nature of leadership, leading change, leadership effectiveness, leadership development, and traditional and emerging leadership theories. Special emphasis is placed upon self-leadership and professional leadership assessment of personal strengths and weaknesses in handling specific managerial issues and responsibilities.

MBA 622 Statistics for Business Managers (4)

Introduces students to data driven decision making using a statistical thinking framework. Emphasis placed upon the use of statistical data for identifying, understanding, interpreting, and solving business scenarios and issues. Develops skills necessary to identify business problems, collect data following appropriate protocols and methods, and analyze data using statistical techniques.

MBA 631 Accounting for Managers (4)

Introduces students to the fundamental concepts and principles of accounting as a discipline to support managerial decision making in businesses. Examines the use of information for data-driven decision making including organizational level performance measurements. Covers financial ratio calculations and analysis, preparation of financial statements, taxes, accounting liquidity, contribution margin, budgeting, and auditing issues.

MBA 641 Trends in Healthcare Administration and Management (4)

Addresses contemporary issues in the field of healthcare and the factors influencing the structure, delivery, and financing within health care systems. Examines the roles of various health care institutions and professional groups providing health services. Covers emerging trends that impact healthcare in the U.S. as well as leadership challenges associated with healthcare administration. Special emphasis on making informed decisions related to healthcare administration and management topics that concern modern healthcare administrators.

MBA 642 Managerial Finance in Healthcare (4)

Examines the fundamentals of financial management in the healthcare sectors. Prepares non-financial healthcare professionals with skills necessary to manage and control costs while simultaneously investing resources in strategic opportunities. Focuses on the use of financial analysis techniques, financial reasoning, and financial tools for effective decision making and planning in a healthcare setting. Special emphasis on financial liquidity, solvency, and measuring efficiency of healthcare organizations using key ratio information.

MBA 643 Managing Quality in Healthcare (4)

Identifies the principles of quality improvement necessary for creating a quality culture in healthcare. Examines tools and methods of planning and implementing quality improvement initiatives in healthcare. Addresses both clinical improvements related to the delivery of quality patient care and process improvements related to the processes necessary in supporting the delivery of quality patient care. Special emphasis on methodology for improving quality in healthcare organizations, process improvement tools and measurement systems, Six Sigma, lean management techniques, and medical informatics.

MBA 647 Workplace Learning and Professional Development (4)

Explores the major issues relevant to workplace learning and development. Develops skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on

Course Descriptions

the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

MBA 648 Human Resource Development (4)

Explores major issues of managing human resources. Develops skill in assessing human resource needs for career development and organizational effectiveness. Covers principles of adult learning through designing practical applications in diverse work settings. Special emphasis on current topics in the field of human resource development, including the assessment, design, implementation, and evaluation of human resource development programs; personal, professional, and organizational development; and application of human resource development in diverse contexts. Various types of training programs will be examined, including onboarding, skills and technical, performance management, employee wellness, career management, organization and management development, and diversity.

MBA 651 Management of Organizational Behavior (4)

Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.

MBA 654 Strategic Planning and Management (4)

Introduces the concepts of strategic planning and management and considers the vision, mission, and goals of organizations. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

MBA 657 Strategic Leadership (4)

Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skill, styles, and characteristics and the influence on the strategic leadership of organizations.

MBA 658 Organizational Consulting (4)

Examines of best consulting practices for internal and external change agents. Explores consulting practices such as contracting, assessment and diagnosis, data collection, feedback techniques, implementation of planned change initiatives, resistance to change and other psychodynamics in the organization related to change. Emphasizes the collaborative consulting approach and the collaborative consulting cycle as well as change management models and effective change management consulting techniques.

MBA 661 Marketing for Managers (4)

Introduces the principles of service and stewardship through marketing management. Focuses on developing an understanding of the role of markets and marketing from an economic thinking perspective including an analysis of product markets and developing marketing strategies that will provide sustainable competitive advantage. Special emphasis is placed upon the integration of concepts, principles, and techniques of marketing through application within client organizations. Topics include customer value and satisfaction, market research and surveys, marketing segmentation differentiation, positioning, and the development and execution of marketing plans.

Management (MML)

MML 610 Leadership for Personal and Professional Success (4)

Introduces students to self-leadership and the psychology of self-motivation as a foundation for personal and professional leadership development. Explores the importance of self-awareness, self-responsibility, self-regulation, and self-influence to achieve personal and professional effectiveness. Special emphasis is placed upon positive attitudes, proactivity, self-efficacy, empowerment, mental and behavioral strategies, and authenticity.

MML 611 Introduction to Contemporary Management Issues (4)

Introduces students to the professional field of management and management issues in contemporary organizations. Covers essential topics such as organizational design, structure, and processes as well as complexities within organizational life such as power, politics, conflict, ethics, and decision making. Special emphasis is placed upon sense-making, coaching, knowledge creation, and learning in organizations.

MML 614 Foundations of Organizational Leadership (4)

Introduces the concepts, theories, practices, and fundamental principles of leadership within work and organizational environments. Provides practical strategies for developing the knowledge and skills necessary for effectively serving in the leader role in an organizational setting.

MML 615 Organizational Change Management (4)

Introduces students to theories, processes, and practices related to change using creativity and innovation within the work environment to enhance organizational effectiveness. Provides students with practical models and techniques useful for managing planned as well as emergent change. Examines personal and organizational management approaches for overcoming resistance and facilitating positive organizational change. Develops skills for designing, implementing, and managing strategic change and transformation in organizations to foster resulting change in collective behavior.

MML 618 Organizational Behavior: Leading People (4)

Introduces students to the foundational aspects of organizational behavior through the examination of workplace issues. Covers the influence of diversity and individual differences, the impact of emotions, attitudes, and stress, perceptions, conflict, leadership, and change on organizational behavior within organizations. Special emphasis is placed on developing skills necessary for leading people and fostering an environment of positive organizational behavior.

MML 619 Managing the Organization: Culture and Strategy Issues (4)

Introduces students to the culture of an organization as the system of shared values, beliefs, and assumptions that govern the development of attitudes, formation of intentions, and behaviors in organizations. Examines how the culture and strategy of an organization influences organizational effectiveness and performance.

MML 622 Groups, Teams and Motivation: Leading Organizations (4)

Examines management and motivation of individuals within groups and teams. Develops skills necessary for creating and effectively managing groups and teams. Covers job design in groups and teams, group and team development, conflict management, team building, decision making in groups and teams, and approaches for improving productivity and organizational effectiveness.

MML 623 Applied Managerial Research (4)

Introduces students to theoretical, philosophical, and practical insights regarding management and business research. Covers writing research proposals, reviewing literature, addressing ethical issues in research, designing research, and communicating research findings.

MML 645 Project Management for Leaders (4)

Students will be introduced to contemporary project management methods and tools. Explores the history of project management, current trends in project management, and software uses in the process of project management. Special emphasis is placed on the examination of best practices for organizing, leading, planning, and implementing projects.

Nursing (NUR)

NUR 060 Graduate Online Orientation (0)

Topics covered include an introduction and overview of online learning, expectations, and tools that online students encounter. This course explores SAU online's learning management system (LMS), principles of online learning, including student expectations, characteristics related to successful online learning, and an overview of SAUonline courses – their structure, typical learning activities, and interactions.

NUR 510 Moral and Ethical Decision Making (3)

Provides a meta-cognitive foundational approach to advanced nursing practice in the contemporary world. It explores worldview presuppositions, with an emphasis on a Christian perspective and development of a consistent, conscious framework for making ethical choices.

NUR 522 Theoretical Perspectives for Advanced Practice (3)

Promotes examination, analysis, and synthesis of a variety of conceptual frameworks, models, and theories that provide a foundation for research and applied practice in nursing. Philosophical ideation, beliefs, scope, and assumptions of select theories and models will be explored.

NUR 532 Role Development and Leadership (3)

Focuses on understanding the professional role of the advanced professional nurse. The processes associated with role development, socialization, and effective collaboration with diverse interdisciplinary partnerships will be examined. Practical leadership roles will be identified and interpreted in a nursing practice context.

NUR 551 Applied Research Methods (3)

Focuses on the significance of research to the development of a profession and the practical application of evidence-based research to improve practice. Emphasis will be placed on data collection, analysis, and interpretation of clinical research in designing an evidence-based project, preparing the student to use translational science in clinical decision making to improve patient outcomes. Specific aspects of the research process, quantitative and qualitative research, and systematic reviews will be studied.

NUR 602 Advanced Health Assessment Across the Lifespan (3)

Focuses on advanced health/physical assessment of the client where the client is defined as the individual and includes the individual's context within the family and/or community. The course also emphasizes comprehensive history, physical/psychological assessment, pathophysiology, and health promotion needs assessment across the lifespan.

Prerequisites: NUR 510, NUR 522, NUR 532, NUR 551.

Corequisite: NUR 602R.

NUR 602R MSN Residency (0)

Residency is a 3-4-day on-campus synchronous experience that builds on the content in NUR 602. It provides an opportunity for students to practice and check-off on advanced practice skills, including a comprehensive head-to-toe assessment. During the residency, instructors are available to answer questions and assist with skill development. Students will participate in discussion, hands-on skills activities, and lecture sessions. Even though this course is a zero-credit course, successful completion of this course is required as a prerequisite to track-specific courses and is required for completion of the MSN degree. May be repeated one time as needed with payment of a course fee.

Corequisite: NUR 602.

Course Descriptions

NUR 610 Foundation of Post-Graduate Nursing (1)

Explores the foundation of post-graduate education and its basis in a Biblical worldview and the SAU Concept. Students will explore the role of the advanced nurse professional and prepare for attainment of enhanced knowledge and skills for post-graduate practice.

NUR 612 Advanced Pathophysiology Across the Lifespan (3)

Provides advanced knowledge and clinical application of normal and pathophysiologic mechanisms related to altered health status and disease processes for populations across the lifespan.

NUR 618 Advanced Pharmacology Across the Lifespan (3)

Provides the master's prepared nurse with the knowledge and skills necessary to assess and integrate pharmacologic agents, alternatives to pharmacological interventions, and therapeutic modalities across the lifespan in the advanced practice of nursing.

NUR 625 Educational Theory and Curriculum Design (3)

Familiarizes the student with education theory and philosophy, teaching and learning styles, examples of curriculum design, the process of lesson development, assessment and evaluation, curriculum/program development and scholarship in nursing education.

NUR 632 Adult Health Promotion and Disease Prevention (3)

Prepares the student to apply evidence-based principles of wellness, disease prevention, and health risk in individuals, families, communities, and aggregate/clinical populations.

NUR 633 Health Promotion across the Lifespan (3)

Prepares the advanced-practice nurse (APRN) to apply theoretical and current research concerning health promotion and disease prevention to clinical practice with individuals, including families, communities and special populations, from a Christian perspective. The student will explore the transformative effect of compassion and caring in facilitating healthful behavior change by applying culturally appropriate communication skills adapted to the individual's cognitive, developmental, physical, mental and behavioral health status. Review of the patterns and variations of human growth and development will inform the student's exploration into the impact of the family on the health of the individual across the lifespan. Evidence based health promoting strategies and modalities will be analyzed. Students apply the knowledge, skills, and competencies that are the essential to the promotion and maintenance of health, both as an independent provider and within a multidisciplinary team. The student will gain an understanding of their many roles as an advanced practice nurse in health promotion at an individual level and at a population level and the importance that the profession faces in advocating for preventive medicine and patient empowerment.

NUR 635 Instructional Strategies (3)

Investigate the selection and application of instructional strategies for traditional and online learning environments. A variety of approaches for learning experiences in higher education, professional/staff development, and community programs for individuals or groups will be used.

NUR 642 Chronic Disease and Complex Problems in Older Adults (3)

Focuses on management of chronic disease and complex care needs of older adults. Emphasis will be on case management and interdisciplinary collaboration to arrange and evaluate care for the most health-compromised clients.

NUR 645 Family Systems and Clinical Management of the Child Bearing Family (3)

Prepares the family nurse practitioner student to examine evidence-based principles of nursing care in the context of family and nursing theory, and apply this knowledge to clinical practice within diverse family systems, from a Christian perspective. Students will consider and apply the knowledge, skills, and competencies that are the essential to the holistic management of the child bearing women/family, both as an independent provider and within a multidisciplinary team. Students will focus on the care of healthy ante-partum women and those with health pattern variations that result in at-risk pregnancy. Emphasis is placed on collaborative management of women and families during pregnancy. Concepts focused on

Course Descriptions

promoting wellbeing will be explored with emphasis on family interventions that promote resiliency as well as the health and wellbeing of the family.

NUR 660 Nurse Educator Internship (6)

Individually supervised field experiences in direct care and nursing education settings provide Nurse Educator students opportunities to strengthen their patient care delivery skills to the Master's level and to integrate advanced nursing practice, and nursing and adult learning theory with practical teaching situations. Students will also complete an evidence-based practice project proposal during this course.

Prerequisites: *NUR 551, NUR 602, NUR 612, NUR 618, NUR 625 and NUR 635.*

NUR 680 Clinical Practicum (total of 8-10) taken 3 times for 2 or 4 credit hours each.

Focuses on application of nursing theory, pathophysiologic and epidemiological concepts and exploration of nursing therapies, skills and techniques essential to the provision of primary health care. The clinical practicum is arranged with a local preceptor (either a certified NP, physician, or PA) with the approval of the program faculty. Students have regular contact with SAU clinical faculty, who also provide oversight of the preceptor-led experience.

Prerequisites: *NUR 612, NUR 618, NUR 602 and NUR 602R.*

NUR 681 Integration of Evidence for Advanced Practice (3)

Examine the evidence base for resolving a current health problem, design, and evaluate a project specific to their practice setting. Students will utilize evidence-based practice skills learned earlier in the program.

Prerequisites: *NUR 551.*

NUR 683 Health Policy (3)

Focuses on knowledge and application of policy issues associated with health care that promotes dignity, respect, and justice. Students will explore policy development and financing of delivery systems; critique economic, legal and political factors related to healthcare delivery, influence on structure, financing, practice, outcomes; examine effect of legal, regulatory processes, care delivery, outcomes; and develop advocacy approaches.

NUR 685 Advanced Practice in Primary Care I (3)

Focuses on the delivery of advanced nursing care with the knowledge and skills essential for comprehensive health assessments, analysis of data, formulation of diagnoses, development of therapeutic plans, and implementation of preventative care, health promotion, and maintenance activities for diverse adult clients.

NUR 686 Advanced Practice in Primary Care II (3)

Prepares the skills to function as an advanced practice nurse in addressing chronic and complex alterations in health experienced by the older adult. Gerontology concepts will be applied in meeting the biological, psychosocial, mental, and spiritual needs of the older adult. Students will combine history taking, physical examination techniques, and diagnostic interpretation with problem-solving and clinical strategies.

NUR 687 - Advanced Practice in Primary Care III (3)

Prepares to provide evidence-based primary health care to infants, children in families from a Christian perspective. Using a holistic approach, students examine the scientific basis of common health problems and factors influencing nursing management of these problems. Relevant nursing interventions for common health problems of children in families are explored, as are the responses and adaptations of the child and family to common health problems. Consider and apply the knowledge, skills, and competencies that are essential to the holistic management of children and families, both as an independent provider and within a multidisciplinary team. Combine history taking, physical examination techniques, and diagnostic interpretation with problem-solving and clinical strategies.

NUR 693 Population Health (3)

Prepares with acquired skills and knowledge necessary to provide population-based care that promotes health, reduces the risk of chronic illness, and prevents disease. Applies and integrates broad, organizational, patient-centered, and culturally responsive concepts based on a variety of theories to

Course Descriptions

design and deliver (planning, management, and evaluation) evidence-based clinical prevention and population care to individuals, families, communities, and aggregates/clinical populations nationally and globally.

NUR 702 Advanced Pediatric Physical Assessment and Pharmacotherapeutics (3)

Focuses on advanced comprehensive health/physical assessment and pharmacotherapeutics for the infant, child, and adolescent in the context of their family. Prepares to complete comprehensive history, physical/psychological and health promotion needs assessments, and integrate pediatric pharmacology knowledge and skills necessary to assess, appropriately select, calculate, and integrate pharmacologic agents, and therapeutic modalities in the pediatric population.

NUR 703 Advanced Primary Care of Infants, Children, Adolescents, and their Families I (3)

Prepares to address the primary healthcare needs of infants, children, adolescents, and their families. Focuses is on normal growth and development, health promotion, health maintenance, and health care management for children from birth through adolescence within the context of their family

NUR 704 Advanced Primary Care of Infants, Children, Adolescents, and their Families II (3)

Builds on the nursing management of pediatric primary healthcare needs in the context of normal growth and development, health promotion, health maintenance, and health care management for children from birth through adolescence. Focuses is on nursing management of primary healthcare needs for the assessment, diagnosis, and treatment of common health problems and acute illnesses of infants, children, and adolescents in the context of their families.

NUR 705 Advanced Primary Care of Infants, Children, Adolescents, and their Families III (3)

Builds on the nursing management of pediatric primary healthcare needs in the context of normal growth and development, health promotion, health maintenance, and health care management of common health problems and acute illness for children from birth through adolescence. Focus is on nursing management through assessment, diagnosis, and treatment including collaboration with appropriate pediatric specialists, for infants, children, and adolescents experiencing complex, chronic and/or disabling life-long processes and their families.

NUR 712: Neurobiology and Psychopathology (3)

Builds on knowledge of anatomy, physiology, and pathophysiology, providing a rigorous examination of neurobiology as it relates to mental health disorders across the lifespan. Explore the relationship between neurobiology and psychopathology, examining epidemiology and etiology of select mental health disorders. Emphasis will be placed on genetics, development, and trauma as they relate to neurobiology and psychopathology. This course introduces the students to mental health assessment strategies that are sensitive to the psychosocial needs of mental health clients.

NUR 713: Psychopharmacology (3)

Builds on knowledge of neurobiology and psychopathology, applying evidence-based principles and best practices related to psychopharmacology to treat psychiatric mental health disorders across the lifespan. Gain advanced knowledge about pharmacodynamics, pharmacokinetics, neuro-pharmacological mechanisms, risks, benefits, and adverse effects of psychotropic medications. Focus will be on examination and application of neuropsychopharmacology and diagnostic reasoning with a focus on co-morbid physical and mental health conditions commonly seen in psychiatric/mental health settings. Integration of psychotherapeutic interventions in treatment planning of psychiatric mental health symptoms and disorders will be explored.

Prerequisite: NUR 712.

NUR 714: Advanced Practice in Psychiatric Mental Health I: Adults (3)

Focuses on developing advanced knowledge and skills required to assess, diagnose, and interpret appropriate screening tools, laboratory tests, and behavioral assessments related to mental health disorders affecting adults and older adults. This course examines major adult disorders; looking at epidemiology, health and mental health promotion and prevention, risk factors, taxonomy, cultural factors, assessment issues specific to adults and older adults, use of rating scales, as well as evidence-based

Course Descriptions

adult- specific treatments. Individual therapy, cognitive-behavioral therapy, psychopharmacological interventions, trauma-based interventions, and combinations of these treatments will all be emphasized. Students will develop treatment plans to address the psychiatric mental health disorders affecting this population.

Prerequisite: *NUR 713.*

NUR 715: Advanced Practice in Psychiatric Mental Health II: Children/Adolescents/Young Adults (3)

Focuses on developing advanced knowledge and skills required to assess, diagnose, and interpret appropriate screening tools, laboratory tests, and behavioral assessments related to mental health disorders affecting children, adolescents, and young adults. This course examines major childhood disorders; looking at epidemiology, health and mental health promotion and prevention, risk factors, taxonomy, cultural factors, assessment issues specific to children, adolescents, and young adults, use of rating scales, as well as evidence-based child and adolescent specific treatments. Individual therapy, cognitive-behavioral therapy, family-based interventions, psychopharmacological interventions, trauma-based interventions, and combinations of these treatments will all be presented. Students will develop treatment plans to address the psychiatric mental health disorders affecting this population.

Prerequisites: *NUR 714.*

NUR 780K PNP Clinical Practicum (8) taken twice for 4 credit hours each

Focuses on application of nursing theory, pathophysiological and epidemiological concepts and exploration of nursing therapies, skills and techniques essential to the provision of primary healthcare for infants, children, and adolescents in the context of their families. Clinical experiences focus on normal growth and development, health promotion, anticipatory guidance, management of common health issues, acute illness, complex chronic, and/or disabling life-long processes for infants, children, and adolescents in the context of their families. Working with clinical preceptors, within the pediatric nurse practitioner scope of practice, the pediatric nurse practitioner student assumes a more autonomous role in physical assessment, determining pathophysiological processes, interpreting diagnostic findings (subjective and objective), initiating pharmacotherapeutic and non-pharmacologic therapies, providing patient and parent teaching, and developing health promotion and disease prevention strategies for infants, children, and adolescents.

Prerequisite: *NUR 702.*

NUR 780M PMHNP Clinical Practicum (8) taken twice for 4 credit hours each

Builds on previous knowledge and practice of care of individuals and families, evidence-based practice for the advanced practice nurse, and theoretical application of care for the psychiatric mental health population across the lifespan. Health promotion, health protection, health maintenance, health restoration, and disease prevention at the individual and family level are emphasized. Engaged in mastering competencies introduced, practiced, and evaluated progressively over the clinical experience. Students will work closely with a clinical preceptor and nursing faculty to gain experience in assessment, primary prevention, and intervention with populations with mental illness or at risk for mental illness, developing, implementing, and evaluating psychiatric mental health care across the lifespan. Application of legal, ethical, and policy issues for the psychiatric mental health population will be addressed throughout the course. Plan to engage different clinical placements over the course to gain a wide variety of clinical experiences.

Prerequisite: *NUR 714.*

NUR 781: Integration of Evidence for Advanced clinical Practice (3)

Provides a focused application of knowledge and skills for the NP student regarding evidence-based practice (EBP). Students will translate evidence to clinical practice based on a problem/need related to their specialty through the development of an EBP project proposal.

NUR 810 DNP Project I: Premise Development (1)

Introduces the DNP project and the knowledge and skills necessary to complete an original work of scholarship at the doctoral level. Students will develop a project premise based on a clinical or practice problem of their choice. Students will develop research questions and a problem statement, with a summary of their plans for a DNP project. Aspects of this course will be completed during the on-campus

Course Descriptions

orientation. Approval for each step in the DNP project process must be obtained before moving on to the next step in the DNP project process. Each DNP Project course will run for the entire semester, concurrent with other courses in that semester.

NUR 812 Principles of Science and Faith in Nursing (3)

Provides application of the foundations of the Christian worldview to faith and science in health care. An understanding of faith as it relates to scientific principles will be explored while engaging in the development of the highest level of advanced nursing care for quality outcomes across the lifespan in diverse populations.

NUR 814 Research and Analytical Methods for EBP (3)

Provides opportunity to build on master's level knowledge to synthesize and evaluate evidence at the doctoral level. Students will apply statistical and research methods for effective translation of evidence to clinical practice through critical analysis of literature, appraisal of clinical practice, and dissemination of findings.

Prerequisite: *NUR 812.*

NUR 816 Science and Theory Integration to Practice (3)

Examine the scientific and theoretical underpinnings for advanced nursing practice. Students will integrate concepts from the social and natural sciences including human biology, genomics, the science of therapeutics, the psychosocial sciences, as well as the science of complex organizational structures. Philosophical, ethical, and historical issues, integral to the development of science, will be applied to assignments within the course. Consider how nursing theory and theories from other disciplines impact practice and the development of new knowledge to provide advances in foundational and nursing sciences.

Prerequisite: *NUR 814.*

NUR 820 DNP Project II: Proposal Development (1)

Provides an opportunity to develop a DNP project proposal for the purpose of translating and integrating evidence to change practice environments and/or the delivery of care. Be guided by faculty to develop a scholarly, detailed plan to implement their original investigative study of a clinically relevant problem or question to the DNP role.

Prerequisite: *NUR 810.*

NUR 822 Translational Research in EBP (3)

Provides an opportunity to apply research knowledge and skills to the translation of evidence to practice. Students will synthesize literature to solve problems and influence practice. Focus will be on ethical considerations and application of the Christian worldview with regard to healthcare research. Examine the leadership role as it applies to translating current evidence to practice for improvement of aggregate, systems, and organizational outcomes.

Prerequisite: *NUR 816.*

NUR 824 Informatics and Patient Care Technology to Improve Outcomes (3)

Prepares to explore leadership skills used in evaluating and implementing healthcare technology. Focus will be on current healthcare technologies and their impact on health outcomes, management of individual and aggregate data, and care systems. Analyze the legal and ethical implications of distance health care, web-based patient education, and other technologies to support and improve patient care.

Prerequisite: *NUR 822.*

NUR 826 Clinical Prevention for Improved Global Health (3)

Using epidemiological methodologies, will examine the distribution and etiology of disease as they pertain to health-related conditions in resource-poor and marginalized communities. Will investigate select global problems, such as infectious disease, bioterrorism attacks, and emergency/disaster preparedness gaining new perspectives about concepts of global health and cultural diversity and sensitivity to improve health outcomes.

Prerequisite: *NUR 824.*

Course Descriptions

NUR 830 DNP Project III: Proposal Approval and Project Implementation (2)

Will obtain proposal approval from the DNP project committee, the SAU IRB, and IRB approval from facilities where research is being conducted, if required. Once project proposal approval has been gained, students will implement the DNP project.

Prerequisite: *NUR 820.*

NUR 832 Strategic Organizational and Systems Leadership (3)

Provides an opportunity for students to examine operational and organizational leadership principles. Through application of organizational and systems theories, students will engage in strategic decision-making for establishing and managing healthcare environments. Focus will also be placed on providing Christ-centered leadership for quality of organization and health outcomes.

Prerequisite: *NUR 826.*

NUR 834 Interdisciplinary Leadership for Improved Population Health (3)

Provides a strategic view of population health management to implement evidence-based strategies for health promotion, risk reduction, and improved healthcare outcomes for diverse individuals, aggregates, and populations. Explore collaborative efforts with other disciplines to analyze epidemiological, biostatistical, occupational, and environmental health problems and related data. Apply the Christian worldview to develop leadership strategies for clinical prevention and population health services for diverse populations.

Prerequisite: *NUR 832.*

NUR 836 Strategic Leadership for Quality Improvement (3)

Builds on previous knowledge of organization and systems theories and provides an opportunity for students to develop quality improvement initiatives through strategic planning. Apply concepts from strategic planning theories, change management, strategic formation, and leadership principles to develop practice-level or system-wide initiatives to improve the quality of care delivery.

Prerequisite: *NUR 834.*

NUR 840 DNP Project IV: Project Completion and Dissemination (2)

Complete the final stages of their DNP project. They will gain approval for their written report, provide an oral defense of their work, and participate in an on-campus research symposium to disseminate their scholarly work. Will have an opportunity to prepare their projects for submission to a scholarly journal, present their work at a local or national conference, or apply other methods for further dissemination as desired.

Prerequisite: *NUR 830.*

NUR 842 Health Care Policy, Regulation, and Financial Management (3)

Prepares to critically analyze the relationship between healthcare legislation, financial regulation, and strategic planning. Will integrate elements of the Christian worldview to the development of healthcare policy and evaluation of healthcare resources for positive health outcomes at the institutional, local, state, regional, federal, and international levels.

Prerequisite: *NUR 836.*

NUR 880 Practicum (1 Credit -3 semesters) (3)

Provides opportunity to complete additional practicum hours to fulfill the 1,000-hour requirement of the DNP. This course is a faculty-led clinical immersion where students can build and assimilate knowledge for advanced practice at a high level of complexity.

Reading (RDG)

RDG 628 Teaching Writing (3)

Investigate writing development and applications across the curriculum as they design, facilitate, and assess writing experiences and assignments in all subjects. Develop methods and materials for writing process approaches, investigate instructional strategies for teaching genre and writing conventions, and explore the implications of standardized testing for writing instruction. Course focuses include workshop approaches, current research, experiential learning, and classroom applications of research and theory.

RDG 656 English Language Learners (3)

An overview of the role of language and cultural identity on English language acquisition. Explores current research in best practices for teaching reading and writing to English Language Learners. Use a case study to investigate issues, strategies, and programs designed to assist English Language Learners.

RDG 678 Children and Young Adult Literature (3)

A study of literature and its uses for K-12 students, including the most recently published materials, the role of children and young adult literature in developing literacy, standards for selection and evaluation of materials, and strategies for involving students in particular types of literature. Apply criteria for selecting and evaluating literature from a historical perspective and in conjunction with critical theory. Investigate research in the field and explore strategies to incorporate literature (including multicultural literature) into the curriculum in all subjects.

RDG 680 Content Area Literacies (3)

Addresses reading and writing processes and pedagogy, genre study, elements of effective oral and written communication, and the integrated nature of literacy skills instruction and use across the curriculum. Explores issues of motivation, developmental needs, and literacy teaching strategies.

Special Education (SED)

SED 500 Foundations in Learning Disabilities (3)

An in-depth introduction to the study of learning disabilities and a survey of other areas of disability. Candidates acquire knowledge of educational implications, legal considerations, procedures for identification and placement of students with disabilities, due process and privacy requirements, historical and philosophical background of special education, and the instructional strategies applied in educational settings for individuals with learning disabilities. **Requires 5 clock hours of site-based clinical work in a classroom setting for students with learning disabilities.**

SED 503 Laws and Policies for Special Education (3)

Candidates study the history of special education laws, educational rights, related services, due process, student discipline, and dispute resolution, Section 504 of the Americans with Disabilities Act, and IDEIA compliance. Prepares candidates to effectively communicate the needs and rights of persons with disabilities according to state and federal special education law and to work with families and collaborators of students diagnosed with learning disabilities or ASD.

SED 504 Classroom Management and Behavioral Strategies (3)

Designed to build candidates' skill sets in the principles of individual and group management structures. Candidates develop, implement, and incorporate appropriate behavioral management techniques. Emphasizes strategies in the areas of identification, prevention, and assessment. Candidates identify and research techniques to maintain appropriate academic and social behaviors for constructive, independent learning. **Requires 5 clock hours of site-based clinical work in a classroom setting for students with learning disabilities.**

SED 505 Foundations in Autism Spectrum Disorder (3)

Provides an overview of Autism Spectrum Disorder (ASD) and a survey of other areas of disability. Addresses the process and methods of identification and assessment and the implications of ASD on an individual's life. Introduces current treatments and research with a focus on evidence-based classroom practices for students with ASD. **Requires 5 clock hours of site-based clinical work in a classroom setting for students with ASD.**

SED 509 Human Development for Exceptional Learners (3)

Emphasizes brain development and best strategies to support learning. Key topics include basic anatomy of the brain, critical steps involved in the brain's acquisition and processing of information, memory systems, and the latest research on how the brain processes speech and learning. Investigate best practices for learning acquisition for students with disabilities. Course assignments will be completed according to the area of focus of the candidates' master's degree program.

SED 520 Elementary Curriculum and Methods (3)

This site-based methods course focuses on curriculum, educational methods, and strategies to meet the needs of the student with learning disabilities at the elementary level in all academic areas. Emphasizes techniques for teaching reading, written expression, and mathematics, and instruction in other content areas. Practice designing and teaching unit plans while making individualized considerations for students. Submit video recorded lessons for feedback. **Requires 12 clock hours of site-based clinical work in a classroom setting for students with learning disabilities.** SED 523 will be required for candidates without prior special education certification.

Prerequisite: SED 500.

SED 521 Secondary Curriculum and Methods (3)

This site-based methods course focuses on curriculum, educational methods, and strategies to meet the needs of students with learning disabilities at the secondary level in all academic areas. Provides practice in personal curriculum, transition services, and designing and teaching unit plans while making individualized considerations for students. Submit video recorded lessons for feedback. **Requires 12 clock hours of site-based clinical work in a classroom setting for students with learning disabilities.** SED 523 will be required for candidates without prior special education certification.

Prerequisite: SED 500.

SED 523 Special Education Assessment (3)

Provides instruction in appropriate procedures for the assessment and reporting of students' reading, writing, mathematical, and social skills. Emphasizes assessment methods that lead directly to diagnosing skill deficits and determining current level of functioning, which can be translated into goals, objectives, and statements of progress on students' IEPs. Explores methods of evaluating instructional outcomes so an ongoing instructional plan can be adjusted for students with learning disabilities or ASD.

SED 524 Technology for Special Education (3)

Introduces assistive and instructional technology support for students with disabilities. Exposes uses of technology for individuals with a variety of disabilities. In addition to weekly academic content introductions, candidates will be introduced to a framework for assessing students' abilities, environments, required tasks, and use of assistive tools. Emphasizes proper assessment, informed choices, training and implementation of assistive technology, and progress monitoring according to the impact of assistive technology. **Requires 5 clock hours of site-based clinical work in a classroom setting according to the area of focus of the candidates' master's degree program.**

SED 531 Communication Development and Training (3)

Examines procedures for assessment of communication, language, and speech of students with Autism Spectrum Disorder. Reviews strategies for promoting language and communication skills across various learning environments.

Prerequisite: SED 505.

SED 535 Social Skills and Behavior Strategies (3)

Review the effects of social skills on behavior and learn evidence-based practices for behavioral interventions for students with Autism Spectrum Disorder. Focus on data collection and its role in developing assessments, interventions, and behavior plans. **Requires 5 clock hours of site-based clinical work in a classroom setting for students with ASD.**

Prerequisites: SED 505.

SED 536 Elementary Curriculum and Methods for ASD (3)

This site-based methods course focuses on curriculum, educational methods, and strategies to meet the needs of students with Autism Spectrum Disorder in all academic areas at the elementary level. Research-based practices will be studied and applied to lesson plans and linked to the effective implementation of techniques and strategies according to the instructional curriculum. Submit video recorded lessons for feedback. **Requires 12 clock hours of site-based clinical work in a classroom setting for students with ASD.** SED 523 is required for candidates without prior special education certification.

Prerequisites: SED 505, SED 531.

SED 537 Secondary Curriculum and Methods for ASD (3)

This site-based methods course focuses on curriculum, educational methods, and strategies to meet the needs of students with Autism Spectrum Disorder in all academic areas at the secondary level. Provides practice in personal curriculum, transition services, and designing and teaching unit plans, while making individualized considerations for students with ASD. Submit video recorded lessons for feedback.

Requires 12 clock hours of site-based clinical work in a classroom setting for students with ASD. SED 523 is required for candidates without prior special education certification.

Prerequisites: SED 505, SED 531.

SED 540 Professional Practice through Collaboration (3)

Provides information on identifying and accessing resources for persons with disabilities and instruction in the development of interpersonal skills needed to effectively communicate with collaborative partners: parents, colleagues, and outside agencies. Prepare to work with families and collaborators of students diagnosed with learning disabilities and autism spectrum disorder. **Requires 3 clock hours of site-based clinical work in a classroom setting according to the area of focus of the candidates' master's degree program.**

SED 640 Internship Research Design (3)

Write a research proposal adhering to best practices for human subjects' protections. Proposals introduce their case study student and include a literature review highlighting the selection of an evidence-based practice in academic or behavioral intervention according to the area of focus of the candidates' master's degree program. **Requires placement in a classroom setting according to the area of focus of the candidates' master's degree program.** Corequisite with SED 650 if seeking certification.

Prerequisites: All other coursework in program except SED 645.

SED 645 Internship Action-Research for Exceptional Learners (3)

Develop and implement an action-research plan in a supervised and mentored special education teaching assignment in a K-12 setting. Interns conduct an intervention, collect data, analyze and interpret the data, and discuss recommendations for action based upon their findings. Culminates with master's thesis based on the evidence-based action research project. **Requires placement in a classroom setting according to the area of focus of the candidates' master's degree program.** Corequisite with SED 650 if seeking certification.

Prerequisites: SED 640.

SED 650 Internship Site-Based Experience (2)

Paired with SED 640 and SED 645. Interns are responsible for managing learning activities of students with disabilities while considering the need for a specific, student-centered academic or behavioral intervention as part of their action-research study. Provides observation, assessment, instructional, and management opportunities in the special education classroom under the mentorship of a classroom teacher with the appropriate certification and a University supervisor. **Requires a minimum of 8 weeks and 180 hours of site-based internship work in a classroom according to candidates' degree program.**

Prerequisite: All other coursework in program

Corequisites: SED 640 and 645.

Social Work (SWK)

SWK 510 Social Welfare Policy and Services (3)

Introduces the social work discipline and the specific areas in which social workers practice. Covers various practice settings, the history of social work and social welfare, social welfare policies, the purposes and values that guide social work practice, and the social issues and vulnerable populations with which social work is concerned. Students begin to identify as a professional social worker through personal reflection and class activities.

Course Descriptions

SWK 512 Human Behavior in the Social Environment: Ecological Perspective (3)

Closely examines human behavior across the life span at the generalist level. Students will develop competency in applying theories of biological, social, cultural, psychological, and spiritual development, and what promotes or deters people from achieving health and well-being, to social work practice. Utilizes conceptual frameworks to guide the processes of engagement, assessment, intervention, and evaluation. Advances understanding and application of person-in-environment and the impact of systems on individuals, families, groups, organizations, and communities. **Prerequisite SWK510**

SWK 513 Human Behavior in the Social Environment: The Life Course (3)

Students will develop advanced competency in applying theories of biological, social, cultural, psychological, and spiritual development, and what promotes or deters people from achieving health and well-being, to social work practice. Utilizes conceptual frameworks to guide the processes of engagement, assessment, intervention, and evaluation. Advances understanding and application of person-in-environment and the impact of systems on individuals, families, groups, organizations, and communities. HBSE: The Life Course covers Pregnancy and Birth, Infancy, Childhood, Adolescence, Young Adulthood, Middle Adulthood, and Later Adulthood. **Prerequisite SWK510**

SWK 515 Culturally Responsive Social Work Practice (1)

Covers cultural norms for varying people groups and applies skills in working with individuals, groups, families, communities, and organizations from diverse cultures, as well as the history of oppression. Students will gain competence in advocating social work practices that enhance human rights and ensure dignity and respect for all peoples and communities. **Prerequisite SWK510**

SWK 516 Cultural Humility (1)

Explores a variety of topics including disparities perpetuated through policy and programming, implicit bias, and privilege. Through self-reflection, students will develop cultural humility that will aid them in advocating for clients and client systems at all levels. Students will learn how their personal biases may impact work with others and gain a better understanding for equitable policy development. Also addresses resiliency and key factors in overcoming trauma. **Prerequisite SWK510**

SWK 520 Social Work Practice/Theory: Individuals/Families (3)

Students will develop competency in applying theories of human behavior and the social environment to work with individuals and families. Focuses on engagement, assessment, goal-setting, intervention, termination, and practice evaluation. Special attention to intervention with diverse and vulnerable populations. Case materials and role-playing will be used. Application of the social work problem solving process to work with individuals and families. **Prerequisite SWK510**

SWK 521 Social Work Practice/Theory: Groups, Communities, and Organizations (3)

Students will develop competency in applying theories of human behavior and the social environment to work with groups, communities, and organizations. Focuses on engagement, assessment, goal setting, intervention, termination, and practice evaluation as it applies to work with groups, communities, and organizations. Special attention to intervention with diverse and vulnerable populations with an emphasis on engaging in practices and advocating for human rights and social and economic justice. Covers theories of group work and the impact on vulnerable populations. Emphasizes the application of systems theory and the problem-solving process to advance understanding of groups. **Prerequisite SWK510**

SWK 525 Research in Social Work Practice (3)

Focuses on using evidence-based interventions, evaluating their own practice, and using research findings to improve practice, policy development, and social service delivery to individuals, families, groups, communities, and organizations. Social work values and theories will provide the lens used as students design a research study. **Prerequisite SWK510**

Course Descriptions

SWK 531 Social Work Ethics and Values (1)

Examines the Spring Arbor University Concept and the National Association of Social Workers Code of Ethics as foundational for the study of ethics in social work practice. Students will gain competence in recognizing and managing their personal values in a way that allows professional values to guide their practice. Applies skills to tolerate ambiguity in resolving ethical conflicts and strategies of ethical reasoning to arrive at principled decisions. Explores personal spiritual formation topics. **Prerequisite SWK510**

SWK 532 Christian Values and Social Work (1)

Examines Christian and biblical values and concepts as they apply to professional and personal growth. Students begin to develop their professional selves while incorporating faith and practice. Includes opportunities to practice several spiritual principles. **Prerequisite SWK510**

SWK 560 Generalist Internship I (2)

Provide students with an opportunity to apply generalist social work knowledge, values, skills, and cognitive and affective processes in an internship placement. These experiences will be integrated with learning through a faculty-led seminar and through supervision by an approved site supervisor. Expected to integrate the concepts, knowledge, and values learned in course work with agency experience. Achieve a beginning level of competency in applying theories and concepts learned in the classroom to the practical world of the practice setting. Requires a minimum of 400 clock hours for SWK 560, SWK 570, and SWK 580 combined. **Prerequisite SWK 510.**

SWK 570 Generalist Internship II (4)

Continuation of SWK 560. Requires a minimum of 400 clock hours for SWK 560, SWK 570, and SWK 580 combined. **Prerequisite SWK 510.**

SWK 580 Generalist Internship III (2)

Continuation of SWK 570. Require a minimum of 400 clock hours for SWK 560, SWK 570, and SWK 580 combined. **Prerequisite SWK 510, SWK 560, and SWK 570.**

SWK 617 – Specialized Applied Social Policy (1)

A seminar-style course. Applies the foundation knowledge of social policy to one or more social policy issues that are encountered in the internship placement agency. **Must be taken with Internship coursework. Prerequisite SWK618.**

SWK 618 Psychopathology/Specialized Multi-Dimensional Assessment in Specialized Social Work Practice I (3)

Part one of a two-part series that provides an understanding of Mental Disorders described in the Diagnostic and Statistical Manual published by the American Psychiatric Association that social work clients in mental health and other settings may experience. Defines and explores the clinical entities, and their etiology and natural course, examines how to link diagnosis, assessment and intervention. Emphasizes the use of evidence-based treatment approaches with clients who present with symptomatology from these disorders. Explores the complexity of the intersection between the person in the environment and mental/emotional and physical selves. Emphasizes working as a multidisciplinary team.

SWK 619 Clinical SW Practice/Theory-Psychodynamic Beginnings (3)

A historical overview of mental health theories and their evolution, beginning with Freud's psychodynamic approach. Covers Ego Psychology, Object Relations, Self-Psychology, and Relational and Intersubjective Theories. Each will be viewed through the lens of major contributors to the theory, basic theoretical principles, goals, interventions, research findings and limitations. Integrates practice methods and case studies with social work values and ethics. **Prerequisite SWK618.**

Course Descriptions

SWK 621 Specialized Practice: Physical and Mental Health (3) (Elective)

Examines the physiological, psychological, and social components of various illnesses/conditions encountered in physical and mental health care settings. Includes the effect of these components on social functioning or rehabilitative processes, the common psychological reactions of people to treatment, the inter-disciplinary team's respective roles and value orientations, and the impact of these on patients and their families. Explores health care policy and issues of loss and death. Emphasizes interventions specific to health-care settings versus those of traditional agencies, and to methods appropriate to interdisciplinary practice and the impact of health care on specific population groups. **Prerequisite SWK618.**

SWK 625 Clinical Social Work Practice and Theory with Families (3)

Explores normal and maladaptive patterns in families as they progress through life stages with a focus on environmental and cultural obstacles to family functioning. Analyzes family therapy approaches from culturally sensitive and population-at-risk perspectives. Explores the family treatment process based on a multidimensional assessment. Focuses on relationship-building with the family as a system and its members and general treatment issues. **Prerequisite SWK618.**

SWK 627 Specialized Applied Social Research (1)

A seminar-style course. Application of research knowledge to research practices in the internship placement agency. Supports students in conducting evidence-based practice in an agency setting by evaluating practice and planning for change. Draws case material from real world practice situations students encounter in their internships. **Must be taken with Internship coursework. Prerequisite SWK618.**

SWK 628 Psychopathology/Specialized Multi-Dimensional Assessment in Specialized Social Work Practice II (3)

Continuation of SWK 618; this course is part two of a two-part series. **Prerequisite SWK618.**

SWK 629 Clinical SW Practice/Theory - Beyond Freud (3)

Provides an understanding of modern-day theories. Covers Cognitive, Behavioral, Motivational Interviewing, Dialectical Behavior Therapy (DBT), Trauma Therapy, Crisis Theory, Solution Focused Theory, Narrative Theory, and Play Therapy. Each will be viewed through the lens of major contributors to the theory, basic theoretical principles, goals, interventions, research findings and limitations. Integrates practice methods and case studies with social work values and ethics. **Prerequisite SWK618.**

SWK 631 Strategic Social Work Supervision, Management and Administration (3) (Elective)

Provides a conceptual and theoretical foundation for administration and supervision in human service agencies. Prepares students with skills for leadership, management and supervision in practice and community settings. Applies administration and management methods of strategic planning, program evaluation and community collaboration. **Prerequisite SWK618.**

SWK 641 Laws and Policies for School Social Workers (3) (Elective)

One of three required courses for those who wish to practice School Social Work in Michigan. Provide a deep understanding of the history of education, special education, and current legal and ethical standards. Discuss emerging issues, which will provide a strong basis to advocate for educational policy and appropriate resources to support quality education and the legal rights of students with disabilities. Able to effectively communicate the needs and legal rights of individuals with disabilities according to state and federal special education law. Prepare to work within the school environment with educators and families and to collaborate with students with various disabilities. **Prerequisite SWK618.**

Course Descriptions

SWK640 Specialized Internship I (2)

Provides an opportunity to apply specialized social work knowledge, values, skills, and cognitive and affective processes in an internship placement. These experiences will be integrated with learning through a faculty-led seminar and through supervision by an approved site supervisor. Expected to integrate the concepts, knowledge, and values learned in course work with agency experience. Achieve a specialized level of competency in applying theories and concepts learned in the classroom to the practical world of the practice setting. Requires a minimum of 500 clock hours for SWK 640, SWK 650, SWK 660, SWK 670, and SWK 680 combined. **Prerequisite SWK618.**

SWK650 Specialized Internship II (2)

Continuation of SWK 640. Requires a minimum of 500 clock hours for SWK 640, SWK 650, SWK 660, SWK 670, and SWK 680 combined. **Prerequisite SWK618.**

SWK660 Specialized Internship III (2)

Continuation of SWK 650. Requires a minimum of 500 clock hours for SWK 640, SWK 650, SWK 660, SWK 670, and SWK 680 combined. **Prerequisite SWK618.**

SWK670 Specialized Internship IV (2)

Continuation of SWK 660. Requires a minimum of 500 clock hours for SWK 640, SWK 650, SWK 660, SWK 670, and SWK 680 combined. **Prerequisite SWK618.**

SWK680 Specialized Internship V (2)

Continuation of SWK 670. Requires a minimum of 500 clock hours for SWK 640, SWK 650, SWK 660, SWK 670, and SWK 680 combined. **Prerequisite SWK618, SWK 640, SWK 650, SWK 660, and SWK 670.**

Non-Degree Courses

SWK 642: School Social Work Assessment and Intervention (3)

One of three required courses for those who wish to practice School Social Work in Michigan. Gives the opportunity to increase their knowledge and research of mental health disorders of children and youth. Develop competency in applying biopsychosocial theories of resiliency, coping, etiology, the impact of mental health disorders, culture, ethnicity, family structure, marital status, religion or spirituality, and race to the treatment of children and youth. Classification systems of child and youth functioning and disorders will be presented (DSM). The impact of labeling and stigma will be explored to develop critical thinking about how mental health disorders of children and youth are conceptualized.

SWK 643: Mental Health and Mental Disorders in Children & Youth (3)

One of three required courses for those who wish to practice School Social Work in Michigan. Receive instruction in social work practice, knowledge, and skills using effective evidenced based assessment and intervention to be used with individual students, groups, families, school personnel and communities. These assessments and interventions are used to enhance student learning, development, and social/academic school success. Engage in knowledge and activities to assess and intervene in a variety of special education areas. Learn the importance of family engagement and collaboration, as well as consultation between teachers, families, and other school personnel.

Teaching English as a Second Language (TSL)

TSL 500 Essential Linguistics (3)

Studies English as a system, the components of the language system (phonology, orthography, phonics morphology, syntax), and the relatedness of language systems. Compares different theories of language variation, social and academic language registers, the benefits of bilingualism, and how knowledge of sentence structure instruction fits into current practices in language teaching.

TSL 501 Cross Cultural Competence in Communication (3)

Explores personal biases and methods to overcome them and the basic principles underlying multicultural education. Provides an opportunity to develop appropriate teaching strategies, activities, and materials and to adapt and evaluate curricula for use in culturally diverse and homogeneous classrooms. Requires 10 clock hours of lab experience, which will help students apply the concepts.

TSL 502 Methods and Materials (3)

Focuses on the pedagogical aspects of teaching English and the preparation of teaching materials for classroom use. Explores integrated methods and strategies for teaching listening, speaking, reading, and writing to English language learners (ELLs) of diverse backgrounds and levels. Requires highly constructive class participation and responsible out-of-class lesson assignment preparation for the lab setting. Covers theories of second language acquisition, research-based pedagogy for ELLs, how to manage instruction for different levels of learners with diverse abilities, and appropriate interactions with students and various stakeholders from diverse cultural backgrounds.

TSL 503 Instructional Strategies for Teaching Speaking and Listening (3)

Focuses on the pedagogical and teaching materials for classroom use when teaching English Language Learners. Explores integrated methods and strategies for improving pronunciation, listening, and speaking skills of ELLs of diverse backgrounds and levels. Requires highly constructive class participation and responsible out-of-class lesson assignment preparation. Students demonstrate the ability to create, plan, and teach speaking, listening, and pronunciation activities that apply to the specific needs of an individual English language learner as part of a case study.

TSL 505 Assessment and Evaluation of English Language Learners and Programs (3)

Explores theoretical and practical aspects of language assessment and evaluation, particularly in measuring English language skills of students in ESL programs. Students use a variety of assessment tools and standardized placement tests to assess listening, speaking, reading, and writing. Reviews and compares WIDA (World-Class Instructional Design and Assessment) and ELD (English Language Development) standards. Students develop performance-based, alternative, and other common assessment tools used and evaluated in light of issues related to bias, social, political, and psychological factors.

TSL 506 Instructional Strategies for Teaching Literacy (3)

An overview of the interconnectedness of culture and reading and writing skill development. Students review the developmental aspects of second language acquisition and the developmental aspects of reading and writing, providing insights for the creation of programs for literacy development for ELLs. Students assess the oral language proficiency, reading comprehension, vocabulary knowledge, and writing skills of a case study student or small group. Reading comprehension and writing skill development strategies will be implemented with the case study individual or group. Explores challenges for developing phonemic awareness, spelling, vocabulary, and comprehension with ELLs. Students review current research of best practices for teaching reading and writing. RDG 656 may be substituted.

TSL 508 Instructional Strategies for Teaching Grammar (3)

Enhances the classroom instruction of teachers of ELLs by blending classroom strategies with a study of the most important grammatical structures of the language. Explores the meta-language and key concepts of English grammar. Students develop lessons for the production of English in speaking and writing activities with a focus on communicative competence. Targets the most useful grammatical skills needed for beginning and intermediate level ELLs. Students analyze spoken and written English of native and non-native speakers in order to understand and explain the most frequent error types of learners from different language groups.

TSL 509 Sheltered Immersion (SIOP) for Content Area Teachers (3)

Designed using the SIOP model for teaching content and language in mixed ability classrooms in K-12 settings. Examines how to plan a supportive classroom learning environment for ELL students. Candidates plan for multi-levels of diverse students using standards-based ESL and content curriculum. Candidates design integrated activities that focus on listening, speaking, reading, and writing goals which

Course Descriptions

also address content objectives. Requires 10 clock hours of observation and participation in a science, social studies or math classroom with ELLs.

TSL 600 Capstone Research Project, Field Experience, and e-Portfolio (3)

Build a web-based portfolio which demonstrates how they have met the criteria for selected National Board for Professional Teaching Standards, TESOL/CAEP Standards, and the Michigan ESL Endorsement standards. Demonstrate knowledge of research in the field of TESOL in a comprehensive literature review of an issue related to any one of the domains addressed in the standards as approved by the course instructor. Portfolio includes documentation of teaching competence and reflection and a collection of the videos, screencasts, unit plans, article analyses, webliographies, article reflections, case studies, etc. that the student has produced as part of the TESOL coursework or during the field experience.

Prerequisites: Foundation Courses.

GLOSSARY

Glossary for Academic Credentials and Parts of Credentials

Certificate

Certificates at SAU represent a successful achievement of coursework in a well-defined, cohesive and singularly targeted body of knowledge in an academic discipline or in a specialized skill-set for a professional field. Certificate programs at SAU are comprised of 9 to 29 credit hours of 1) certificate-specific courses, 2) a subset of courses drawn from existing SAU degree programs, or 3) a combination of both. Certificates are earned independently from degree programs and are intended for knowledge or skill enhancement, professional development, discipline exploration, or preparation for exams of external credentialing bodies.

Certification

A credential issued by an external agency after fulfillment of specified curricular and possibly other requirements. Certification is not a credential earned at SAU.

Concentration

Concentrations are groups of courses within a major or program that focus on a particular specialization in the field of study. They are considered part of the major or program. At minimum, a major with concentrations should have at least two concentration choices. Concentrations are comprised of 9-29 credit hours and do not include foundation courses.

Endorsement

An endorsement is a special program designed to meet criteria or standards specified by an external agency. Endorsements are affiliated with licensure and certification and are typically post-degree or extra-degree programs. The number of credit hours in an endorsement is determined by the standards or criteria of the external agency. Prerequisites for endorsement courses should be included in the credit hour count unless it is expected that students will have met those requirements prior to matriculating into the program.

Foundation

Foundation courses are central to a specific field of study and common to various programs in a specific academic department's programs.

Institutional Endorsement

An institutional endorsement is comprised of 9-17 departmentally prescribed credit hours designed to equip students with a very specific knowledge or skill-set within a particular field of study. Institutional endorsements are supplemental to a bachelor's degree program and cannot be earned as an independent credential. Students may earn more than one institutional endorsement, but courses in an institutional endorsement may not overlap with courses in a major, minor, endorsement or second institutional endorsement. Prerequisite requirements for institutional endorsement courses are included in the program curriculum unless it is expected that students will have met those requirements prior to matriculating into the program.

Master of Arts

The Master of Arts is a graduate degree conferred upon students who have completed the program and institutional graduation requirements. Master of Arts programs are distinguished by an advanced qualitative and theoretical focus.

Master of Science

The Master of Science is a graduate degree conferred upon students who have completed the program and institutional graduation requirements. Master of Science programs are distinguished by an advanced quantitative and scientific focus.

Master of [Specialty]

The Master of [Specialty] is a graduate degree conferred upon students who have completed the program and institutional graduation requirements. Master of [Specialty] programs are distinguished by an exclusive advanced focus on a particular professional field.

Track

Tracks are distinct curriculum pathways that lead to the same credential. Tracks are differentiated at the starting point of the program but converge and culminate the same ending point. E.g. pre-licensure and post-licensure nursing tracks.

UNIVERSITY ADMINISTRATION

PRESIDENT'S CABINET

Brent D. Ellis
President

Carol Green
Provost/Chief Academic Officer

Jon Bahr
Vice President for Enrollment and Marketing

Kevin Brown
Vice President for Student Development and Success/Chief Diversity Officer

Marla Sanford
Vice President for Marketing/Chief Marketing Officer

Dawn I. Schnitkey
Vice President for Finance and Administration

Corey R. Ross
Chief of Staff

M. Kimberly Rupert
Chief Strategy Officer

Doug A. Wilcoxson
Executive Vice President

OTHER ADMINISTRATION

Robert Bolton
Library Director

Barbara Baird-Pauli
Dean, School of Education

Sarah Bartzen
Director, Master of Social Work

K. Caleb Chan
Dean, Gainey School of Business

University Administration

Dawn Day

Director, Graduate Nursing Programs

Sherri Hendrix

University Registrar

Michelle Heriford

Director of NP Programs

Bonnie Holiday

Dean, School of Social Sciences

Alvin V. Kauffman

Dean, School of Nursing and Health Sciences

Cheri Manthei

Assistant Registrar for Graduate Programs

Wallis C. Metts, Jr.

Director, Master of Strategic Communication

Brian S. Mills

Director, Master of Arts in Counseling

Sharon E. Norris

Associate Vice President for Academic Affairs

Director, Master of Business Administration &

Master of Arts in Management and Organizational Leadership

Dorie Shelby

Dean, School of Communications, Media and Fine Arts

INDEX

A

ACADEMIC ADVISING · 38
 ACADEMIC CALENDAR · 36
 ACADEMIC DISMISSAL PROCESS · See DISMISSAL POLICY
 Academic Integrity · 36
 ACADEMIC POLICY APPEALS · 44
 Academic Program List · 45
 ACADEMIC STATUS · 39
 ACCREDITATION · 10
 SPECIFIC · 10
 ADMISSIONS · 17
 AFFILIATIONS · 10
 ALCOHOL · 16

B

BACKGROUND CHECK · 25

C

CATALOG DISCLAIMER · 21
 COMMENCEMENT INFORMATION · 33
 COMMUNITY EXPECTATIONS · 13
 COPYRIGHT · 16
 COURSE DESCRIPTIONS
 COMMUNICATIONS (COM) · 104
 COUNSELING (CNS) · 100
 EARLY CHILDHOOD (ECE) · 105
 EDUCATION (EDU) · 107
 MANAGEMENT AND LEADERSHIP (MML) · 111
 NURSING (NUR) · 113
 SOCIAL WORK (SWK) · 123
 SPECIAL EDUCATION (SED) · 120
 TEACHING ENGLISH AS A SECOND LANGUAGE · 127
 Course Numbering · 31, 32
 CREDIT HOUR · 14

D

DEMOGRAPHICS · 9

DISCIPLINARY DISMISSAL PROCESS · See DISMISSAL POLICY
 DISMISSAL APPEAL PROCESS · See DISMISSAL POLICY
 DISMISSAL POLICY · 29, 39, 42
 DIVERSITY · 13
 DNP CURRICULUM · 78
 Doctor of Nursing Practice (DNP) · 74

F

FERPA · 15
 FINANCIAL AID · 19

G

GLOSSARY · 129
 GRADE APPEALS · 44
 GRADE POINT AVERAGE RESTART · 28
 GRADING SYSTEM · 42
 GRADUATE COMMUNITY · 12
 GRADUATE CULTURE · 11
 GRIEVANCE · 16

H

HISTORY · 10

I

ILLEGAL DRUG USE · 16
 In Progress Grade · 43
 Incomplete Grade · 43

L

LIBRARY SERVICES · 14

M

MAC CURRICULUM · 89
 MAC PROGRAM · See MASTER OF ARTS IN COUNSELING
 MAEC CURRICULUM · 57
 MAEC PROGRAM · See MASTER OF ARTS IN EARLY CHILDHOOD

MASTER OF ARTS IN COUNSELING · 83
 MASTER OF ARTS IN EARLY CHILDHOOD · 57
**MASTER OF ARTS IN STRATEGIC
 COMMUNICATION AND LEADERSHIP** · 51
 MASTER OF ARTS IN TEACHING ENGLISH TO
 SPEAKERS OF OTHER LANGUAGES · 61
 Master of Business Administration · 48
 MASTER OF SCIENCE IN NURSING · 69
 MASTER OF SOCIAL WORK · 91
MA-TESOL CURRICULUM · 60, 62
MA-TESOL PROGRAM · See **MASTER OF ARTS IN
 TEACHING ENGLISH TO SPEAKERS OF
 OTHER LANGUAGES**
 MBA Program · See Master of Business Administration
MILITARY LEAVE OF ABSENCE · 16, 17
MML Curriculum · 49
MSE CURRICULUM · 63
MSE PROGRAM · See **MASTER OF SPECIAL EDUCATION,
 See MASTER OF SPECIAL EDUCATION**
MSN CURRICULUM · 73
 MSN PROGRAM · See **MASTER OF SCIENCE IN NURSING**
MSW CURRICULUM · 96
 MSW PROGRAM · See **MASTER OF SOCIAL WORK**

N

NONDISCRIMINATION · 14

P

Post Graduate Nursing Certificate · 78
PRESIDENT'S CABINET · 99
PRIOR LEARNING ASSESSMENT · 31

R

Readmission · 17
Readmission after Academic Dismissal · 41
Readmission after Disciplinary Dismissal · 42
REGISTERING FOR COURSES · SEE **REGISTRATION
 POLICIES, SEE REGISTRATION POLICIES, SEE
 REGISTRATION POLICIES, SEE REGISTRATION POLICIES,
 SEE REGISTRATION POLICIES, SEE REGISTRATION**

**POLICIES, SEE REGISTRATION POLICIES, SEE
 REGISTRATION POLICIES, SEE REGISTRATION POLICIES,
 SEE REGISTRATION POLICIES, SEE REGISTRATION
 POLICIES, SEE REGISTRATION POLICIES, SEE
 REGISTRATION POLICIES, SEE REGISTRATION POLICIES,
 SEE REGISTRATION POLICIES, See REGISTRATION
 POLICIES**

S

SAP APPEALS · 21
SATISFACTORY ACADEMIC PROGRESS · 20
Satisfactory Grade · 43
**SCHOOL OF EDUCATION
 GENERAL INFORMATION** · 53
SEXUAL DISCRIMINATION · 15
SEXUAL MISCONDUCT POLICIES · 16
SPECIAL ADMISSIONS · 25, 26
STANDARDS OF CONDUCT · 13
STATEMENT OF FAITH · 10
STUDENT SERVICES · 14
STUDENTS WITH DISABILITIES · 15

T

Title IX · 14, 15
TOBACCO · 16
TRANSCRIPTS · 35
TUITION-FEES · 17

U

UNIVERSITY CONCEPT · 9

V

VETERAN'S BENEFITS · 19

W

WITHDRAWAL REFUNDS · 18