

WALSH[®]

CATALOG 2018-19



WELCOME TO WALSH COLLEGE

Your decision to enroll at Walsh College is a sound one. It recognizes our mutual commitment to academic and business excellence. We deliver a business education that integrates theory and application to prepare our graduates for successful careers.

Our goal is to be the preferred business-education institution for students, area employers, and the communities we serve. Whether your studies take you to our Troy or Novi campuses, or our Clinton Township, Port Huron or online locations, you can expect exceptional faculty, excellent facilities, and superb student services.

We recognize that most of our students are working adults with significant responsibilities and personal obligations. Walsh College complements these life realities with a dedicated faculty, many of whom are also business professionals. Your classroom will reflect relevant, contemporary knowledge that energizes and frames traditional business theory.

We are with you every step of the way. We want you to succeed. And we look forward to you joining the more than 28,000 Walsh alumni.

Sincerely,

A handwritten signature in black ink that reads "Marsha Kelliher". The signature is written in a cursive, flowing style.

Marsha Kelliher
President and CEO

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General Information

Walsh College Degree Programs

Bachelor of Accountancy (BAC)

Bachelor of Business Administration (BBA)

with majors in:

- Finance
- General Business
- Management
- Marketing

Bachelor of Science in Information Technology (BSIT)

Master of Arts in Business (MAB)*

Master of Business Administration (MBA)

Master of Science in Accountancy (MAC)

Master of Science in Finance (MSF)

Master of Science in Information Technology (MSIT)

Master of Science in Information Technology Leadership (MSITL)

Master of Science in Management (MSM)

Master of Science in Marketing (MSMKT)

Master of Science in Taxation (MST)

Dual Degrees

Master of Business Administration and Master of Science in Finance (MBA/MSF)

Master of Business Administration and Master of Science in Information Technology Leadership (MBA/MSITL)

Master of Business Administration and Master of Science in Management (MBA/MSM)

Master of Business Administration and Master of Science in Marketing (MBA/MSMKT)

**ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation. As a new program, it will be reviewed in 2019 for specialized accreditation by the ACBSP.*

Mission

Walsh provides a transformative business education that combines theory, application, and professional experience to prepare graduates for successful careers.

Vision

Walsh will exceed expectations and change lives through education.

Values

Excellence

We operate at the highest level and seek continuous improvement in a collaborative manner.

Integrity

We practice ethical behavior that demonstrates fairness and reliability.

Respect

We embrace our diverse society and provide opportunities for all.

Accountability

We are responsible for our actions and are answerable to each other and the communities we serve.

Collaboration

We create and sustain partnerships and believe that collaboration fuels innovation.

Dedication

We are committed to our mission and passionate in our advocacy.

Accreditation and Approvals

Accreditation Statement:

Walsh College is accredited by the Higher Learning Commission (HLC) www.hlcommission.org; phone: 312-263-0456 and has received specialized accreditation for its business programs by the Accreditation Council for Business Schools and Programs (ACBSP) www.acbsp.org; phone: 913-339-9356. Visit the accreditation web page to review programs accredited by ACBSP at www.walshcollege.edu/accreditation.

Walsh College is approved by:

- The State of Michigan Department of Licensing and Regulatory Affairs to grant bachelor's, master's, and doctoral degrees and certificate programs.
- The State of Michigan Department of Talent and Economic Development to train veterans and eligible persons under benefits of Title 38 of the United States Code.
- The Michigan State Board of Accountancy to offer programs satisfying requirements necessary to take the Uniform Certified Public Accountant Examination.
- The State of Michigan Bureau of Professional Licensing, to grant Continuing Professional Education (CPE) credit to Certified Public Accountants and other professionals to continue licensure.
- The Student and Exchange Visitor Program (SEVP) to admit international students.
- The State of Michigan Department of Talent and Economic Development as an educational provider for the Michigan Works! Program.

Walsh College is recognized by:

- The National Security Agency as a Center of Academic Excellence in Information Assurance Education (CAE) with curriculum that maps to the Committee for National Security Standards.
- The National Security Agency and Department of Homeland Security as a Center of Academic Excellence in Cyber Defense (CAE-CD) programs.
- The International Information Systems Security Certification Consortium (ISC)²® as an education affiliate to assist information professionals and practitioners in attaining information security certification.
- The Michigan Council on Economic Education as an official Center for Economic Education.
- GI Jobs Magazine as a Military Friendly school.

Endorsements

- The Bachelor of Accountancy - Certified Management Accountant (CMA) concentration is endorsed by the Institute of Management Accountants (IMA).

Non-Discrimination Policy

The College strives to maintain an environment free of discrimination and harassment. The College prohibits discrimination or harassment based on any protected status on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. The College complies with all applicable federal and state laws regarding nondiscrimination, including, but not limited to, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination and Employment Act of 1967, Michigan's Elliott-Larsen Civil Rights Act and Michigan's Persons With Disabilities Civil Rights Act.

The following person is designated to handle inquiries and reports regarding nondiscrimination and Title IX compliance:

Beth Barnes
Vice President, Chief Human Resources & Administrative Officer
Walsh College
3838 Livernois Road
Troy, MI 48007-7006
bbarnes@walshcollege.edu or (248)823-1239

Walsh College History

1922

- Mervyn Walsh leaves his job as Thomas Edison's accountant to buy a franchise to teach the Pace Method of Accounting. He opens the Walsh Institute in Detroit's Capitol Theater on September 18.
- Twenty-three students enroll. Tuition is \$60 a semester.

1928

- Enrollment reaches 286 students.
- Seven graduates organize the Walsh Institute Alumni Association.

1930

- Alumna Grace Dimmer becomes Michigan's first woman to earn the CPA designation.

1947

- Walsh Institute marks its 25th anniversary.
- Enrollment reaches 1,508, in part due to the GI Bill.

1965

- William C. Stewart becomes the Institute's president on the retirement of Mervyn Walsh.

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- Walsh trustees determine that the Walsh Institute will change its educational charter by having its own building, offering an accounting curriculum approved by the State Board of Accountancy, and receiving State Board of Education approval.

1968

- Walsh Institute is renamed Walsh College of Accountancy and Business Administration, an upper-division college offering coursework for juniors and seniors who have finished two years at community colleges and four-year institutions.
- The College purchases 20 acres of farmland from Morris Wattles for a new campus in Troy.

1969

- Ground is broken for a new 10,000-square-foot campus in Troy.

1970

- The College names Jeffery W. Barry as its third president.
- The Troy campus opens.
- The State of Michigan authorizes Walsh College to grant degrees.

1973

- The College adds a Bachelor of Business Administration degree.

1974

- Walsh offers its first graduate degree: a Master of Science in Taxation.
- A 7,400-square-foot addition to the Troy campus triples the size of the library and adds two lecture halls, a bookstore, and a student lounge.

1975

- The North Central Association of Colleges and Schools (NCA) accredits Walsh College.

1978

- The College opens a Port Huron campus and expands the Troy campus.

1980

- The Master of Science in Professional Accountancy (now the Master of Science in Accountancy) is offered.

1982

- The College adds the Computer-based Information Systems major to the BBA program.
- Walsh marks its 60th anniversary.

1984

- Mervyn B. Walsh, the Walsh Institute founder, dies at the age of 93.

1986

- The College offers extension courses at Macomb Community College, Royal Oak Shrine High School, and Detroit's Renaissance Center.

- Walsh offers a Master of Science in Finance degree.

1988

- Marketing is offered as a new major in the BBA program.

1989

- A Master of Science degree in Management is offered for the first time.
- A capital campaign is launched to increase the scholarship program and the size of the facility.

1990

- A \$4.2 million addition to the Troy campus is completed. It includes a cafeteria, a computer lab, and faculty and administrative space, among others.

1991

- The College names David A. Spencer the fourth president upon the retirement of Jeffery Barry.
- Walsh begins offering courses at the Macomb Community College University Center in Clinton Township.

1992

- Four Walsh College women are among the top 100 scorers on the CPA exam in the United States.
- Eija Roulson, MSPA '93, earns the highest score on the Michigan CPA exam and the second highest score in the United States.

1993

- After surveying students, faculty, community leaders, and business owners, Walsh administrators decide to build a new campus in Novi.

1996

- In response to changing workplace needs, Walsh offers a Master of Science in Information Management and Communication degree.

1997

- Walsh College observes its 75th anniversary with business discussions and speakers, a book entitled "The History of Walsh College," a dinner, and a homecoming at the Troy campus coinciding with the day of the first Walsh Institute lecture.

1998

- The College opens the campus in Novi, launches an MBA degree, and offers its first online courses.

1999

- Keith A. Pretty becomes the College's fifth president.

2000

- The College launches a long-range strategic action plan to see it through the next century.
- A Master of Arts in Economics and a Master of Science in Business Information Technology are offered.

General Information

2001

- The Higher Learning Commission of the North Central Association reaffirms the College's accreditation and allows the College to offer fully online degree programs.

2002

- The College revises the Accounting program to fulfill the 150 hours of instruction required by the State Board of Certified Public Accountants and allows accounting students to receive both bachelor's and master's degrees.
- The Michigan Association of CPAs names Accounting Department Chair Richard D. Berschback "Educator of the Year."

2003

- The National Security Agency and Department of Homeland Security designate Walsh as a Center of Academic Excellence for Information Assurance Education for mapping curriculum to government standards.
- The Bachelor of Science in Business Information Technology and the Master of Science in Managing Manufacturing Operations degrees are offered.

2004

- The Walsh College Foundation is officially formed for the acceptance of charitable gifts.

2005

- The Master of Science in Information Assurance degree is offered entirely online.

2006

- Stephanie W. Bergeron, vice chair of the Board of Trustees, is named interim president of Walsh College.
- A Doctor of Management in Executive Leadership, the first doctoral degree, is offered.
- Ground is broken for a 36,000-square-foot, two-story addition named for Walsh President Emeritus Jeffery Barry, who died July 8.

2007

- Stephanie W. Bergeron is named the sixth president of Walsh College.

2008

- A team of Walsh College graduate students win the Association for Corporate Growth (ACG) Detroit Cup MBA Business Case Competition.
- The Jeffery W. Barry Center addition opens for classes at the Troy campus and is later certified Leadership in Energy and Environmental Design (LEED)[®] Gold by the U.S. Green Building Council.

2009

- The College offers a dual MBA/MSF degree.

- More than 3,000 people attend 102 skill-building workshops in a free "Take Charge" program developed for displaced workers.
- The College offers courses at St. Clair County Community College and Wayne County Community College District.

2010

- The Association of Business Schools and Programs (ACBSP) accredits the College's degree programs.
- Walsh College adds its LaunchPad program with the help of a grant from the Blackstone Charitable Foundation. LaunchPad is designed to help entrepreneurs with their business ideas.

2011

- The Higher Learning Commission of the North Central Association of Colleges and Schools reaffirms the College's accreditation.

2012

- Walsh observes its 90th anniversary with homecoming celebrations at the Troy and Novi campuses.
- The College grants its first doctoral degree.

2013

- An award-winning, 1,400-square-foot Finance Lab opens for students, with 12 Bloomberg terminals, large flat-screen televisions tuned to market and financial reports, and breakout rooms where students can examine current market conditions, trends, and discuss future projections.
- The College holds its 100th Commencement Ceremony in January.

2014

- The Board of Trustees approves a 55,000-square-foot renovation of the Troy campus to enhance student learning experiences, including an expanded business-communication focused success center, student lounge, and "one-stop" student services center.
- Walsh College launches a Master of Science in Marketing, the only one of its kind in Michigan. The College also begins to offer dual MBA degrees in Management, Marketing, and Information Technology Leadership.
- Walsh students capture ACG Cup for the fourth time (2008, 2011, 2013).

2015

- For the second consecutive year, Walsh College is one of 75 select national institutions ranked as a "Best for Vets Business College" that provide high-level assistance for service members, veterans and their families by The Military Times.

2016

- A grand opening is held for the Troy campus addition and renovation.
- A Decision Sciences Department is formed.

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- A Cyber Lab opens for students.
- Walsh College offers a new Cybersecurity concentration in its highly regarded Master of Science in Information Technology degree program to meet the increased demand for advanced education.
- The Walsh College Master of Science in Taxation program is ranked fifth in the nation and the Walsh College Master of Science in Accountancy program is tied for sixth in the nation by the TaxTalent.com on the Top in Tax Educational Survey of employers.
- The Walsh College undergraduate degree program in accounting with a CMA concentration earns endorsement by the Institute of Management Accountants (IMA).
- Walsh College receives ACBSP accreditation for its Master of Science in Marketing and Master of Science in Management degrees.

2017

- Walsh President and CEO Stephanie W. Bergeron retires and receives the title of President Emerita.
- Marsha Kelliher becomes Walsh College's seventh president and CEO.
- Walsh offers a Master of Arts in Business program.
- The Troy campus addition receives LEED Silver Certification.

2018

- The Inauguration of President Kelliher is celebrated at the Detroit Opera House.

Committed to Technology

Walsh College continues to invest in the technological future, both inside and outside of the traditional classroom. All rooms at the Troy and Novi campuses are equipped with LCD projectors that are used during presentations by instructors, facilitators, and students. Troy campus classrooms are also equipped with SMART Podiums™, touch-screen interactive monitors that allow instructors to interact with digital content and write over it on the SMART monitors.

The Troy campus is also furnished with a Finance Lab. The Finance Lab gives students a taste of Wall Street with 12 Bloomberg terminals, FACTSET research capabilities, along with several large LCD televisions tuned to market and financial reports, and breakout rooms. Financial information continuously updates on an LED ticker, giving students a real-time glimpse into market movement and news.

A dedicated Cyber Lab is also located on the Troy campus. The Cyber Lab provides a hands-on learning environment with access to Cisco networking gear, Dell servers and EMC storage. Students can expect to receive critical cybersecurity skills across traditional, cyber physical, and/or automotive environments. In addition, students will apply critical, strategic, ethical, and innovative thinking to achieve business-like results. A Virtual Lab

also provides students with practical experience setting up and supporting a business-like domain complete with servers and PCs.

Walsh is designated as a Center of Academic Excellence in Cyber Defense (CAE/CD), which identifies Walsh as one of a small set of academic institutions in the country to achieve this status. Walsh also aligns its programs with the Department of Defense 8570 and the Department of Homeland Security NICE Framework. This ensures that our students will be prepared to meet the standards of employment at the federal level.

Electronic library research tools maintained on the Walsh College website include a multitude of database sources, CD-ROMs, and online magazine and journal subscriptions. These tools allow students to access information online from anywhere, at any time.

Secured information is stored behind password-protected systems; most applications utilize only one username and password and automatically pass through from one system to another without further intervention. The Troy and Novi campuses have free guest wireless Internet access. The wireless network utilizes updated modern wireless technology standards which provides for a seamless end-user experience.

All classroom and lab computers require users to log in with their unique Academic/Portal username and password. Public guests can generate a temporary ID by using a driver's license in order to gain access to the library computer resources at the College.

Institutional Learning Outcomes of Walsh College Graduates

Walsh College works to ensure that its graduates are able to add value to the business community and to become successful professionals. One way to deliver that value is to embed into the coursework of every degree the knowledge, skills, abilities, and behaviors the College has identified as Institutional Learning Outcomes. These outcomes are evidenced by the following:

Undergraduate Student Learning Outcomes

Upon graduation from Walsh College, students will be able to:

Communicate - Oral

Demonstrate the development of skills enabling graduates to communicate effectively in a business environment by:

- Identifying information appropriate to the purpose and audience.
- Choosing delivery techniques appropriate to the purpose and audience.
- Demonstrating effective delivery techniques in a variety of settings.
- Providing proper citations for source materials.
- Constructing effective visual aids.

Communicate - Written

Demonstrate the development of skills enabling graduates to

communicate effectively in a business environment by:

- Organizing ideas logically.
- Selecting tone, word choice, and style of communication appropriate for the intended audience.
- Structuring sentences and paragraphs using correct language, grammar, spelling, and punctuation.
- Providing proper references for source materials.
- Producing clear and concise documents.

Problem-Solve

Demonstrate the development of skills enabling graduates to solve business-related problems by:

- Identifying a problem in an organizational context.
- Defining the problem.
- Summarizing potential solutions.
- Recommending a solution.
- Proposing methods to evaluate the effectiveness of the recommended solution.

Graduate Student Learning Outcomes

Upon graduation from Walsh College, students will be able to:

Communicate - Oral

Demonstrate the development of skills enabling graduates to communicate effectively in a business environment by:

- Researching content appropriate to the purpose and audience.
- Incorporating a variety of delivery techniques.
- Adapting the tone and style to communicate to a variety of organizational levels.
- Delivering content in a professional manner.
- Providing proper attribution for source materials.

Communicate - Written

Demonstrate the development of skills enabling graduates to communicate effectively in a business environment by:

- Framing the topic effectively.
- Utilizing credible and appropriate sources.
- Providing proper attribution for source materials.
- Synthesizing content into a coherent narrative.
- Demonstrating competent writing mechanics.

Problem-Solve

Demonstrate the development of skills enabling graduates to solve business-related problems by:

- Recognizing a problem in a complex organizational context.
- Deconstructing the symptoms and underlying causal conditions.

- Designing effective solutions to address the root cause.
- Recommending a solution.
- Evaluating the relative effectiveness and implications of the recommended solution.

Master a Business Discipline

Development of skills enabling graduates to master key concepts and models within their selected business discipline.

- Achieve student learning outcomes as noted in each academic program. For information on the programmatic student learning outcomes, please visit our website at www.walshcollege.edu/corecompetencies.

Walsh College has instituted a comprehensive outcomes assessment program designed to measure and improve student learning in these areas. Each undergraduate and graduate program has clearly articulated student learning outcomes for the knowledge, skills, abilities, and behaviors a student possesses upon completing a program.

Students may be required to participate in outcomes assessment by completing a survey, sitting for an examination, compiling a portfolio of academic work, or providing other academic indicators. Students may also be required to take one or more examinations designed to measure the level of achievement in each Institutional Learning Outcomes as a prerequisite to graduation. Unless otherwise specifically stated in an individual program, no minimum score or level of achievement is required for graduation. Students are expected to participate in these evaluative measures when asked by the College.

In addition, alumni and various stakeholders are also invited to participate in outcomes assessment to provide additional information on the quality of the programs and courses offered at Walsh College.

The information obtained through the outcomes assessment process is one of the methods Walsh College uses to improve not only student learning but also teaching and ensure an environment of continuous quality improvement in all programs at the course, program, and institutional level. Assessment results are confidential and are presented in the aggregate.

College Website

Walsh College maintains a website at www.walshcollege.edu. For questions related to the website, contact the Walsh College Marketing Department.

College Colors

Walsh College's school colors are royal blue and white.

College Publications

Walsh College Catalog

The Catalog, located on the College website, is an official

General Information

publication of Walsh College. It outlines the general operations, curricula, graduation requirements, and academic/student services policies currently in effect at Walsh College. The Catalog is not a contract between the individual student and Walsh College or its Board of Trustees. The College reserves the right to make changes to any policies, procedures, or programs at any time.

The College may periodically print and distribute copies of the Catalog; however, the online Catalog supersedes any printed versions and is the Catalog source for students. The College will normally communicate any academic program changes at least one academic term prior to the effective date of changes. In addition to updating the online Catalog, the College may also communicate changes through the Schedule of Classes, posters and/or by regular or electronic mail. The College expects students to read the Catalog. Failure to do so does not excuse students from the requirements and regulations described.

Students are fully expected to comply with all policies in the Catalog whether they have read them or not.

Notice of Policy Changes

This Catalog represents the most up-to-date information with regard to the programs and policies described. It will be considered to be in effect until the publication of the next academic catalog. However, Walsh College reserves the unlimited right to institute changes in the College's programs and policies. Since information is updated constantly, students are advised to seek further clarification from appropriate administrative offices. Walsh College reserves the right to change rules, policies, programs, fees, and curricula without advance notice. In the event of any inconsistent or incompatible terms or provisions, such inconsistency shall be resolved by giving precedence in the following descending order of importance: (a) any executed agreement between the parties, (b) the specific program or policy then existing, and then (c) this Catalog.

Registration Materials/Class Schedules and Newsletters

The College makes every effort to provide information to students that may assist them in achieving their academic goals. Prior to each semester, a schedule of classes is posted online for all students. View the schedule of classes online by logging into WebAdvisor: myportal.walshcollege.edu. This publication often contains new information and should be reviewed by students every semester.

The College also communicates and distributes information regularly through student e-newsletters and the Active Campus Portal.

Walsh College Student Email Account

All students are assigned a Walsh College email address and are required to access their Walsh College email account regularly. This is a digitally secure and encrypted website which protects the confidentiality of its usage. All official administrative email

communication (account balances, graduation audit notification, Commencement information, e-newsletter, etc.) will only be sent to the student's Walsh College email address. Similarly, Walsh College email is required for communication between a student and faculty member regarding grades, quizzes/exams, performance in the course, etc.

Emails pertaining to potential violations of College policies will be sent to a student's Walsh College email address and students are required to use their College email for all related communications, unless otherwise directed by College officials.

Official student administrative email requests (e.g. advising questions, adding/dropping classes, enrollment verification, etc.) must be sent from the student's Walsh College email address. Students who regularly use another email account are able to forward their Walsh College email to that account.

Academic Curriculum

The academic curriculum in the Catalog as of September 1, 2018, is for students enrolling at Walsh College for fall 2018 through the summer 2019 semesters. Students who were enrolled prior to the fall 2018 semester remain under the provisions pertaining to academic programs set forth in the Catalog in effect when they first enrolled. The following exceptions apply:

- Undergraduate and graduate students who have not attended or enrolled in any coursework at Walsh College for 12 months prior to fall 2018 and are readmitted from the fall 2018 semester through summer 2019 will return under this Catalog.
- Students have the option to change to a new academic program, major, or degree as outlined in the Catalog in effect at the time they formally select the new program, major, or degree. An official program change request must be made with the Admissions and Academic Advising office. All current admissions requirements and policies will apply.
- In all circumstances, it is the student's responsibility to follow the academic program requirements outlined at the time of original admittance to the College or to officially change to the most current academic program.
- Current students who change their academic degree programs while attending Walsh College for the 2018-2019 academic year will follow the curricula and any related graduation, grading, or academic policies as detailed in this Catalog. A change in academic degree program may result in additional coursework.
- If a course is deleted from a curriculum before a student has completed the course, the student will replace the course with an approved course substitution.
- The course prerequisites noted in the Schedule of Classes for each semester supersede the 2018-2019 Catalog.

Student Classifications

An individual may attend classes at Walsh College only by making

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formal application and by being admitted to the College under one of the student classifications listed below. All students, regardless of their classification status, are subject to the policies and regulations of Walsh College that are outlined in this Catalog, published in subsequent bulletins, or posted at the College.

Undergraduate

A student attending classes as an undergraduate degree candidate must meet the admissions requirements set forth in the section entitled Admission to Walsh College Undergraduate Programs. The student must successfully complete all the prescribed coursework to meet the admissions requirements for an undergraduate degree. A student entering Walsh College as an undergraduate degree candidate will be provided an academic Program Plan prior to registering for classes. Only a student officially accepted by the College may enroll in classes. An undergraduate student is classified based upon the number of semester credit hours earned. A junior is defined as a student who has completed between 60 and 95 semester credit hours. A senior is defined as a student who has completed 96 or more semester credit hours.

Graduate

A student attending classes as a graduate degree candidate must meet the admissions requirements set forth in the section entitled Admission to Walsh College Graduate Programs. Graduate coursework successfully completed by a student while attending classes under this status is applicable toward the graduation requirements necessary for a graduate degree. Graduate degree candidates will be provided an academic Program Plan prior to registering for classes. Only a student officially accepted by the College may enroll in classes.

Non-Degree

An individual may attend Walsh College as a non-degree student by meeting the minimum admission requirements for the academic level of the courses they wish to take. For example, an individual who wishes to take undergraduate courses on a non-degree basis must meet the minimum admissions requirements for an undergraduate student. Only a student officially accepted by the College may enroll in classes. A student attending under this status will be required to meet all course prerequisites and will receive college credit for courses successfully completed.

All courses taken and grades received will appear on a non-degree transcript. If credit earned as a non-degree student is later applied toward a Walsh College degree or certificate program, the credits attempted and grades earned will be considered Walsh College credit and will be computed in the student's cumulative grade point average as part of the academic transcript. Time limitations for transferability as determined by each academic area may apply. For specific information, refer to the Undergraduate, Graduate, and Certificate Program sections in this Catalog.

Certificate Student

An individual attending classes as a certificate student must meet the admission requirements for each certificate as set forth in the section entitled Certificate Programs. Coursework successfully completed by a student while attending classes under this status will earn college credit and will be applicable toward the requirements necessary to earn a certificate. A student entering Walsh College as a certificate-seeking candidate will be issued a certificate Program Plan prior to registering for classes. Only a student officially accepted by the College may enroll in classes. Certificate-seeking students will be required to meet all course prerequisites. Courses taken as a certificate student will be reflected on a non-degree transcript.

Guest at Walsh College

An individual who is actively pursuing a degree at another accredited institution may enroll in selected courses at Walsh College under the status of guest student. Accredited institutions are those approved by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC).

A guest student at Walsh College must submit the Michigan Uniform Guest Application each semester. The Michigan Uniform Guest Application is not transferable to another semester or for another course. It is the responsibility of the guest student to determine whether the home institution will accept the course and credits earned at Walsh College. Walsh College reserves the right to deny guest status and/or to limit the number of courses taken as a guest student. Only a student officially accepted by the College may enroll in classes. Guest students will be required to meet all Walsh College course prerequisites. Courses taken as a guest student are reflected on a non-degree transcript. If credit earned as a guest student at Walsh College is later applied toward a Walsh College degree or certificate program, the credits and grades earned will be considered Walsh College credit and computed in the student's cumulative grade point average as part of the academic transcript. Time limitations for transferability as determined by each academic area may apply.

Guest students must comply with the requirements in the Catalog, including all College policies.

Guest at Another Institution

A Walsh College student may request to enroll in coursework at another accredited college or university under the status of guest student. The student must receive approval from the Admissions and Academic Advising office for guest student status before enrolling in a course. Permission may be granted when a course is not available at Walsh College in a critical time sequence for the student to graduate. If approval is granted, the Michigan Uniform Guest Application will be signed by the director of Admissions and Academic Advising and affixed with the College seal. It is the student's responsibility to verify that the institution is accredited by the Higher Learning Commission

General Information

(HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC).

The following criteria must be met:

- The student must complete the coursework in the semester specified on the approved guest application.
- Undergraduate students must earn a grade of “C” (2.000) or better to have the credits applied toward a Walsh College undergraduate degree program. Credits earned as a Guest Student are considered transfer credit and will not be computed in the student’s cumulative grade point average.
- Graduate students must earn a grade of “B” (3.000) or better to have the credits applied toward a Walsh College graduate degree program. Credits earned as a Guest Student are considered transfer credit and will not be computed in the student’s cumulative grade point average.

It is the student’s responsibility to have an official transcript forwarded to Walsh College upon course completion at the guest college or university.

Audit

An individual who does not qualify for admission to either the undergraduate or graduate degree programs at Walsh College or who wishes to take courses on a no-grade, non-credit basis can enroll under the status of audit student. Enrollment in courses as an audit student is subject to class availability.

Only a student officially accepted by the College may enroll in classes. A student attending under this status will be required to meet all course prerequisites. Courses taken as an audit student are on a no-grade, non-credit basis, and college credit will not be granted. An audit student pays the same tuition and fees as one who takes the course for credit. Courses taken as an audit student will be reflected on a non-degree transcript.

International

After being admitted to Walsh College, a student who attends school on an F-1 visa and requires an I-20 Form should contact a designated school official (DSO)/international student advisor in the Admissions and Academic Advising office for specific requirements. The United States Citizenship and Immigration Service (USCIS) requires a student on a non-immigrant student visa to pursue full-time enrollment in a specified undergraduate or graduate degree program. International students should refer to the International Student section of this Catalog for additional requirements.

Student Enrollment Classification

International students should contact the international student advisor/DSO in the Admissions and Academic Advising office for visa status compliance. Walsh College uses the following criteria for enrollment certification, financial aid, scholarships, and veterans’ payment eligibility:

Undergraduate Students

	Semester Credit Hours
Full Time	12 or more
Three-Quarter Time	9-11
Half Time	6-8
Less than Half Time	1-5

Graduate Students

	Semester Credit Hours
Full Time	9 or more
Three-Quarter Time	6-8
Half Time	3-5
Less than Half Time	1-2

Non-Degree, Certificate, and Guest Students

Enrollment verification will be determined based on course level enrollment (undergraduate or graduate) and classification based on number of semester credit hours taken.

Academic Course Load

Walsh College expects its students to be able to balance their educational, professional, and personal schedules and does not restrict the number of credit hours that a student may register for in a given semester. Students with questions on the appropriate number of credits to take in a given semester should discuss their proposed schedule with an academic advisor.

Locations

Walsh College offers classes at the following locations:

- Troy
- Novi
- Clinton Township (Macomb University Center)
- Port Huron (SC4 University Center)
- Online

The Online Course Environment

Students taking a Walsh College online course can be confident that they are receiving the same quality and content that they would receive in the classroom. Basic course components include an online syllabus; weekly objectives, readings and lectures; weekly discussion board participation; activities and assignments;

and online exams, quizzes, and practice tests.

To ensure success in an online course, students taking their first online or blended course must take a required online orientation that simulates an online course. Online courses incorporate various media. In order to access online learning assignments, students must have access to a computer that meets all hardware and software requirements.

The online course environment is small, averaging 25 students per class, and the instructor is available online through instant messaging or private chat. Students and instructors also communicate online via a discussion board and email. Students can expect an instructor response to questions within 24 to 48 hours. Walsh College online courses include a Help feature that instantly pages the Online Learning technology staff, which typically resolves requests within 24 hours.

The College uses the following definitions to explain how it uses technology to support the learning experience:

Online (V section) course: in an online course, the student and instructor are separated by distance and connected via the College's chosen Course Management System (CMS) for delivery of the course content and course interaction. Walsh College online courses are largely asynchronous, meaning student and teacher do not need to be online at the same time, and work can be completed at different times, barring any specific synchronous activities that will be explained in the course syllabus. Students located in any geographic location may complete their studies online and will not be required to come to campus for any of the course components. However, a student may be required to take exams at an approved proctored location.

Blended (VB section) course: in a blended course, the course is held in the traditional classroom as well as online. Some weeks will be online and others on-campus, and students will be notified of meeting times in their syllabus. Some of the course content, including exams/quizzes, and/or interaction, is delivered via the College's chosen Course Management System (CMS). Students must come to one of the College campus locations to complete a VB course.

2+2 (VT section) course: a 2+2 course is a blended course that will meet in the classroom and online weekly. Some of the course content and/or interaction is delivered via the College's chosen Course Management System (CMS). Students must come to one of the College locations to complete a VT course.

Video Conferencing (VC) course: VC is a video conferencing course that will meet weekly and requires the simultaneous participation of all students and faculty in "real-time" instruction. It incorporates telecommunication technologies which allow two way videoconferencing between the Troy and Novi locations by two-way video and audio transmissions.

Undergraduate Degree Programs

This section of the 2018-2019 Catalog provides details on Walsh College undergraduate degree programs and the requirements of all bachelor's degree students, including professional core, program core/major, minor, concentration, and elective courses. Admissions procedures and requirements, as well as graduation requirements, are also included in this section.

Walsh College bachelor's degree programs include:

Bachelor of Accountancy (BAC)

Bachelor of Business Administration (BBA)

with majors in:

- Finance
- General Business
- Management
- Marketing

Bachelor of Science in Information Technology (BSIT)

Special Notes

- It is recommended that students meet with an academic advisor prior to enrolling in a bachelor's degree program to finalize their specific curriculum plan. Advisors are available at all Walsh College campuses. Students should schedule an appointment prior to registering for their first semester.
 - Once enrolled at Walsh College, students may seek academic advising through the Admissions and Academic Advising office and/or career counseling through the Career Services office.
 - All undergraduate degree programs must be completed within 60 consecutive calendar months (five years) from the first semester of enrollment at Walsh College, as designated by the first semester attended on the student's Walsh College transcript. If a student changes their major or degree program, the student has 60 consecutive calendar months (five years) in which to complete the new major or degree program starting with the semester in which the program change occurred. Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee. Students may be required to complete additional coursework and/or update to the current Catalog year and degree/program requirements.
 - Students who do not enroll for four consecutive semesters will be required to reapply for admission and should refer to "Readmission to Walsh College" for information on the required time frame to complete degree requirements.
 - Students on an academic program may choose allowable electives for the same academic program that are offered in future Catalog years. Students are not required to update to the future academic program/catalog year to enroll in the new elective.
- Undergraduate students are eligible to take a maximum of 12 semester credit hours of approved graduate-level coursework applicable to their undergraduate degree program.
 - Course requirements vary by degree program. All required courses are listed in each degree section and must be completed to fulfill graduation requirements.
 - A minimum of 127 semester credit hours (including credits transferred into Walsh College) must be completed to earn a bachelor's degree. Generally, a minimum of 45 semester credit hours must be taken in residence at Walsh College. See Acceptance of Equivalent and Transfer Credit for additional transfer credit options.

Admission to Walsh College Undergraduate Programs

Admission Procedures

To apply to any Walsh College undergraduate degree program, an admissions application must be submitted along with a non-refundable application fee. Former Walsh College students are required to resubmit an admissions application, but are not required to pay a second application fee. Applications can be submitted at www.walshcollege.edu/apply-now.

Admitted students can begin their studies at the start of any academic semester. Admissions applications will be accepted until the last day to register for classes for the semester in which the applicant wishes to enroll. An applicant's admission status will be determined upon receipt of all required documents. Every attempt will be made to process the application in time for admitted students to enroll in their intended semester. To facilitate the admissions process, applicants are encouraged to submit student or unofficial copies of transcripts from all colleges attended, along with the admissions application.

Applicants will be considered for admission when the Admissions and Academic Advising office receives evidence of attainment of the minimum admission requirements. Full admission to the College will be granted only upon receipt of all official transcripts and required documentation. An individual may be admitted on a contingent basis upon review of unofficial transcripts. A student's admissions status will remain contingent until receipt of all final, official transcripts and fulfillment of minimum admissions grade point average requirements. Students admitted contingently will be allowed to register for their first semester. All final, official transcripts must be received before a student will be permitted to register for their second semester at Walsh College.

It is the responsibility of the applicant to contact all colleges/universities currently and previously attended and request that official transcripts be sent directly to Walsh College. Copies of transcripts hand-delivered by the students are not considered official. Indebtedness or transcript holds at another institution may prevent processing of the admissions application and/or registration. For information on international transcript evaluation and admission to the College for those individuals pursuing an F-1 Student Visa, please see the section entitled International Students.

Undergraduate Degree Programs

After receiving the applicant's transcript(s), the Admissions and Academic Advising office will evaluate transfer of academic credit based upon all previous college coursework taken at the 100 or 1000 level and above. Any discrepancy between official and unofficial transcripts will result in the adjustment of any previously noted equivalencies and/or transfer credits, and may affect eligibility for admission or change an applicant's admissions status from "contingent" to "denied." Generally accepted transfer policies are practiced along state and federal guidelines. Upon completion of the evaluation, a letter will be sent to the applicant reflecting the status of their application and admission to the College.

Applicants can contact the Admissions and Academic Advising office during this process to inquire about specific policies and procedures or the status of their application. An applicant may enroll in any semester within 12 consecutive calendar months from their initial semester of admission to Walsh College.

Applicants will be required to follow the admissions and program requirements of the catalog year in which they initially enroll at Walsh College. If an applicant does not enroll and complete at least one course within 12 consecutive calendar months following admission, they must reapply for admission. Applicants who reapply may be required to resubmit all official transcripts and related documentation to Walsh College.

Admission Standards

Walsh reserves the right to accept or reject any application for admission. Consideration for admission is based on potential for success. Walsh's offer of acceptance is contingent upon the student's compliance with appropriate standards of conduct and continued academic performance consistent with the student's performance to date. In addition, if Walsh learns of relevant omissions or misrepresentations in the application process, an applicant's admission may be revoked.

Admission Requirements

For consideration for admission to a Walsh College undergraduate degree program, an applicant must have:

- An associate degree satisfying the Michigan Transfer Agreement (MTA) OR
- 60 semester credit hours completed at the 100/1000 level or above with a grade of "C" (2.000) or better to include at least 30 semester credit hours of general education coursework.

The general education coursework must include:

- One course in English composition or written communication from an accredited United States institution
- One course in intermediate algebra, mathematics course that satisfies MTA, or higher-level mathematics course/ placement.
- A minimum cumulative grade point average of 2.000 on a 4.000 scale is required.

- All academic coursework considered for use in meeting admissions requirements or for use in establishing direct equivalent transfer credit must be from an institution accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC). Credits completed outside of the United States must be evaluated by an agency that is a member of NACES (www.naces.org).

Individuals for whom English is not their first language must provide proof of English language proficiency. This proof may be in the form of one of the following:

- TOEFL score of 79-80, or 550 written;
- MELAB score of 80;
- MTELP score of 80;
- IELTS score of 6.5 (<http://www.ielts.org>);
- Successful completion of Level 112 from ELS Language Centers;
- Successful completion of the highest level of ESL accredited program;
- Successful completion of an English Composition course from an accredited U.S. institution;
- Completion of a college degree from an accredited U.S. institution.

An official document of these test scores must be sent to Walsh College for consideration in processing the admissions application. The TOEFL & IELTS scores are valid for two years; the MTELP/MELAB scores are valid for five years. Transcripts from the degree-granting institution may be accepted as proof of English language proficiency. Walsh College retains the right to require reexamination or further English language studies at a qualified institution for any non-native speaker of English. For additional information on international transcript evaluation and admission to the College for those individuals pursuing a student visa, please see the section entitled Admission on a Student Visa. Walsh College administers the MTELP exam at no charge. Please contact an international student advisor for more details.

Appeals Process for Conduct-Based Denial or Revocation of Admission

Applicants who are not granted admission to Walsh due to inappropriate conduct or whose admission is subsequently revoked due to inappropriate conduct may submit an admission appeal request. This request must include a personal statement from the student providing a compelling explanation for the inappropriate conduct and any relevant supporting materials. Admission appeal requests will be reviewed by Walsh's Admissions Appeal Committee.

Undergraduate Degree Programs

The applicant submitting an admission appeal request is required to initiate the appeal process in writing within (10) calendar days of the notification from Walsh (as indicated by the date of the written notification from Walsh) in order to receive consideration. Unless there are extreme extenuating circumstances, if the applicant fails to follow the appeal process within ten (10) calendar days of notification from Walsh, the applicant will forfeit the right to appeal, which will result in Walsh sending written notification of administrative deletion of class registration and revocation of admission for future semesters. Please contact the Admissions and Academic Advising Office at admissions@walshcollege.edu for additional information.

Acceptance of Equivalent and Transfer Credit

Prospective students are encouraged to schedule an appointment with a Walsh College academic advisor to develop a transfer plan. This transfer plan will include identifying transfer equivalencies to meet admissions requirements and other required courses. Students can obtain transfer equivalencies by visiting the Walsh College website at www.walshcollege.edu/transfer or the Michigan Transfer Network at www.michigantransfernet.org. Applicants with equivalent credit to required coursework in their intended degree program at Walsh College may transfer a maximum of 82 semester credit hours of freshman/sophomore (100/1000 level and above level coursework) to Walsh College. Transfer of credit above 82 semester credit hours for a maximum of 91 semester credit hours will only be accepted from an accredited four-year institution for equivalent junior/senior (300/400 level and above) level coursework at the transfer institution and at Walsh College.

Academic department chairs will review transfer coursework on a case-by-case basis for approval and equivalency. Transfer coursework must have been completed with a "C" (2.000) or better in order to be considered for equivalency. Certain coursework may only be awarded equivalent credit if the specific transfer course was completed within 60 calendar months (five years) prior to the semester of admission. Applicants who received an undergraduate degree from Walsh College and choose to pursue a second undergraduate degree may transfer up to 91 semester credit hours toward the second undergraduate degree program.

Credit for Extra-Institutional Learning

Undergraduate students may be awarded credit based on prior learning experiences. Students may submit competency through Advanced Placement (AP), College Level Examination Programs (CLEP), and International Baccalaureate (IB). Prior learning experiences will be evaluated as part of the admission process. Walsh College may determine possible transferable credits through the American Council on Education (ACE) recommendations, accredited college acceptance of credit, and/or academic department chairperson review.

Military Credit/Exams

Walsh College will grant academic credit for military experience based on ACE recommended guidelines and requirements. Walsh College also follows the American Council on Education (ACE)

recommended guidelines and scores to award academic credit for approved DANTES/DSST exams. Approved academic credit will be transferred to Walsh College as general credit. Walsh College may determine possible equivalency to required coursework through ACE recommendations, accredited community college acceptance of credit, and/or academic department chair review. ACE recommended academic credit for military credit is listed on an official JST (Joint Services Transcript), CCAF (Community College of the Air Force), or CGI (Coast Guard Institute) transcript. Unofficial copies of transcripts may be submitted for the initial admissions evaluation process with official transcripts required for full admission as noted in the Admissions to Walsh College sections of the catalog. Credit hours categorized as L = Lower Level; U = Upper Level; and G = Graduate Level are acceptable and may be reviewed for possible equivalent credit.

Readmission to Walsh College

If an undergraduate student has not enrolled in any courses (as designated by the last semester attended on the student's Walsh College transcript) for 12 consecutive calendar months, the student must reapply for admission through the Admissions and Academic Advising office. At the time of readmission, all coursework will be evaluated based on current admissions requirements; required coursework and acceptable transfer equivalencies; minimum grade requirements for transfer and graduation. Time limitations for eligibility/transferability as determined by each academic area may apply.

Readmitted students will be responsible for the degree requirements outlined in the Catalog year that they are readmitted and will receive a Program Plan detailing their degree requirements. Students who are granted credit for previously completed courses at Walsh College may be required to complete their program in a period of time not to exceed a maximum of 60 months from initially starting at Walsh College. Transcripts of students who have been readmitted to the College will reflect all courses taken, credit hours attempted, and grades received while at Walsh College.

Veteran students who were deployed or dependents of veterans and reapply for admission may petition to be readmitted under the same academic program and graduation criteria in effect at the time of deployment. A copy of the student's deployment paperwork and length of stay will be required as part of the readmission process. Students in this situation should contact the director of admissions and academic advising to provide the deployment paperwork so that their academic file may be updated. Upon return from duty, it is highly recommended that the student review the current and former programs with an academic advisor to see which program best benefits the student. If the student opts to move to the newest program, all admission and policies of the newest catalog will apply and the student may not switch back.

Students who have been academically dismissed or placed on academic probation must meet with an advisor in the Admissions and Academic Advising office to discuss eligibility for readmission. Please refer to the section on Academic Standing prior to reapplying for admission. Consideration of all prior activity,

Undergraduate Degree Programs

including student conduct, will be reviewed during evaluation and may be grounds for denial of readmission.

Concurrent Enrollment

A fully admitted student may be eligible for concurrent enrollment while beginning classes at Walsh College. Concurrent enrollment allows new students who are enrolled at a transfer institution to complete credits while attending Walsh College. Concurrent enrollment may affect a student's ability to receive financial aid; students are encouraged to contact the Financial Aid office prior to concurrent enrollment. Upon admittance to Walsh College, a student interested in concurrent enrollment is required to meet with an academic advisor to determine concurrent enrollment eligibility as well as to sign the Concurrent Enrollment Agreement Form prior to the end of their first semester of attendance at Walsh College.

Responsibility for adhering to course and time limit requirements as outlined in the concurrent enrollment agreement resides with the student. Approved students are required to follow the plan for taking courses at their transfer institutions as outlined in their signed concurrent enrollment agreement; any deviations from this plan must be approved in advance by the director of admissions and academic advising.

Students approved to take coursework through concurrent enrollment are fully responsible for meeting all course prerequisites prior to registering for any Walsh College courses. The student is responsible for requesting official copies of college transcripts documenting proof of successful completion of concurrent enrollment courses be sent to Walsh College. Course(s) determined eligible to be taken as a part of the concurrent enrollment agreement must be completed before the student's final semester prior to graduation at Walsh College. The Records, Registration, and Veteran Services Office will not complete a graduation audit until all final, official transcripts have been received.

After the first semester of enrollment at Walsh College, the concurrent enrollment option will not be granted. Concurrent enrollment approval will not be extended to current students as a means to replace guest student status. Walsh College reserves the right not to accept courses that were completed at a transfer institution not listed on the Concurrent Enrollment Agreement Form. ACC 201, ECN 201, ECN 202, IT 201, IT 202, IT 203 and IT 204 must be taken at a transfer institution prior to enrollment or through concurrent enrollment. These courses need to be completed C (2.000) or better to transfer.

Communication Placement Exam Information

All new undergraduate students are required to take the Communication Placement Exam. Students who take COM 210 at Walsh College will take the placement exam during COM 210. Students who transfer in an equivalent to COM 210 will need to take the placement exam prior to registering for COM 320, Business Communication Methods. Students who pass the placement exam will be eligible to enroll in COM 320. COM 320 is required to be completed within a student's first 9 credit hours at Walsh College. It is highly recommended that students

take the placement exam immediately upon being admitted to Walsh College. Failure to do so may result in delaying a student's graduation as COM 320 is a prerequisite to several required courses. Students who do not pass the placement exam will be required to take COM 300, Communication Essentials, a one credit hour course designed to enhance students' writing skills. Students will be eligible to enroll in COM 320 upon successful completion of COM 300 with a grade of "P". Students are not charged a fee for the placement exam. The placement exam may only be taken one time and is not repeatable.

The Communication Placement Exam will assess basic writing skills in three areas:

- Grammar and mechanics
- Style
- Organization and development

Student Learning Outcomes

At the completion of COM 300, students will be able to:

- Compose messages that display organization of thoughts based on a synthesis of credible information;
- Write sentences and paragraphs using correct grammar, spelling and punctuation;
- Develop written messages that display appropriate tone and style for intended audience;
- And produce brief business documents that are clear, concise, well organized, and properly formatted.

For more information on the placement exam and COM 300 please visit our Website at www.walshcollege.edu/commplacementexam.

Degree/Program Changes

A student desiring to change their undergraduate degree program, major, or minor must officially request this change with an academic advisor. A complete evaluation will be required before the student is admitted into the desired degree program. Undergraduate courses already completed at Walsh College will be evaluated for appropriateness for the new degree/major/minor. The student will then be placed on the most current program of study and a new Program Plan will be created. All current admissions requirements and policies will apply.

Double Majors/Dual Undergraduate Degrees

Dual degrees are not available at the undergraduate level. Students pursuing a Bachelor of Business Administration degree may select to add an additional major simultaneously. The following disciplines are available as a double major: finance, management and marketing. All required professional core, major and/or required elective coursework within the undergraduate degree and major(s) must be completed prior to graduation. The student will be awarded one degree, the Bachelor of Business Administration and the student's official transcript will reflect the two majors earned.

Undergraduate Degree Programs

Non-Degree Undergraduate Coursework

An individual who meets the undergraduate admission requirements is eligible to take courses at Walsh College as a non-degree undergraduate student. All course prerequisites must be met. An individual interested in taking courses as a non-degree student should complete a Non-Degree application and follow the same procedures as an applicant to a bachelor degree program.

A non-degree student who applies to any Walsh College undergraduate program will be held to all admissions requirements under the catalog year in which the individual applies. Non-degree coursework will be applied and moved to the student's undergraduate transcript. Time limitations for transferability as determined by each academic area may apply.

Fast Track Program

The Walsh College Fast Track program will allow Bachelor of Business Administration (BBA) and Bachelor of Accountancy students (BAC) the ability to complete a maximum of four graduate-level courses as part of their undergraduate degree requirements. Graduate level courses successfully completed with a grade of "C" (2.000) or higher will be considered for advanced standing credit in the chosen graduate degree, if applicable. A maximum of 12 semester credit hours of advanced standing credit is allowable for graduate degree programs. A student must be in good academic standing to pursue the Fast Track program.

The following graduate courses are allowable: ACC 511, ACC 512, ACC 515, ACC 518, COM 510, ECN 523, FIN 510, FIN 515, FIN 521, IT 520, MGT 501, MKT 550, QM 520 and TAX 596. Students are required to meet with an academic advisor to customize their program plan.

Undergraduate Degree Programs

Bachelor of Accountancy (BAC)

The Bachelor of Accountancy (BAC) degree program at Walsh College consists of a specialized sequence of coursework in accounting, with related business administration topics. The coursework is designed for those interested in entering the accounting profession and interested in the Certified Public Accountant (CPA) license or Certified Management Accountant (CMA) certification. All accounting students must take all courses in the professional and program core. Students select either the CPA or CMA concentration. Elective courses may be necessary to meet residency and/or degree requirements. For students interested in the CPA and/or specific subject/credit hour requirements, contact the Walsh College Admissions and Academic Advising Office or view the Michigan State Board of Accountancy website at www.michigan.gov/accountancy. For students interested in the CMA, Walsh College has been endorsed by the Institute of Management Accountants (IMA). The IMA's endorsement recognizes business curricula that meet the quality educational standards required to enable students to prepare for the CMA designation. For more information about the IMA, please visit www.imanet.org.

Students must complete 18 semester credit hours of the 45 semester credit hours taken in residence at Walsh College in accounting and tax. For complete BAC graduation requirements, refer to page 24.

BAC Professional Core

ACC 300	Financial Accounting
ACC 310	Managerial Accounting
BL 301	Business Law I
BL 302	Business Law II
COM 210	Principles of Business Communications
COM 300*	Communication Essentials
COM 320**	Business Communication Methods
ECN 201+	Principles of Economics I
ECN 202+	Principles of Economics II
FIN 315	Financial Management
IT 305	Business Computing Tools
IT 335	Business Driven Technology
MGT 201	Principles of Management
MGT 303	Behavioral Management
MKT 202	Principles of Marketing
QM 202	Statistics Methods for Business

**COM 300 is required for all students that obtain a score of 1-3 on the Walsh College Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh College.*

***Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh College.*

ECN 201 and ECN 202 must be taken at the transfer institution prior to attendance or through concurrent enrollment.

BAC Program Core

ACC 301	Intermediate Accounting I
ACC 302	Intermediate Accounting II
ACC 303	Financial Accounting Concepts
ACC 406	Accounting Information Systems
ACC 415	Auditing
ACC 418	Accounting Communications
ACC 419	Advanced Managerial Accounting

Concentrations – Select One

Certified Public Accountant (CPA) Concentration

ACC 411	Business Combinations
ACC 412	Government and Not-For-Profit Accounting
TAX 495	Tax and Business Taxation I
TAX 496	Tax and Business Taxation II
TAX 497	Tax and Business Taxation III

Certified Management Accountant (CMA) Concentration

FIN 310	Financial Markets
FIN 403	Investment Management
FIN 406	Financial Statement Analysis
TAX 490	Essential Tax Skills in the New Economy
Elective	FIN 412, FIN 425 or FIN 460

Undergraduate Degree Programs

If needed to complete the 45-hour residency requirements, choose from the following electives:

Any 300-400 level course (not already required), except BL 420.

BAC students have the ability to Fast Track their degree by taking 12 semester credit hours (4 courses) at the graduate level. Please refer to the Fast Track section on page 20 for further details.

Bachelor of Business Administration (BBA)

The Bachelor of Business Administration (BBA) curriculum at Walsh College provides students with a solid education in the business disciplines as well as the opportunity to major in one of four areas: finance, general business, management, or marketing. Students must take all required professional core and major courses.

BBA Professional Core

ACC 300	Financial Accounting
ACC 310	Managerial Accounting
BL 420	The Legal Environment of Business
COM 210	Principles of Business Communications
COM 300*	Communication Essentials
COM 320**	Business Communication Methods
COM 340***	Professional Communication
ECN 201+	Principles of Economics I
ECN 202+	Principles of Economics II
FIN 310	Financial Markets
FIN 315	Financial Management
IT 305	Business Computing Tools
IT 335	Business Driven Technology
MGT 201	Principles of Management
MGT 303	Behavioral Management
MGT 461	Business Strategy and Policy (Capstone)
MKT 202	Principles of Marketing
QM 202	Statistical Methods for Business
QM 301	Statistical Inference for Management Decisions
Elective	Any 400 level course

Required Elective

Students must choose one 400 level 3 credit hour elective course in residence from any discipline not already required for their degree and for which the course prerequisites have been met.

*COM 300 is required for all students that obtain a score of 1-3 on the Walsh College Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh College.

**Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh College.

***Students are required to take COM 340 within their first 15 semester credit hours in residence at Walsh College.

+ECN 201 and ECN 202 must be taken at the transfer institution prior to attendance or through concurrent enrollment.

BBA students have the ability to Fast Track their degree by taking 12 semester credit hours (4 courses) at the graduate level. Please refer to the Fast Track section on page 18 for further details.

Bachelor of Business Administration Majors

BBA – Finance (FIN)

The Finance major assists the student in developing an appreciation for and understanding of the financial decision-making process. It is designed to provide an exposure to accounting, business law, and taxation concepts along with financial analysis, planning, and management. The curriculum prepares the student for a career in credit analysis, commercial lending, brokerage and financial services, financial planning, financial analysis, and financial institution management, as well as other careers in industry and government.

Students must complete 15 semester credit hours of the 45 semester credit hours taken in residence at Walsh College in finance. For complete BBA-FIN graduation requirements, refer to page 24.

Students with an Accredited Asset Management Specialist (AAMS) Certification will be granted credit for FIN 403.

Required Finance Major Courses

FIN 403	Investment Management
FIN 406	Financial Statement Analysis
FIN 412	International Economics and Finance
FIN 425	Financial Modeling
Electives	9 semester credit hours (3 courses)

Required Electives

Choose three electives from the following:

ECN 405	Managerial Economics
FIN 321	Risk Management and Insurance
FIN 401	Personal Finance
FIN 407	Entrepreneurial Finance
FIN 419	Financial History of the United States
FIN 420	Real Estate Principles
FIN 460	Fundamentals of Financial Fraud
FIN 488	Finance Internship

BBA – General Business (GB)

The General Business major complements the prior education and/or experience of the student and is specifically designed to provide flexibility in course selection and to be a time-effective degree completion program. The goal of the General Business major is to assist the student in their present career by providing a basic business education that may accelerate a promotion.

The BBA - General Business degree consists of the professional core and a minimum of 9 semester credit hours of 300-400 level allowable elective courses. Students must meet the minimum total credit hour and residency requirements and meet all course prerequisites. General Business majors may elect to choose a minor. Students should refer to the Bachelor's Degree minor section of the catalog.

Students must complete 45 semester credit hours in residence at Walsh College. For complete BBA-GB graduation requirements, refer to page 24.

Undergraduate Degree Programs

BBA – Management (MGT)

The Management major assists the student in developing an understanding of decision methodology, business resource management, organization structures, business strategy, and business policy. Emphasis is placed on the principles of managing, the skills of decision-making and problem-solving, and the techniques of interpersonal relationships. For the student with little or no experience, the curriculum provides the foundation for management positions in purchasing, customer service, human resources management, public administration, office management, or operations.

Students must complete 15 semester credit hours of the 45 semester credit hours taken in residence at Walsh College in management. For complete BBA-MGT graduation requirements, refer to page 24.

Required Management Major Courses

MGT 404	Human Resources Management
MGT 410	Production and Operations Management
MGT 453	Organizational Leadership
MGT 457	Global Management
Electives	9 semester credit hours (3 courses)

Required Electives

Choose three electives from the following:

MGT 405	Management and Labor Relations
MGT 462	Diversity and Inclusion
MGT 463	Managing Technology as a Strategic Resource
MGT 471	Small Business Management
MGT 485	Process Improvement/Benchmarking
MGT 488	Management Internship
MKT	One 300-400 level marketing course not already required in the program

BBA – Marketing (MKT)

The Marketing major prepares the student for an entry-level position in one of the various marketing-related fields. Coursework builds around the four P's of marketing: product, pricing, place of distribution, and promotion. The curriculum exposes the student to the skills necessary to begin a career in the areas of sales, market research, promotion, retailing, distribution, advertising, public relations, direct marketing, or purchasing. Students must complete 15 semester credit hours of the 45 semester credit hours taken in residence at Walsh College in marketing. For complete BBA-MKT graduation requirements, refer to page 24.

Required Marketing Major Courses

MKT 309	Advertising and Promotional Management
MKT 415	Consumer and Buyer Behavior
MKT 435	Marketing Research
MKT 460	Strategic Marketing
Electives	9 semester credit hours (3 courses)

Required Electives

Choose three electives from the following:

MKT 307	Marketing Management
MKT 425	Sales Management
MKT 445	e-Marketing Communication
MKT 453	Social Media Strategies
MKT 487	Not-for-Profit Marketing
MKT 488	Marketing Internship

Bachelor of Science in Information Technology (BSIT)

The Walsh College Bachelor of Science in Information Technology (BSIT) provides a unique undergraduate curriculum focused on enhancing your ability to employ information technology for strategic advantage through an integrated study of core technology concepts and skills.

Students will develop a holistic framework of how to evaluate, integrate, and incorporate the ever-changing technology landscape into today's competitive business environment.

Students must complete 15 semester credit hours of the 45 semester credit hours in residence at Walsh College in information technology. For complete BSIT graduation requirements, refer to page 25.

Students with an active CISSP and/or SSCP certification will be awarded equivalent credit for IT 417, IT 419 and IT 422.

BSIT Professional Core

ACC 201+	Principles of Accounting I
COM 210	Principles of Business Communications
COM 300*	Communication Essentials
COM 320*	Business Communication Methods
ECN 201+	Principle of Economics I
IT 201+	Introduction to Networking
IT 202+	Introduction to Databases
IT 203+	Introduction to Programming
IT 204+	Introduction to Security
MGT 201	Principles of Management
QM 202	Statistical Methods for Business

*COM 300 is required for all students that obtain a score of 1-3 on the Walsh College Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh College.

**Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh College.

+ACC 201, ECN 201, IT 201, IT 202, IT 203 and IT 204 must be taken at the transfer institution prior to attendance or through concurrent enrollment.

BSIT Program Core

IT 402	System Analysis & Design
IT 406	Network Design & Implementation
IT 408	Database Design & Development (SQL)

Undergraduate Degree Programs

IT 410	Principles of Software Engineering
IT 412	Advanced Programming
IT 417	Fundamentals of Cybersecurity
IT 419	Ethical Hacking Strategies and Tools
IT 422 or	Advanced Team-Based Attack/Defend Techniques
IT 450	Fundamentals of Automotive Cybersecurity
IT 490	Internship
IT 499	Collaborative Business Systems (Capstone)

Concentrations – Select one:

Automotive Cybersecurity

IT 450	Fundamentals of Automotive Cybersecurity
IT 451	Automotive Network Strategies, Tools and Techniques
IT 452	Connected Automotive Ecosystems and Attack Surfaces
IT 453	Advanced Automotive Penetration Testing and Threat Analysis

Business Information Systems

The Business Information Systems concentration will prepare students in developing a cohesive view of technology through hands-on skill development in the essential technology foundations of system design, project management, networks, data, software and cybersecurity.

IT 403	Project Management & ITIL Framework
IT 407	Server Virtualization & Performance Engineering
IT 409	Data Analytics
IT 413	Web Development

Cybersecurity

The Cybersecurity concentration prepares the student for the ever-changing and challenging environment of cybersecurity. It will allow students to apply critical, strategic, ethical, and innovative thinking to achieve results-orientated organizational goals. Students will employ cyber forensic disciplines in incident and investigative responses, and information technology for strategic advantage.

IT 460	Digital and Network Forensics
IT 461	Security Operations and Awareness
IT 462	Securing Cyber Physical Systems
IT 463	Cryptography

Bachelor's Degree Minors

A student may choose a minor while pursuing a bachelor's degree at Walsh College. Students are required to complete a Minor Declaration form in WebAdvisor. A minor is comprised of four courses for 12 semester credit hours in a specific major/discipline (accounting, finance, information technology, management, or marketing). Students must follow all course prerequisites. A minimum of 6 of the 12 semester credit hours must be taken in residence at Walsh College and completed prior to graduation. A grade of "C" (2.000) or better is required in each course and a cumulative grade point average of "C" (2.000) is required in all courses within the discipline. The minor will be reflected on the student's official academic transcript.

Minors

Accounting

Choose four courses from the following:

ACC 301	Intermediate Accounting I
ACC 302	Intermediate Accounting II
ACC 406	Accounting Information Systems
ACC 419	Advanced Managerial Accounting
TAX 490	Essential Tax Skills in the New Economy

Finance

FIN 403	Investment Management
FIN 406	Financial Statement Analysis
FIN 412	International Economics and Finance
FIN 425	Financial Modeling

Information Technology

IT 335	Business Driven Technology
IT 402	System Analysis & Design
IT 403	Project Management & ITIL Framework
IT 409	Data Analytics

Management

MGT 404	Human Resources Management
MGT 410	Production and Operations Management
MGT 453	Organizational Leadership
MGT 457	Global Management

Marketing

MKT 309	Advertising and Promotion Management
MKT 415	Consumer and Buyer Behavior
MKT 435	Marketing Research
MKT 460	Strategic Marketing

Bachelor's Degree Graduation Requirements

To graduate with a bachelor's degree from Walsh College, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh College transcript). A student's program of study is the specific curriculum required by the College at the time of the student's matriculation as an undergraduate degree candidate at Walsh College unless the student changes majors or degrees while attending Walsh College. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn a minimum of 127 semester credit hours toward a bachelor's degree, including a maximum of 82 semester credit hours transferred to Walsh College.
- Complete 45 semester credit hours toward an undergraduate degree in residence at Walsh College.

Undergraduate Degree Programs

- Achieve a cumulative grade point average of 2.000 (“C”) or better in residence at Walsh College.
- Complete all communication courses (COM 210, 320, 340 and ACC 418/518) with a grade of “C” (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of “C” (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA, MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of “C” (2.000) or better in residence at Walsh College.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select “My Academic Info and Profile,” then click on “Program Plan.”
- Complete all minor courses with a grade of “C” (2.000) or better.

Bachelor of Accountancy Graduation Requirements

CPA Concentration

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.
ACC 300, 301, 302, 303, 310, 406, 411, 412, 415, 418, 419, 483, 488, 494
BL 301, 302
TAX 495, 496, 497
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 18 semester credit hours of the 45 hours in residence in accounting and tax.

CMA Concentration

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.
ACC 300, 301, 302, 303, 310, 406, 411, 412, 415, 418, 419, 483, 488, 494
BL 301, 302
FIN 310, 403, 406, 412, 425, 460
TAX 490, 495, 496, 497

2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 18 semester credit hours of the 45 hours in residence in accounting and tax.

Bachelor of Business Administration Graduation Requirements

BBA – Finance (FIN)

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.
ECN 201, 202, 405
FIN 310, 315, 321, 401, 403, 406, 407, 412, 419, 420, 425, 460, 483, 488.
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in economics and finance coursework.

BBA – General Business (GB)

1. Students must complete all courses in their major with a grade of “C” (2.000) or better with a cumulative grade point average of “C” (2.000) or better in the 9 semester credit hours of elective coursework taken in residence at Walsh College.

BBA – Management (MGT)

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.
MGT 201, 303, 404, 405, 410, 453, 457, 461, 462, 463, 471, 483, 485, 488
MKT 202 and any 300-400 level MKT course
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in management coursework.

BBA – Marketing (MKT)

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.
MKT 202, 307, 309, 415, 425, 435, 445, 453, 460, 483, 487, 488
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in marketing coursework.

Undergraduate Degree Programs

Bachelor of Science in Information Technology Graduation Requirements (BSIT)

Automotive Cybersecurity

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.

IT 201, 202, 203, 204, 402, 406, 408, 410, 412, 417, 419, 422, 450, 451, 452, 453, 483, 490, 499
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Business Information Systems

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.

IT 201, 202, 203, 204, 402, 403, 406, 407, 408, 409, 410, 412, 413, 417, 419, 422, 450, 483, 490, 499
2. Students must earn a cumulative grade point average of “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Cybersecurity

1. Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.

IT 201, 202, 203, 204, 402, 406, 408, 410, 412, 417, 419, 422, 450, 460, 461, 462, 463, 483, 490, 499
2. Students must earn a cumulative grade point average “C” (2.000) or better in their major.
3. Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Graduate Degree Programs

This section of the 2018-2019 Catalog provides details on Walsh College graduate degree programs, admissions requirements and procedures, required and elective courses, and graduation requirements. Walsh College Master's programs include:

Master of Arts in Business (MAB)*

Master of Business Administration (MBA)

Master of Science in Accountancy (MAC)

Master of Science in Finance (MSF)

Master of Science in Information Technology (MSIT)

Master of Science in Information Technology Leadership (MSITL)

Master of Science in Management (MSM)

Master of Science in Marketing (MSMKT)

Master of Science in Taxation (MST)

Dual Master of Business Administration and Master of Science in Finance (MBA/MSF)

Dual Master of Business Administration and Master of Science in Information Technology Leadership (MBA/MSITL)

Dual Master of Business Administration and Master of Science in Management (MBA/MSM)

Dual Master of Business Administration and Master of Science in Marketing (MBA/MSMKT)

**ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation. As a new program, the Master of Arts in Business will be reviewed in 2019 for specialized accreditation by the ACBSP.*

Special Notes

- It is recommended that students meet with an academic advisor prior to enrolling in a graduate degree program to finalize their specific curriculum plan. Advisors are available at all Walsh College campuses. Students should schedule an appointment prior to registering for their first semester.
- Once enrolled at Walsh College, students can seek academic advising through the Admissions and Academic Advising office and/or career counseling through the Career Services office.
- All graduate degree programs, including the dual-degree programs, must be completed within 60 consecutive calendar months (five years) from the first semester of enrollment at Walsh College, as designated by the first semester attended on the student's Walsh College transcript. If a student changes their degree program, the student has 60 consecutive calendar months (five years) in which to complete the new degree program starting with the semester in which the program change occurred. Extensions to this time requirement will only be granted upon review of the request by the chief academic

officer or designee. Students may be required to complete additional coursework and/or update to the current catalog year and degree/program requirements.

- Once enrolled in a graduate degree program at Walsh College, academic coursework completed at another institution may not be used for credit at Walsh College.
- Students on an academic program may choose allowable electives and concentrations for the same academic program that are offered in future Catalog years. Students are not required to update to the future academic degree program/catalog year to enroll in new electives or concentration courses.
- A graduate student will not be awarded a certificate for courses completed as part of their degree requirement.
- Students are expected to be proficient in executing basic computer functions, as well as have a working knowledge of their computer's settings and programs (e.g. web browsers, Word, Excel, PowerPoint, etc.).

Admission to Walsh College Graduate Programs

Admission Procedures

To apply to any Walsh College graduate degree program, an admission application must be submitted along with a nonrefundable application fee. Former Walsh College students are required to submit an admission application, but are not required to pay a second admission application fee. Applications can be submitted at www.walshcollege.edu/applynow.

Admission applications will be accepted until the last day to register for classes for the semester in which the applicant wishes to enroll. An applicant's admission status will be determined upon receipt of all required documentation. Every attempt will be made to process the application in time for admitted students to enroll in their intended semester. To facilitate the admissions process, applicants are encouraged to submit student or unofficial copies of transcripts from all colleges attended, along with the admissions application. Admitted students can begin their studies at the start of any academic semester.

Full admission to the College will be granted only upon receipt of all official transcripts and required documentation. An individual may be admitted on a contingent basis upon receipt of unofficial transcripts. A student's admission status will remain contingent until receipt of all final, official transcripts and verification of minimum admission grade point average requirements. Students admitted contingently will be allowed to register for their first semester. All final, official transcripts must be received before a student will be permitted to register for their second semester at Walsh College.

It is the responsibility of the applicant to contact all colleges/universities currently and previously attended and request that official transcripts be sent directly to Walsh College. Copies of transcripts hand-delivered by students are not considered official.

Graduate Degree Programs

Indebtedness or transcript holds at another institution may prevent processing of the admissions application and/or registration.

For information on international transcript evaluation and admission to the College for those individuals pursuing an F-1 Student Visa, please see the section entitled International Students.

After receiving the applicant's official transcript(s), the Admissions and Academic Advising office will evaluate previous academic credits. Any discrepancy between official and unofficial transcripts will result in the adjustment of any previously noted exclusion, waivers, or advanced standing awarded, and may affect eligibility for admission or change an applicant's admission status from "contingent" to "provisional" or "denied." Generally accepted transfer policies are practiced along state and federal guidelines. Upon completion of the evaluation, a letter will be sent to the applicant reflecting the status of the application and admission to the College.

Applicants can contact the Admissions and Academic Advising office at any time during this process to inquire about specific policies and procedures or the status of their application.

Applicants to graduate programs may enroll in any semester within the 12 consecutive calendar months following admission to Walsh College. If an applicant does not enroll and complete at least one course within 12 consecutive calendar months following admission, they must reapply for admission. Students who are required to reapply for admission will be required to meet the admissions and program requirements of the catalog year in which they reapply. Applicants who reapply to the College may be required to resubmit all pertinent transcripts and documents to Walsh College.

Admission Standards

Walsh reserves the right to accept or reject any application for admission. Consideration for admission is based on potential for success. Walsh's offer of acceptance is contingent upon the student's compliance with appropriate standards of conduct and continued academic performance consistent with the student's performance to date. In addition, if Walsh learns of relevant omissions or misrepresentations in the application process, an applicant's admission may be revoked.

Admission Requirements

For consideration for admission to a Walsh College graduate degree program, an applicant must:

- Possess an undergraduate degree or higher from a college or university accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC).
- Have an overall cumulative grade point average (GPA) of 2.750 or better on a 4.000 scale. Students with a cumulative grade

point average lower than 2.750 – but not below 2.000 – will be admitted on a provisional basis (see Provisional Status for more information).

- Students who have graduated with an undergraduate degree or higher in business from any institution are not eligible for admission to the MAB program.

Individuals for whom English is not their first language must provide proof of English language proficiency. This proof may be in the form of one of the following:

- TOEFL score of 79-80 internet based, or 550 written;
- MELAB score of 80;
- MTELP score of 80;
- IELTS score of 6.5 (<http://www.ielts.org>);
- Successful completion of Level 112 from ELS Language Centers;
- Successful completion of the highest level of ESL accredited program;
- Successful completion of an English Composition course from an accredited U.S. institution;
- Completion of a college degree from an accredited U.S. institution.

An official document of these test scores must be sent to Walsh College for consideration in processing the admissions application. The TOEFL & IELTS scores are valid for two years; the MTELP/MELAB scores are valid for five years. Transcripts from the degree-granting institution may be accepted as proof of English language proficiency. Walsh College retains the right to require reexamination or further English language studies at a qualified institution for any non-native speaker of English. For additional information on international transcript evaluation and admission to the College for those individuals pursuing a student visa, please see the section entitled Admission on a Student Visa.

Walsh College administers the MTELP exam at no charge. Please contact an international student advisor for more details.

Graduate Communication Assessment

All new graduate students who are entering the MAB, MBA, MSF, MSITL, MSM, MSMKT and MBA dual degree programs are required to complete the Graduate Communication Assessment (GCA) prior to their first COM 510 Leadership Communication or COM 525 Applied Organizational Communication class session.

It is highly recommended that students take the communication assessment immediately upon being admitted to Walsh College. Students are not charged a fee for the communication assessment. The communication assessment may only be taken one time and is not repeatable.

The Graduate Communication Assessment will assess writing skills in three areas:

- Grammar and mechanics
- Style
- Organization and development

Graduate Degree Programs

For more information on the communication assessment please visit our Website at www.walshcollege.edu/graduatecommunicationassessment.

Appeals Process for Conduct-Based Denial or Revocation of Admission

Applicants who are not granted admission to Walsh due to inappropriate conduct or whose admission is subsequently revoked due to inappropriate conduct may submit an admission appeal request. This request must include a personal statement from the student providing a compelling explanation for the inappropriate conduct and any relevant supporting materials. Admission appeal requests will be reviewed by Walsh's Admissions Appeal Committee.

The applicant submitting an admission appeal request is required to initiate the appeal process in writing within (10) calendar days of the notification from Walsh (as indicated by the date of the written notification from Walsh) in order to receive consideration. Unless there are extreme extenuating circumstances, if the applicant fails to follow the appeal process within ten (10) calendar days of notification from Walsh, the applicant will forfeit the right to appeal, which will result in Walsh sending written notification of administrative deletion of class registration and revocation of admission for future semesters. Please contact the Admissions and Academic Advising Office at admissions@walshcollege.edu for additional information.

Provisional Status

Graduate students with a cumulative grade point average lower than 2.750 – but not below 2.000 – will be admitted on a provisional basis. Students admitted provisionally to all graduate programs must achieve a minimum cumulative grade point average of “B” (3.000) in the first 2 graduate courses taken within their degree program in order for the provisional status to be removed.

Failure to meet the requirements of the provisional status will result in dismissal which prohibits the student from enrolling in any further courses at Walsh College for a period of one year. After a period of one year, provisionally dismissed students may be eligible to reapply to a Walsh College graduate degree program. Upon readmission, all admissions policies in effect at that time will be applied toward a student's application and evaluation process. A second provisional dismissal is considered final, and the student will not be eligible for readmission to Walsh College.

MAC for Accounting Graduates

Applicants must possess a Bachelor of Accountancy degree or an equivalent degree within five years. Applicants with an accounting degree over five years may take a Walsh College accounting department exam to determine accounting course placement. An active CPA license or passing all four parts of the CPA serves as an update to the five year requirement.

Credit for Extra-Institutional Learning

Walsh College awards credit and/or course competency waivers for documented postsecondary-level extra-institutional learning. Extra institutional learning is defined as learning that is attained outside of the sponsorship of legally authorized and appropriately accredited postsecondary education institutions. Reliable and valid measures of learning outcomes are used to assess and grant such awards.

When applying for admission to Walsh College, a student may request credit for learning already acquired in settings outside of Walsh College. The request will be evaluated as part of the admissions process. Documentation verifying attainment of college-level learning is required. Walsh College may determine possible equivalency to courses through American Council on Education (ACE) recommended guidelines, accredited college acceptance of credit, and/or academic department chairperson review.

Military Credit/Exams

Walsh College will grant academic credit for military experience based on the American Council on Education (ACE) recommended guidelines and requirements. ACE recommended academic credit for military credit is listed on an official JST (Joint Services Transcript), CCAF (Community College of the Air Force), or CGI (Coast Guard Institute) transcript. Unofficial copies of transcripts may be submitted for the initial admissions evaluation process with official transcripts required for full admission as noted in the Admissions to Walsh College sections of the catalog. Credit hours categorized as L= Lower; U= Upper; and G= Graduate Level are accepted and may be reviewed for possible equivalent credit. Equivalency of credit for required coursework will be determined based on ACE recommendations (G = Graduate Level) and/or Walsh College academic department chair review. Contact the Walsh College Admissions and Academic Advising office for additional information.

Readmission to Walsh College

If a student or applicant has not enrolled in any courses (as designated by the last semester attended on the student's Walsh College transcript) for 12 consecutive calendar months, the student/applicant must apply for readmission through the Admissions and Academic Advising office. At the time of readmission, all coursework will be evaluated based on current admissions requirements; required coursework and acceptable transfer equivalencies; and minimum grade requirements for transfer and graduation. Time limitations for eligibility/transferability as determined by each academic area may apply.

Readmitted students will be responsible for the degree requirements outlined in the catalog year to which they are readmitted, and will be directed to their Program Plan detailing their degree requirements. Students who are granted credit for courses previously taken at Walsh College may be required to complete their program in a period of time not to exceed the maximum 60 months from initially starting at Walsh College. Transcripts of students who have been readmitted to the College

Graduate Degree Programs

will reflect all courses taken, credit hours attempted, and grades received while at Walsh College, even though previous coursework with a grade below “C” (2.000) will not be counted toward the current degree program.

Veteran students who were deployed or dependents of veterans who were deployed and reapply for admission may petition to be readmitted under the same academic program and graduation criteria in affect at the time of deployment. A copy of the veteran’s deployment paperwork and length of stay will be required as part of the readmission process. Students in this situation should contact a Walsh College school certifying official or an academic advisor to provide the deployment paperwork so that their academic file may be updated. Upon return from duty, it is highly recommended that the veteran review the current and former programs with an academic advisor to see which program best benefits the student. If the veteran opts to move to the newest program, all admission and catalog policies of the newest catalog will apply and the student may not switch back.

Graduate students who are readmitted to another graduate degree may be eligible to have their former grades excluded from their grade point average under certain limited conditions. See the section entitled Clean Slate Policy or contact an academic advisor in the admissions and academic advising office for details.

Students who were placed on academic probation or academically dismissed must meet with an academic advisor to discuss eligibility for readmission. Please refer to the section on Academic Standing prior to reapplying for admission. Consideration of all prior activity, including student conduct, will be reviewed during evaluation and may be grounds for denial of readmission.

Clean Slate Policy

Graduate students who have not attended Walsh College for at least one year (12 consecutive months) and are reapplying for admission to a graduate degree program other than the degree program they were pursuing when they last attended Walsh College, may request a one-time review of their previous academic coursework for exclusion from the grade point average (GPA) calculation under their new program. Courses chosen to be excluded from GPA calculation will include all attempts of the course. Under this policy, all courses, grades, and academic standing notations will still appear on the student’s academic transcript, but the student’s cumulative GPA for the new program will only include previous coursework required or used as electives under the new program. Students are required to sign a Clean Slate Policy form and a notation that the Clean Slate Policy has been invoked will appear on the student’s transcript. After invoking the Clean Slate Policy, the student’s transcript will not be updated until the student registers under the new program.

This option allows courses and grades from the student’s previous graduate degree or academic program to be excluded from their new degree program with the following stipulations:

Previously completed courses will not be excluded from cumulative grade point average (cumulative GPA) calculations for the new academic program if the course meets one of the following criteria:

- Any course, including those that are dual listed, and all attempts of that course, that is a required course in the student’s new degree program;
- Any course, including all attempts of that course, that the student has chosen to include as an elective course in the new degree program;
- Any course that is being counted to reach the total number of required credit hours for a new graduate degree;
- Courses whose grades have been affected by findings of academic misconduct.

Course(s) selected by the student to be used toward degree requirements must be identified at the time of readmission. Course selections cannot be changed. The Clean Slate Policy cannot be used more than once and all courses attempted, grades earned and academic standing notations remain on the student’s transcript even though some courses/grades under the provisions of this policy may not be counted toward the new degree/program or grade point average.

After having taken advantage of the Clean Slate Policy, should the student reapply to another degree or certificate program, all courses attempted and grades received as part of the Clean Slate Policy will be used to re-compute the student’s cumulative grade point average for admission evaluation purposes. A student who invoked the Clean Slate Policy, but does not attend Walsh College for one year or is dismissed, will have all previously excluded courses and grades re-entered into the cumulative GPA.

Degree/Program Changes

A student desiring to change from one graduate program or degree to another must officially request this change with an academic advisor. A complete evaluation will be required before the student is admitted into the desired degree program. Graduate courses already completed at Walsh College will be evaluated for appropriateness for the new program/degree. The student will be placed on the most current program of study and a new academic Program Plan will be created. All current admissions requirements and policies will apply. If a student wishes to change their status from graduate degree seeking to non-degree or any other status, they must complete a new application. Applications can be submitted at www.walshcollege.edu/applynow.

Pursuing a Second Graduate Degree at Walsh College

Students may apply for a second graduate degree at Walsh College upon completion of their current academic degree program. Students must follow all procedures outlined for application to graduate programs. Consideration of prior graduate academic coursework that has been successfully completed at Walsh College will be reviewed as outlined in sections entitled Advanced Standing Credit, Course Waivers and Exclusions. Students who have graduated with a MBA degree from Walsh College are not eligible for admission to the MSM or MAB program.

Graduate Degree Programs

Advanced Standing Credit

Students may receive advanced standing credit for graduate-level coursework that is directly equivalent to a required and/or concentration course in their specific Walsh College degree program. If a student is awarded advanced standing credit, the semester credit hours are applied toward the appropriate degree program.

The MAB, MAC, MBA, MSF, MSMKT, MSITL, MSM, MST and Dual degrees allow for a maximum of 12 semester credit hours of advanced standing credit for graduate coursework.

The MSIT degree allows for 12-18 semester credit hours of advanced standing credit for graduate coursework.

Advanced standing credit will only be awarded once for a transfer course within a graduate degree or certificate program; in subsequent programs, the course may be used to obtain a waiver or exclusion, if time limits and equivalencies are met. Approved courses taken at the graduate level while an undergraduate student may not exceed 12 semester credit hours of advanced standing toward the graduate program.

Advanced standing credit awarded for a “course set” can be used to fulfill elective and concentration requirements but will not be designated on the student’s transcript as a concentration. A student will not be awarded a certificate for courses completed for a concentration. A student who is pursuing a second graduate degree at Walsh College will not be awarded a concentration that was previously completed in the first degree.

For coursework to be eligible for advanced standing, the following criteria must be met:

- The course must be equivalent to a course offered as a part of a Walsh College graduate degree program.
- The graduate transfer course must have been completed with a grade of “B” (3.000) or better from a college or university accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC) or have been approved through the Extra Institutional Credit policy. Graduate courses completed in residence at Walsh College must be completed with a grade of “C” (2.000) or better to be considered for advance standing.
- The course must have been completed within the 60 calendar months (five years) preceding the date of initial admission. Graduate courses taken within ten years preceding the date of initial admission in residence at Walsh College may be evaluated for advanced standing with the exception of ACC/TAX courses, which must be taken within five years.
- Students may contact the Walsh College Admissions and Academic Advising office for additional information.

Course Waivers

An applicant may be eligible to receive waivers for required and/or elective coursework in the graduate program. Unlike advanced standing, an applicant will not receive credit for the waiver. A waiver requires the applicant to replace the waived course with an allowable elective course. Waivers may be awarded for coursework that is determined to be equivalent to courses required in the graduate degree program. Courses must have been completed at Walsh College or at another institution prior to admission to Walsh College. If the student desires to take a course that has been waived for a grade, they must contact the Admissions and Academic Advising office.

To apply eligible courses as a waiver for required coursework, the following criteria must be met:

- The coursework must be equivalent to a course offered as part of a Walsh College graduate degree program.
- The coursework must have been completed with a grade of “C” (2.000) or better, from a college or university accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC).
- The coursework must have been completed within 60 calendar months (five years) preceding the date of initial admission. Graduate courses taken within ten years preceding the date of initial admission in residence at Walsh College may be evaluated for waivers with the exception of ACC/TAX courses, which must be taken within five years.

Exclusions

An applicant may be eligible to be excluded from foundation or prerequisite courses within a graduate degree program. Exclusions may be given when the student has taken an equivalent course (including undergraduate coursework) at Walsh College or at another institution. Excluded foundation courses do not have to be replaced by another course in the student’s graduate degree program.

Non-Degree Graduate Coursework

An individual who holds the minimum of a bachelor’s degree is eligible to take courses at Walsh College as a non-degree graduate student. All course prerequisites must be met. An individual interested in taking courses as a non-degree student should complete a non-degree application and follow the same procedures as an applicant to a graduate degree program.

A non-degree student who applies to any Walsh College graduate degree program will be held to all admissions requirements under the catalog year in which the individual applies. Non-degree coursework that is not part of a graduated certificate will be applied and moved to the student’s graduate transcript, including all dual listed courses and all attempts. Time limitations for transferability as determined by each academic area may apply.

Graduate Degree Programs

Dual Graduate Degrees

Walsh College offers the Dual degree programs for students interested in pursuing both a MBA and one of the following Master of Science degrees: Finance, Information Technology Leadership, Management and Marketing. Students must complete all courses required as outlined in the dual degree requirements to be awarded both academic degrees. Students choosing to complete only one degree program will be required to pursue an academic program change. The student will be placed on the most current program of study and issued an updated academic program plan. All current admissions requirements and policies will apply.

Graduate Degree Programs

Master of Arts in Business (MAB)*

The Master of Arts in Business is designed specifically to help non-business undergraduates develop a comprehensive and in-depth understanding of core business functions and be able to apply this understanding effectively in various business settings and engagements related to their area of expertise or their entrepreneurial pursuits.

Students master theoretical foundations as context by which solutions and practical applications to variety of business situations can be implemented; leverage creative and innovative thinking in order to apply diverse solutions that address their needs as either a corporate manager or small business owner; achieve aptitude in relevant business skills to be capable and confident enough to interact intelligently in business environments, by drawing upon the principles learned.

The MAB consists of 11 courses for 33 semester credit hours, depending on prior coursework. The MAB degree requires a minimum of 21 semester credit hours in residence at Walsh College. Students who have graduated with an undergraduate degree or higher in business from any institution are not eligible for admission to the MAB program.

MAB Core Courses

ACC 513	Accounting Practices
BL 515	Business Law and Ethics
COM 525	Applied Organizational Communication
FIN 516	Financial Budgeting and Forecasting
IT 535	Information Technology and Innovation
MGT 502	Foundations for Business Success
MGT 503	Human Resource Management and Organizational Behavior
MGT 539	Project and Program Management
MGT 540	Strategic Planning for Businesses and Entrepreneurs
MGT 650	Capstone – Business Planning
MKT 525	Marketing and Branding

MAB Additional Electives (if needed)

Choose from any 500-level course in which prerequisites are met.

* ACBSP requires new programs to be in place for two years and

have graduates from the program before it will be reviewed for accreditation. As a new program, the Master of Arts in Business will be reviewed in 2019 for specialized accreditation by the ACBSP.

Master of Business Administration (MBA)

The Walsh College Master of Business Administration (MBA) will enhance a student's ability to incorporate opportunistic decision-making and systematic approaches in solving complex problems. Students will develop a framework of how to think and make decisions in today's fast-paced, business environment. Courses in the Walsh MBA are taught by proven business leaders who are experienced practitioners in their fields - this bridges the gap between real-world practices and classroom experience.

The MBA prepares graduates for positions in mid- to upper-level management by providing a broad, general education in major areas of business study. The MBA program encompasses the study of accounting, finance, management, information technology, economics, strategy, and related disciplines. It also emphasizes business communication skills now demanded by employers, helping graduates explain concepts and share knowledge more concisely.

The MBA program consists of 14 classes for 42 credits. The MBA degree requires a minimum of 30 semester credit hours in residence at Walsh College.

MBA Core Courses

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
IT 520	Information Technology
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MGT 680	Strategic Management: Audit of an Organization
MKT 550	Marketing Fundamentals
MKT 555	Marketing Application and Metrics
QM 520	Business Analytics

Master of Science in Accountancy (MAC)

The Walsh College Master of Science in Accountancy (MAC) is designed to prepare students for a career in public, corporate, or private accounting. The MAC is designed with options to accommodate both students with significant accounting courses or holding an undergraduate degree in accounting, and students with few or no undergraduate accounting courses or degree. Students may be excluded from foundation and waived from some of the core courses depending on prior coursework. Students who have completed accounting courses outside of Walsh College may be required to take an assessment exam. Core courses that are waived will need to be replaced with additional electives.

Graduate Degree Programs

The MAC program consists of 12-15 courses for 36-45 credits.

The MAC degree requires a minimum of 24 semester credit hours in core and elective credits in residence at Walsh College.

MAC Foundation Courses

ACC 500	Financial Accounting
ACC 501	Intermediate Accounting I
ACC 502	Intermediate Accounting II

MAC Core Courses

ACC 503	Financial Accounting Concepts
ACC 506	Accounting Information Systems
ACC 511	Business Combinations
ACC 512	Government and Not-for-Profit Accounting
ACC 515	Auditing
ACC 518	Accounting Communications
ACC 519	Advanced Managerial Accounting
ACC 520	International Accounting
TAX 595	Tax and Business Taxation I
TAX 596	Tax and Business Taxation II

MAC Electives

Choose 2 courses from the following:

ACC 550	Advanced Auditing
ACC 570	Forensic and Investigative Accounting
ACC 574	Industry Accounting and Auditing
ACC 577	Payroll and Employee Benefits Accounting
ACC 578	Accounting for Income Taxes
ACC 580	Business Law for Accountants
ACC 588	Accounting Internship
FIN 510	Financial Management
TAX 525	Advanced Concepts in Corporate Taxation
TAX 532	Income and Transfer Tax Consequences for Estates and Trusts
TAX 598	Tax Return Seminar

MAC Additional Electives (If needed)

Choose from the approved MAC electives listed above.

Taxation Concentration

A concentration in taxation is available in the MAC program. This concentration allows students to optimize their knowledge and skills in taxation while obtaining their MAC degree. This concentration replaces TAX 596, ACC 520 and two MAC electives with four taxation courses: TAX 501, TAX 510, TAX 599 and TAX 525 or ACC 578.

MAC Program for Accounting Graduates

10 courses for 30 credits

The MAC degree for accounting graduates requires a minimum of 18 semester credit hours of foundation and concentration credits in residence at Walsh College.

MAC Foundation Courses

Choose 5 courses from the following:

ACC 503	Financial Accounting Concepts
ACC 511	Business Combinations
ACC 512	Government and Not-for-Profit Accounting
ACC 515	Auditing
ACC 518	Accounting Communications
ACC 520	International Accounting
ACC 550	Advanced Auditing
ACC 570	Forensic and Investigative Accounting
ACC 574	Industry Accounting and Auditing
ACC 577	Payroll and Employee Benefits Accounting
ACC 578	Accounting for Income Taxes
ACC 580	Business Law for Accountants
ACC 588	Accounting Internship

Concentrations – Select One

Data Analytics

ACC 564	Data Analytics for Accounting
ACC 565	Data Analytics Capstone
IT 540	Introduction to Data Science
IT 542	Big Data Analytics
QM 520	Business Analytics

Finance

FIN 506	Financial Statement Analysis
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
FIN 521	Investments

Choose 1 course from the following:

FIN 504, FIN 551, FIN 587

Taxation

Choose 5 courses from the following:

TAX 501	Role of Legal Authorities in Taxation
TAX 507	Tax Accounting
TAX 525	Advanced Concepts in Corporate Taxation
TAX 532	Income and Transfer Tax Consequences for Estates and Trusts
TAX 540	Tax Practice and Procedure
TAX 595	Tax and Business Taxation I
TAX 596	Tax and Business Taxation II
TAX 598	Tax Return Seminar
TAX 599	Introduction to Tax Research

Master of Science in Finance (MSF)

The Walsh College Master of Science in Finance (MSF) degree offers graduate education in all aspects of finance. It entails a blend of courses in finance and its cognates, accounting and economics. There are two concentrations available in the MSF program, financial management, and financial services. Each student is required to complete all courses in a chosen concentration to complete their course of studies. The MSF consists of 11 courses for 33 semester credit hours.

Graduate Degree Programs

The MSF degree requires a minimum of 21 semester credit hours of core and concentration credits in residence at Walsh College. The MSF degree is available as a dual degree with the MBA.

MSF Core Courses

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
FIN 506	Financial Statement Analysis
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
FIN 521	Investments

Concentrations – Select One

Financial Management

FIN 504	Financial Theory and Practice
FIN 512	International Finance
FIN 587 or	Business Valuation
FIN 590	Mergers and Acquisitions

Financial Services

FIN 509	Bank and Financial Institution Management
FIN 520	Real Estate
FIN 525	Risk Management

Master of Science in Information Technology (MSIT)

The Master of Science in Information Technology (MSIT) degree is focused on preparing IT professionals to optimize information technology management in support of business strategies and goals. The MSIT program allows students to employ information and information technology for strategic advantage, apply critical, strategic, ethical, and innovative thinking to achieve results-oriented organizational goals, balance continuity and change in the development, implementation, and evaluation of information technology, lead at the enterprise level by linking critical decisions regarding resources, people, processes, and technologies to organizational performance and information assurance, communicate at the strategic level demonstrating command of the topic, logical organization, compelling argument, and excellence in English grammar and syntax and commit to lifelong development of self and others as reflective learners.

The MSIT program consists of 14 courses for 40 semester credit hours. The MSIT degree requires a minimum of 22-28 semester credit hours of core and concentration credits in residence at Walsh College.

MSIT Core Courses

IT 501	Systems Analysis
IT 503	Ethics Seminar
IT 505	Governance, Risk and Compliance
IT 551	Project Management Fundamentals
IT 565	Fundamentals of Cybersecurity
IT 575	Network and Enterprise Architecture
IT 599	Capstone

Concentrations – Select one

Chief Information Officer (CIO)

IT 506	IT Leadership and Strategy
IT 552	Project Program and Portfolio Management
IT 553	Product Program and Portfolio Management
IT 566	Security Program Management
IT 550 or	Fundamentals of Automotive Cybersecurity
IT 567	Business Continuity, Resilience and Crisis Management
IT 576	Data and Decision Making
IT 577	Management of Emerging Technologies

Cybersecurity (CS)

IT 511	Threats, Vulnerabilities, Controls and Countermeasures
IT 512	Intelligence Analysis Tools and Techniques
IT 513	Social Political and Cultural Impacts of Cybersecurity
IT 514	Current Issues in Cybersecurity
IT 566	Security Program Management
IT 550 or	Fundamentals of Automotive Cybersecurity
IT 567	Business Continuity, Resilience and Crisis Management
IT 576	Data and Decision Making

Data Science (DS)

IT 540	Introduction to Data Science
IT 541	SQL and Dimensional Data Analytics
IT 542	Big Data Analytics
IT 543	Social Network, Geospatial and Web Analytics
IT 544	Data Visualization and Predictive Modeling
IT 545	Using R for Data Analysis
QM 520	Business Analytics

Global Project and Program Management (GPM)

IT 506	IT Leadership and Strategy
IT 552	Project Program and Portfolio Management
IT 553	Product Program and Portfolio Management
IT 554	Agile Project Management
IT 555	Global Project Leadership
IT 576	Data and Decision Making
IT 577	Management of Emerging Technologies

Master of Science in Information Technology Leadership (MSITL)

The Master of Science in Information Technology Leadership (MSITL) degree is designed to educate organizational leaders on how to assess, evaluate, determine and manage technology choices from a business perspective. The MSITL student has the opportunity to focus in one of three areas of technology leadership: Chief Security Officer, Chief Information Officer and the Project Management office.

The MSITL program consists of 13 courses for 39 semester credit hours. The MSITL degree requires a minimum of 27 semester credit hours of core and concentration credits in residence at Walsh College. The MSITL is available as a dual degree with the MBA.

Graduate Degree Programs

MSITL Core Courses

ACC 508	Introduction to Accounting
COM 510	Leadership Communication
IT 501	Systems Analysis
IT 505	Governance, Risk and Compliance
IT 520	Information Technology
IT 551	Project Management Fundamentals
IT 577	Management of Emerging Technologies
MGT 670	Designing & Leading Competitive Organizations
MGT 680	Strategic Management: Audit of an Organization
MKT 550	Marketing Fundamentals
QM 520	Business Analytics

Concentrations – Select One

Chief Information Officer (CIO)

IT 575	Network and Enterprise Architecture
IT 576	Data and Decision Making

Chief Security Officer (CSO)

IT 565	Fundamentals of Cybersecurity
IT 566	Security Program Management

Project Management Office (PMO)

IT 552	Project Program and Portfolio Management
IT 553	Product Program and Portfolio Management

Master of Science in Management (MSM)

The Walsh College Master of Science in Management (MSM) degree focuses on developing leadership ability as well as a firm understanding of organizational structures, communication, financial management, operations, and human resources management.

The MSM incorporates select elements from the common body of knowledge recommended for graduate business education found in the Master of Business Administration program. The MSM goes a step further by focusing on one of two areas of knowledge and skills associated with management; human resources and strategy. The MSM provides concentrated graduate study of modern principles and practical skills for current and future organizational environments including globalization, public and private-sector applications and a functioning in a world of complexity.

The MSM consists of 12 courses for 36 semester credit hours. The MSM degree requires a minimum of 24 semester credit hours of core and concentration credits in residence at Walsh College. The MSM is available as a dual degree with the MBA.

MSM Core Courses

ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MGT 680*	Strategic Management: Audit of an Organization
QM 520	Business Analytics

Concentrations – Select one

Human Resources Management

MGT 555	Global Human Resources Management
MGT 557	Labor Relations
MGT 558	Managing Employee Development and Training
MGT 559	Managing Total Compensation
MGT 610*	Human Resource Management Capstone

* Students pursuing a Human Resources Management Concentration replace MGT 680 (Strategic Management: Audit of an Organization) with MGT 610.

Strategic Management

MGT 546	Strategic Management of Organizations as Complex Adaptive Systems
MGT 547	Strategic Management of Human, Structural, and Relationship Capital
MGT 548	Strategic Management of Knowledge and Innovation
MGT 549	Managing Strategic Renewal and Change

Master of Science in Marketing (MSMKT)

The Master of Science in Marketing (MSMKT) degree is an innovative, program that allows students to develop the in-depth knowledge and practical skills necessary to design, manage, implement, and evaluate marketing strategies.

This program is designed for individuals who want to enhance their career opportunities by obtaining a generalist postgraduate marketing degree with emphasis on data-driven brand management. The MSMKT is intended to provide a deeper immersion into the study of marketing than is possible in a typical MBA program. The MSMKT includes many valuable experiences including: exposure to both qualitative and quantitative marketing courses ranging from creativity and innovation to analytics, the ability to select from capstone course alternatives including study abroad programs and marketing competitions, access to data modeling applications in a state-of-the-art Business Solutions Lab, access to qualitative research coaching through on-campus focus group facility, access to either an internship or consulting project, right to use to custom data analytics tools available from industry partners, and the ability to join and participate in activities of the Walsh College Marketing Association.

The MSMKT program consists of 11 courses for 33 semester credit hours. The MSMKT degree requires a minimum of 21 semester credit hours in residence at Walsh College. The MSMKT is available as a dual degree with the MBA.

MSMKT Core Courses

COM 510	Leadership Communication
IT 520	Information Technology
MKT 541	Public Relations Strategies
MKT 542	Consumer Insights
MKT 543	Creativity and Innovation
MKT 550	Marketing Fundamentals
MKT 551	Consumer Behavior

Graduate Degree Programs

MKT 555	Marketing Application and Metrics
MKT 560	Brand Management
QM 520	Business Analytics

Capstone Experience – Select One:

MKT 588	Marketing Internship
MKT 589	Consulting Project

Master of Science in Taxation (MST)

The Master of Science in Taxation (MST) degree program is designed for professionals seeking to gain comprehensive, practical knowledge of tax accounting, tax law, and tax research, while also achieving a deeper understanding of the broader concepts of tax methodology and tax procedure. The Walsh College MST program is among the most well respected in the nation for its preparation of tax professionals. Walsh College's tax library is among the finest in Michigan with a specialized collection that makes tax research as easy and convenient as possible. The MST curriculum is continually reviewed and revised to ensure that students are receiving relevant, updated information that will create marketable skills in a fast-paced business environment.

The MST program consists of 12-13 courses for 36-39 semester credit hours. The MST degree requires a minimum of 24 semester credit hours in residence at Walsh College.

MST Foundation Course

TAX 595	Tax and Business Taxation I
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MST Required Courses

Tax Skill Courses

TAX 599	Introduction to Tax Research
TAX 500	Advanced Tax Research Writing, and Citation Methodology
TAX 501	The Role of Legal Authorities in Taxation

MST Core Courses

TAX 507	Tax Accounting
TAX 509	Sales and Exchanges of Property
TAX 510	Basic Concepts in Corporate Taxation (Corporate Tax I)
TAX 531	Partnership and LLC Taxation
TAX 532	Income and Transfer Tax Consequences for Estate and Trusts
TAX 540	Tax Practice and Procedure
TAX 560	Planning and Current Issues in Taxation

MST Electives

Choose 2 courses from the following:

ACC 578	Accounting for Income Taxes
TAX 525	Advanced Concepts in Corporate Taxation
TAX 550	International Taxation
TAX 598	Tax Return Seminar

Dual Master of Business Administration and Master of Science in Finance

Walsh College offers a dual degree program for students interested in pursuing both an MBA and MSF degree at the same time. The Walsh College Dual MBA/MSF degree consists of 19 courses for 57 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSF degree requires a minimum of 45 semester credit hours of core and concentration credits in residence at Walsh College.

Dual MBA/MSF Core Courses

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
FIN 506	Financial Statement Analysis
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
FIN 521	Investments
IT 520	Information Technology
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MKT 550	Marketing Fundamentals
MKT 555	Marketing Application and Metrics
QM 520	Business Analytics
MGT 680	Strategic Management: Audit of an Organization

Concentrations – Select one

All students must complete a minimum of three courses in a selected concentration. The following concentrations are available. Students must meet course prerequisites.

Financial Management

FIN 504	Financial Theory and Practice
FIN 512	International Finance
FIN 587 or	Business Valuation
FIN 590	Mergers and Acquisition

Financial Services

FIN 509	Bank and Financial Institution Management
FIN 520	Real Estate
FIN 525	Risk Management

Dual Master of Business Administration and Master of Science in Information Technology Leadership

Walsh College offers a dual degree program for students interested in pursuing both an MBA and MSITL degree at the same time. The Walsh College Dual MBA/MSITL degree consists of 20 courses for 60 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

Graduate Degree Programs

The Dual MBA/MSITL degree requires a minimum of 48 semester credit hours of core and concentration credits in residence at Walsh College.

Dual MBA/MSITL Core

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
IT 501	Systems Analysis
IT 505	Governance, Risk and Compliance
IT 520	Information Technology
IT 551	Project Management Fundamentals
IT 577	Management of Emerging Technologies
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MGT 680	Strategic Management: Audit of an Organization
MKT 550	Marketing Fundamentals
MKT 555	Marketing Application and Metrics
QM 520	Business Analytics

Concentrations – Select one

All students must complete a minimum of two courses in a selected concentration. The following concentrations are available. Students must meet course prerequisites.

Chief Information Officer (CIO)

IT 575	Network and Enterprise Architecture
IT 576	Data and Decision Making

Chief Security Officer (CSO)

IT 565	Fundamentals of Cybersecurity
IT 566	Security Program Management

Project Management Office (PMO)

IT 552	Project Program and Portfolio Management
IT 553	Product Program and Portfolio Management

Dual Master of Business Administration and Master of Science in Management

Walsh College offers a dual degree program for students interested in pursuing both an MBA and MSM degree at the same time. The Walsh College Dual MBA/MSM degree consists of 18 courses for 54 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSM degree requires a minimum of 42 semester credit hours of core and concentration credits in residence at Walsh College.

Dual MBA/MSM Core Courses

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting

COM 510	Leadership Communication
ECN 523	Global Economics
FIN 510	Financial Management
FIN 515	Financial Markets and Institutions
IT 520	Information Technology
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MGT 680*	Strategic Management: Audit of an Organization
MKT 550	Marketing Fundamentals
MKT 555	Marketing Application and Metrics
QM 520	Business Analytics

Concentrations – Select one

All students must complete a minimum of four courses in a selected concentration. The following concentrations are available. Students must meet course prerequisites.

Human Resources Management

MGT 555	Global Human Resources Management
MGT 557	Labor Relations
MGT 558	Managing Employee Development and Training
MGT 559	Managing Total Compensation
MGT 610*	Human Resources Management Capstone

* Students pursuing a Human Resources Management Concentration replace MGT 680 (Strategic Management: Audit of an Organization) with MGT 610.

Strategic Management

MGT 546	Strategic Management of Organizations as Complex Adaptive Systems
MGT 547	Strategic Management of Human, Structural, and Relationship Capital
MGT 548	Strategic Management of Knowledge and Innovation
MGT 549	Managing Strategic Renewal and Change

Dual Master of Business Administration and Master of Science in Marketing

Walsh College offers a dual-degree program for students interested in pursuing both an MBA and MSMKT degree at the same time. The Walsh College Dual MBA/MSMKT Degree consists of 20 courses for 60 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSMKT degree requires a minimum of 48 semester credit hours in residence at Walsh College.

Dual MBA/MSMKT Core Courses

ACC 505	Managerial Accounting
ACC 508	Introduction to Accounting
COM 510	Leadership Communication
ECN 523	Global Economics
FIN 510	Financial Management

Graduate Degree Programs

FIN 515	Financial Markets and Institutions
IT 520	Information Technology
MGT 501	Management
MGT 565	Operations Management
MGT 670	Designing & Leading Competitive Organizations
MGT 680	Strategic Management: Audit of an Organization
MKT 541	Public Relations Strategies
MKT 542	Consumer Insights
MKT 543	Creativity and Innovation
MKT 550	Marketing Fundamentals
MKT 551	Consumer Behavior
MKT 555	Marketing Application and Metrics
MKT 560	Brand Management
MKT 588 or	Marketing Internship
MKT 589	Consulting Project
QM 520	Business Analytics

Master's Degree Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh College.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh College transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.

Master of Arts in Business

- Earn a minimum 33 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 21 semester credit hours in residence in the MAB program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh College.

Master of Business Administration

- Earn a minimum 42 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 30 semester credit hours in residence in the MBA program.

- Earn a grade of "C" (2.000) or better in each course counted toward graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh College.

Master of Science in Accountancy

- Earn a minimum of 36 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 24 semester credit hours of core and elective credits in residence in the MAC program.
- MAC program for accounting graduates must earn a minimum of 30 graduate semester credit hours which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring a minimum of 18 semester credit hours in residence in the MAC program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh College.

Master of Science in Finance

- Earn a minimum of 33 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 21 semester credit hours of core and concentration credits in residence in the MSF program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh College.

Master of Science in Information Technology

- Earn a minimum 40 graduate semester credit hours, which may include up to a maximum of 12 to 18 semester credit hours of advanced standing, therefore requiring 22-28 semester credit hours of core and concentration credits in residence in the MSIT program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh College.

Master of Science in Information Technology Leadership

- Earn a minimum 39 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 27 semester credit hours of core and concentration credits in residence in the MSITL program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.

Graduate Degree Programs

- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Master of Science in Management

- Earn a minimum 36 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 24 semester credit hours of core and concentration credits in residence in the MSM program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Master of Science in Marketing

- Earn a minimum 33 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 21 semester credit hours of core credits in residence in the MSMKT program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Master of Science in Taxation

- Earn a minimum 36 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 24 semester credit hours of core and elective credits in residence in the MST program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Dual MBA/MSF

- Earn a minimum 57 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 45 semester credit hours of core and concentration credits in residence in the MBA/MSF program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Dual MBA/MSITL

- Earn a minimum 60 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 48 semester credit hours of core and concentration credits in residence in the MBA/MSITL program.

- Earn a grade of “C” (2.000) or better in each course counted towards graduation.

- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Dual MBA/MSM

- Earn a minimum 54 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 42 semester credit hours of core and concentration credits in residence in the MBA/MSM program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Dual MBA/MSMKT

- Earn a minimum 60 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 48 semester credit hours of core credits in residence in the MBA/MSMKT program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh College.

Gainful Employment Disclosure Statement

The U.S. Department of Education requires institutions that participate in the student financial assistance programs authorized under Title IV of the Higher Education Act of 1965, as amended (HEA), to report certain information about students enrolled in Title IV eligible educational programs that lead to gainful employment in a recognized occupation. Gainful employment rules apply to all non-degree programs, including certificates programs. Information specific to Walsh College certificate programs and occupations can be found at www.walshcollege.edu/businesscertificateprograms.

Admission Requirements

For consideration for admission to a Walsh College graduate certificate program, an applicant must:

- Possess a bachelor degree or higher from a college or university accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC).

Individuals for whom English is not their first language must provide proof of English language proficiency. This proof may be in the form of one of the following:

- TOEFL score of 79-80, or 550 written;
- MELAB score of 80;
- MTELP score of 80;
- IELTS score of 6.5 (<http://www.ielts.org>);
- Successful completion of Level 112 from ELS Language Centers;
- Successful completion of the highest level of ESL accredited program;
- Successful completion of an English Composition course from an accredited U.S. institution;
- Completion of a college degree from an accredited U.S. institution.

An official document of these test scores must be sent to Walsh College for consideration in processing the admissions application. The TOEFL & IELTS scores are valid for two years; the MTELP/MELAB scores are valid for five years. Transcripts from the degree-granting institution may be accepted as proof of English language proficiency. Walsh College retains the right to require reexamination or further English language studies at a qualified institution for any non-native speaker of English. For additional information on international transcript evaluation and admission to the College for those individuals pursuing a student visa, please see the section entitled Admission on a Student Visa.

Walsh College administers the MTELP exam at no charge. Please contact an international student advisor for more details.

Admission Standards

Walsh reserves the right to accept or reject any application for admission. Consideration for admission is based on potential for success. Walsh's offer of acceptance is contingent upon the student's compliance with appropriate standards of conduct and continued academic performance consistent with the student's performance to date. In addition, if Walsh learns of relevant omissions or misrepresentations in the application process, an applicant's admission may be revoked.

Appeals Process for Conduct-Based Denial or Revocation of Admission

Applicants who are not granted admission to Walsh due to inappropriate conduct or whose admission is subsequently revoked due to inappropriate conduct may submit an admission appeal request. This request must include a personal statement from the student providing a compelling explanation for the inappropriate conduct and any relevant supporting materials. Admission appeal requests will be reviewed by Walsh's Admissions Appeal Committee.

The applicant submitting an admission appeal request is required to initiate the appeal process in writing within (10) calendar days of the notification from Walsh (as indicated by the date of the written notification from Walsh) in order to receive consideration. Unless there are extreme extenuating circumstances, if the applicant fails to follow the appeal process within ten (10) calendar days of notification from Walsh, the applicant will forfeit the right to appeal, which will result in Walsh sending written notification of administrative deletion of class registration and revocation of admission for future semesters. Please contact the Admissions and Academic Advising Office at admissions@walshcollege.edu for additional information.

Graduate Certificates

Walsh College offers a variety of certificate programs at the graduate level. Foundation courses, if required, are listed below for each certificate. The candidate may earn a certificate by taking 4 to 6 courses, totaling 12 to 18 semester credit hours, depending on the certificate. Students may receive advanced standing credit, exclusions, or waivers for specific courses. Students must complete a minimum of 9 semester credit hours of new coursework (not previously completed as part of a different degree or certificate program) to earn a certificate.

Certificate candidates have 48 months in which to complete the coursework with a minimum grade of "C" (2.000) in each course and a cumulative GPA of 3.000.

One semester prior to completion, the candidate must file an application for certification with the Records, Registration, and Veteran Services office. In addition to receiving the certificate, the candidate will have the designation noted on their transcript. There are no limits on the number of certificates that can be earned. Certificates will not be awarded for courses completed as part of a degree program.

Certificate Programs

Upon earning a certificate, a student who wishes to apply to any Walsh College degree program will be held to all admissions requirements under the catalog year in which the individual applies. Coursework completed as part of a graduate certificate program that is either a core or elective course of the graduate degree program will be considered for advanced standing credit and will be noted on the student's graduate academic transcript. Advanced standing credit is limited to 12-18 semester credit hours dependent on the degree program. Degree programs have time limits for the transferability of advance standing credit.

Certificates are awarded in the following areas:

Cybersecurity

Successful graduates of the Cybersecurity academic certificate will be able to employ information technology and cybersecurity knowledge and skills to protect organizational assets in support of the organization's goals and strategies. Students will learn to balance continuity and change in the development, implementation, and evaluation of cybersecurity programs and solution. The Cybersecurity certificate consists of 6 courses:

Foundation Courses

IT 501	Systems Analysis
IT 565	Fundamentals of Cybersecurity

Certificate Courses

IT 511	Threats, Vulnerabilities, Controls and Countermeasures
IT 512	Intelligence Analysis Tools and Techniques
IT 513	Social, Political and Cultural Impacts of Cybersecurity
IT 514	Current Issues in Cybersecurity

Global Project and Program Management

The Global Project and Program Management academic certificate is designed to prepare project and program managers to become leaders. Upon completion, students will be prepared to employ a variety of disciplined and agile project management tools and techniques to guide projects and programs for maximum benefit to their organization. Students will integrate, coordinate, and balance resources to achieve project goals and meet project schedule, quality, risk and financial constraints. The Global Project and Program Management certificate consists of 5 courses:

IT 551	Project Management Fundamentals
IT 552	Project Program and Portfolio Management
IT 553	Product Program and Portfolio Management
IT 554	Agile Product Management
IT 555	Global Project Leadership

Human Resources Management

This certificate program is helpful for human resources professionals seeking to stay relevant in their field, to expand their skills, or to enhance their previous degree. The HR Management certificate can prepare you for the Society for Human Resource Management certification.

The Human Resources Management certificate consists of 4 courses:

Certificate Courses

MGT 555	Global Human Resources Management
MGT 557	Labor Relations
MGT 558	Managing Employee Development and Training
MGT 559	Managing Total Compensation

Graduate Certificate Program Graduation Requirements

Students must complete the prescribed requirements to graduate with a graduate certificate from Walsh College.

- Complete the program of study within a period of 48 calendar months (four years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh College transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official application for graduation form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.

Cybersecurity

- Earn a minimum 18 graduate semester credit hours, which may include up to a maximum of 9 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Cybersecurity certificate program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the graduate certificate requirements at Walsh College.

Global Project and Program Management

- Earn a minimum 15 graduate semester credit hours, which may include up to a maximum of 6 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Global Project and Program Management certificate program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the graduate certificate requirements at Walsh College.

Human Resources Management

- Earn a minimum 12 graduate semester credit hours, which may include up to a maximum of 3 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Human Resources Management certificate program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the graduate certificate requirements at Walsh College.

Financial Aid and Scholarships

Financial Aid

Walsh College participates in federal and state financial aid programs and offers scholarships based both on academic achievement and financial need. Policies, procedures, and regulations relating to these areas are published in Walsh College Catalog, The Student Financial Aid Step by-Step Guide is all available on the Walsh College website at www.walshcollege.edu/financialaid. It is the student's responsibility to read and become familiar with these policies and procedures. Failure to do so does not excuse a student from the requirements or policies as described.

Financial assistance is based upon the following criteria:

- Financial Need – A student who demonstrates financial need as defined by the federal government may be eligible to receive financial assistance through federal, state, and/or institutional financial aid programs. These programs include grants, scholarships, and loans. A student must be enrolled on at least a half-time basis in order to receive federal and state grants and federal loans. A student who is enrolled less than half-time will have grants and/or loans for that term cancelled.
- Financial Aid Eligibility – To be eligible for financial aid, a student must:
 - Be a citizen of the United States or an eligible non-citizen.
 - Be enrolled in degree or eligible certificate program.
 - File the Free Application for Federal Student Aid (FAFSA) at www.fafsa.ed.gov. The FAFSA is available each year beginning Oct. 1 for the following academic year (fall - summer).

Incoming undergraduate students are also eligible to apply for scholarships. A limited number of scholarships are also available to incoming graduate students. The scholarship application is available online at www.walshcollege.edu/scholarships. Students must be admitted to Walsh before they can apply.

Students who have received a financial aid offer may charge books and supplies from the Walsh College bookstore to their student accounts if they have completed the Walsh College Bookstore Authorization form, available at the time a financial aid offer is made. The Walsh College Bookstore Authorization must be completed on a yearly basis. Walsh College participates in the following financial aid programs:

Federal Programs

- Federal Pell Grant Program
- Federal Supplemental Educational Opportunity Grant Program (FSEOG)
- Federal Subsidized and Unsubsidized Direct Loan Program
- Federal Direct Parent Loan (PLUS) Program
- Federal Direct Grad (PLUS) Program

State Programs

- Michigan Tuition Grant*
- Michigan Competitive Scholarship*
- Tuition Incentive Program (Phase II)*
- Children of Veteran Tuition Grant

*FAFSA is required and should be submitted by March 1st for full consideration.

Concurrent Enrollment

Undergraduate financial aid students who wish to enroll at Walsh College and a community college during the same semester must contact the Financial Aid office to request a financial aid consortium agreement form.

Federal Direct Loan Program

A financial aid recipient who is a first-time borrower of the Federal Direct Subsidized and Unsubsidized Loan programs at Walsh College must participate in loan entrance counseling and must e-sign a Master Promissory Note. This counseling session and Master Promissory Note requirement can be completed online at www.studentloans.gov. This must be done before a Direct Loan application can be processed by the College.

Financial Aid Exit Interview

A financial aid recipient who has borrowed under the Federal Direct Subsidized or Unsubsidized programs must participate in a loan exit counseling session. This counseling session requirement can be completed online at www.studentaid.gov or by individual appointment. The exit interview must be conducted shortly before the borrower ceases at least half-time enrollment.

Return of Title IV Policy

Federal law requires Walsh College to determine the amount of Title IV financial aid a student earns if the student withdraws from or stops attending school. A student's withdrawal date is the date the student began the withdrawal process or officially notified Walsh of their intent to withdraw. If a student leaves without notification, otherwise known as an unofficial withdrawal, the midpoint of the term or the student's last date of attendance at a documented academically-related activity is used as the withdrawal date. A student who never begins attendance in all classes is considered not eligible for financial aid and all Title IV aid is returned to the appropriate originating agency.

The Title IV programs include and the return of aid is made in the following order:

1. Federal Direct Unsubsidized
2. Federal Subsidized Loans
3. Federal PLUS Loans
4. Federal Pell Grant
5. Federal Supplemental Educational Opportunity Grant (FSEOG)

Financial Aid and Scholarships

Federal financial aid is “earned” directly in proportion to the number of days attended during the academic term. Walsh College must calculate the total amount of federal financial aid the student has earned and is entitled to keep up to the date of withdrawal.

The calculation of earned financial aid is derived from a formula mandated by the U.S. Department of Education. The portion of federal grants and loans a student is entitled to keep is calculated on a percentage basis by comparing the total number of days in the term (less any scheduled breaks of 5 consecutive days or more) to the number of days the student completed up to the withdrawal date. For example, if a student completes 30% of the semester, then 30% of the federal financial aid awarded is considered earned, and 70% of the schedule awards must be returned.

If a student has already received more financial aid than earned, the unearned funds must be returned to the appropriate originating agency. When the date of withdrawal occurs after 60% of the term has elapsed, the student is considered to have earned 100% of aid, and no action is required. All unearned Title IV funds must be returned within 45 days of the date the school determined the student withdrew.

If a student did not receive all of the funds that were earned, the student may be due a post-withdrawal disbursement. If the student’s post-withdrawal disbursement includes loan funds, Walsh College must obtain the student’s permission before a disbursement can be made. Federal grants do not require permission from the student if the tuition and fees charges are greater than the federal grant to be disbursed.

If a post-withdrawal offer requires the student’s permission, a letter will be sent via the U.S. Postal Service. To receive a post withdrawal disbursement the student must accept the offer within the timeframe allowed in the post withdrawal letter. A post-withdrawal offer must be made within 30 days from the date the school determined the student withdrew.

Financial Aid Satisfactory Academic Progress (SAP) Policy

It is the policy of the Financial Aid Office of Walsh College to provide financial assistance to students who remain in good academic standing and making satisfactory academic progress (SAP) toward their degree while receiving financial aid. The College’s SAP policy applies to all students, those receiving federal and/or state financial aid as well as those who do not. The College evaluates each student’s academic progress at the end of each term in which the student is enrolled (fall, winter, spring, and summer).

In order to maintain satisfactory academic progress for financial aid eligibility while attending Walsh College, a student must meet both a Qualitative Factor and a Quantitative Factor described below.

Qualitative Factor

This is the cumulative grade point average a student must achieve in order to receive financial aid. A grade of A through D- is included in the cumulative GPA even if the grade is not an acceptable grade for the student’s program of study.

Quantitative Factor

This is the pace a student must progress through their program to ensure they will graduate within the maximum timeframe.

Undergraduate Students

Must have a cumulative grade point average at Walsh College of 2.000 or higher and must successfully complete 67% of their cumulative credits attempted. Undergraduate students must complete their degree within 150% of the length of the program. 127 semester credit hours are required for graduation.

Second Degree Undergraduate Students

Must have a cumulative grade point average at Walsh College of 2.000 or higher and must successfully complete 67% of their cumulative credits attempted. A degree audit will need to be performed by the Admissions Office to determine the credit hours required to complete the new degree. This will allow the Financial Aid Office to determine their maximum timeframe.

Graduate Students

Must have a cumulative grade point average at Walsh College of 3.000 or higher (MAC, MST and non-degree certificate programs students attending under a Walsh College Catalog prior to 2017 - 2018 must achieve a cumulative grade point average at Walsh College of 2.000 or higher). Graduate students must complete 50% of their coursework attempted and complete their degree requirements within 5 years or 20 semesters.

SAP Status Definitions

Acceptable Status

A student who is meeting both qualitative and quantitative requirements above. A student with an acceptable status is eligible to receive the financial aid for which they qualify.

Warning Status

A student who does not meet both qualitative and quantitative requirements listed above will be placed on a warning status. Students are eligible to receive financial aid while on a warning status. Their progress will be reviewed at the end of the warning status semester and must meet the qualitative and quantitative factors above to continue receiving financial aid.

Unacceptable Status

A student who does not meet both qualitative and quantitative requirements at the end of their warning status semester will be placed on an unacceptable status. While on an unacceptable status a student is not eligible for financial aid.

Maxed Status

An undergraduate student who has attempted more than 150% of their program, or a graduate student who is unable to complete their degree requirements within 5 years is no longer eligible for financial aid.

Financial Aid and Scholarships

Appealing The Loss Of Financial Aid Eligibility

A student who has lost financial aid eligibility due to an unacceptable status may appeal their status. Appeals should be based on circumstance beyond the student's control such as, injury or illness, death of a relative, or other special circumstances. Documentation may be required. A student who wishes to appeal must complete a Satisfactory Academic Appeal Request Form. Other forms of appeal will not be accepted.

If the appeal is approved and the student can mathematically meet the minimum GPA and/or pace requirements will be placed on an Academic Plan by the Financial Aid Office and eligible for one additional semester of aid. Students who still fail to meet the minimum GPA and/or pace requirements will lose additional aid eligibility until they meet the quantitative and qualitative requirements. Students who cannot mathematically meet the qualitative and quantitative standards in one semester will either be placed on an Academic Plan by the Assistant Vice President, Accreditation and Academic Administration or will have their appeal denied.

Undergraduate students who have attempted more than 150% of their program and graduate students who are unable to complete their degree requirements within 5 years (20 semesters) are no longer eligible for financial aid. They can appeal to the Assistant Vice President, Accreditation and Academic Administration and if approved, will be placed on an academic plan. The student will remain eligible for financial aid as long as the student meets the terms of the academic plan. If the student fails to meet the terms of the academic plan the student will no longer be eligible for financial aid for the remainder of their program.

Regaining Financial Aid Eligibility

A student who has lost financial aid eligibility due to SAP or has been denied a SAP appeal will be reviewed at the end of their next semester of enrollment at the College. Their SAP status must be Acceptable to receive financial aid for which they qualify.

Transfer Credits

Transfer credits from other institutions at the time of the SAP review are included in both the attempted and completed credits. Transfer credits are also included in the 150% maximum timeframe. The cumulative grade point average is determined only with courses taken in residence at the College.

Attempted Coursework

Withdrawals, earned F-grades, F-grades due to non-attendance (see Attendance Policy for Financial Aid), incomplete and NR coursework, retroactive drops, repeated courses, coursework removed from transcript due to clean slate and non-credit remedial coursework count as attempted coursework, and may cause a student to be placed on SAP status which could jeopardize future financial aid eligibility. Students who have a grade change or incomplete grade change after SAP and been determined must notify the Financial Aid Office from their Walsh College email to finaid@walshcollege.edu. Upon notification the student's SAP will be recalculated to determine if the SAP status

needs to be modified. The student will be notified of the outcome of the recalculation.

Change Of Major

A student who decides to change majors, all classes already taken will count in the maximum timeframe.

Attendance Policy for Financial Aid

Regular class attendance is required for students receiving financial aid. If a student fails to begin attendance or stops attending classes (unofficial withdrawal), financial aid may be reduced or cancelled.

At the end of each semester students who fail to earn credit (F-grade) for coursework are reviewed. Students who receive an F-grade because they never attended class will have all financial aid cancelled. Students who receive an F-grade because they stopped attending class may have their financial aid reduced based on a Return to Title IV calculation. Students who earned an F-grade will not be affected by this policy. An F-grade may affect a student's Financial Aid Satisfactory Academic Progress.

This policy applies to consortium students attending Walsh College and a community college. Attendance will be reviewed for courses at both schools to determine if the grades were caused by a failure to attend.

Scholarships

A variety of scholarships are available for incoming Walsh College students. These scholarships are based upon academic achievement, minority status, academic program, and/or financial need. Newly admitted transfer students who demonstrate strong academic performance may apply for a Walsh College scholarship. Students must be enrolled on at least a half-time basis in order to receive scholarship funding. In addition, a very limited number of scholarships are available for newly admitted graduate students. The application to apply can be found online at www.walshcollege.edu/scholarships. Students must be admitted to Walsh before they can apply.

Scholarship Criteria

Specific selection criteria for scholarships are described on the scholarship application available online at www.walshcollege.edu/scholarships. Scholarship evaluation will include coursework from all colleges attended, including courses taken at out-of-country schools.

Jeffery W. Barry Endowed Scholarship

This scholarship is awarded to prospective undergraduate transfer students majoring in accounting. Students must have an incoming grade point average of 3.500 to qualify.

Financial Aid and Scholarships

Community College Excellence Awards

This scholarship is awarded to prospective undergraduate students transferring a minimum of 60 semester credit hours from a Michigan community college. Students must have an incoming cumulative grade point average of 3.750 to qualify.

Academic Awards

These scholarships are awarded to prospective undergraduate transfer students based on their proposed major and cumulative grade point average. A list of scholarships and eligibility criteria can be found online at www.walshcollege.edu/scholarships.

Multicultural Awards

These scholarships are awarded to prospective undergraduate minority students and are intended to enhance diversity at Walsh. A list of scholarships and eligibility criteria can be found online at www.walshcollege.edu/scholarships.

Graduate Scholarships

A very limited number of scholarships are available for prospective graduate students. Graduate certificate students are not eligible. Applicants must have a minimum undergraduate GPA of 3.600. Additional eligibility criteria can be found online at www.walshcollege.edu/scholarships.

Scholarship Application Deadline

Priority will be given for scholarships applications submitted by:

August 1	for the Fall semester
November 1	for the Winter semester
February 1	for the Spring semester
May 1	for the Summer semester

Scholarship applications received after the deadline will be considered based on availability of funds. Students must include transcripts or grade history.

Endowed and Annual Scholarships

These scholarships are available for prospective undergraduate students and are funded through generous gifts from donors, corporations, or organizations. A limited number of scholarships are also available to prospective graduate students. Annual contributions received in one fiscal year are awarded during the next academic year and may not be available from one year to the next. An up-to-date listing of scholarships and eligibility criteria can be found online at www.walshcollege.edu/scholarships.

Endowed Scholarships

AT&T/Leo F. Egan Scholarship

Paul P. Baker Endowed Scholarship (accounting students)

Jeffery W. Barry Endowed Scholarship (accounting students)

Berger and Wild Scholarship (accounting students)

Stephanie W. Bergeron Endowed Scholarship

Richard Berschback Endowed Scholarship

Elizabeth Briggs Fisher Endowed Scholarship

Frank and Judith Borschke Endowed Scholarship

Clayton & McKervey Endowed Scholarship

Cynthia Collins Memorial Scholarship

Comerica Women & Minority Scholarship

Deloitte Alumni Endowed Scholarship

Frederick A. & Barbara M. Erb Endowed Scholarship for Online Learning

Mary and Paul Glantz Endowed Scholarship

Firman and Rhoda Hass Endowed Scholarship

Frank and Helen Gofrank Endowed Scholarship

Gordon Advisors Scholarship

Golf Classic Endowed Scholarship

Nancy and Steve Harms Endowed Scholarship

H. Theodore Hoffman Memorial Scholarship

Thomas R. Johnson Endowed Scholarship

Marjorie and Maxwell Jospay Endowed Scholarship

Arthur, Marguerite and Fred Kaufmann Endowed Scholarship

Kulkarni International Student Scholarship

Anthony S. Latella Endowed Scholarship

Aubrey W. and Jeane F. Lee Endowed Scholarship

Jeffery C. Littmann Endowed Scholarship

Masco Corporation Foundation Endowed Scholarship

Carl W. McConkey Memorial Scholarship

The Rosemarie and Michael J. McKay Endowed Scholarship

The Thomas McNulty Endowed Scholarship for Student Leaders

Moore Family Endowed Scholarship

Timothy and Sandra Moore Endowed Scholarship

Novi Student Scholarship

Pearson Endowed Scholarship

Norman C. Perrin/The Rehmann Group Scholarship

Petoskey Family Endowed Scholarship Fund

Plotzke Family Endowed Scholarship in memory of Ilene Plotzke

The Herbert & Elsa Ponting Foundation Scholarship

Christine Potempa Endowed Scholarship

Judith L. Radtka Memorial Scholarship

Rady Endowed Scholarship

Chadwich Herman Rakusin Endowed Scholarship

Robinson-Coleman Endowed Scholarship for Veterans

Walter P. Rinkus Memorial Scholarship for Veterans

William C. Roney, Sr. Endowed Scholarship

Margret and Donald Schafer Memorial Endowed Scholarship

Arthur and Rita Schmaltz Endowed Scholarship

Donald and Gwendolyn Schmaltz Scholarship

Louis and Mary Schmidt Endowed Scholarship

Ernest Shaw Memorial Scholarship

Financial Aid and Scholarships

Isadore & Evelyn Silverman Endowed Scholarship
Barbara Mahone/Sarah Lou Simpson Scholarship
Mark Solomon Endowed Scholarship
Tower Scholarship
M.T. Walsh Endowed Scholarship
W. Margaret Walsh Endowed Scholarship
Walsh College Alumni Association Endowed Scholarship
Walsh College Executive Officers Fund
Walsh College Minority Scholarship Fund
Walsh College Student Government Fund
George R. Waltensperger Memorial Scholarship
Archie D. Waring Memorial Scholarship
Morris A. Wattles Memorial Scholarship
Ralph C. Wilson Foundation Scholarship
Janet Wojtowicz Memorial Endowed Scholarship
Brian F. York Endowed Scholarship
Neal and Ester Zalenko Endowed Scholarship

Annual Scholarships

AAUW Birmingham Branch Scholarship
The Accountant's Guild Annual Scholarship
Adele L. Caudill Memorial Scholarship
DeRoy Testamentary Foundation Scholarship
Rick and Susan DiBartolomeo Annual Scholarship
Bob and Louise Giles Scholarship
Golf Classic Annual Scholarship
Leo R. Hagan Legacy Scholarship
Thomas and Julie Hinsberg Annual Scholarship
Leadership Awards Scholarship
Lear Gives Back Scholarship
The Francine Parker Legacy Scholarship
Student Emergency Needs Fund
Tax Executives Institute-Detroit Chapter
UHY Annual Scholarship
Walsh College Employee Scholarship

International Students

A packet of information for F-1 international students is available from the Admissions and Academic Advising office. International students must provide evidence of financial support sufficient to cover all expenses. A statement assuring full financial responsibility is required and must be signed by the international student and/or their sponsor. The required amount depends on the student's academic level, and assumes full-time enrollment and living expenses to cover three semesters of full-time study. International students must also submit the F-1 Responsibilities Form and the Initial I-20 Request form, which is included in the international packet, along with the Transfer Clearance form if the student is transferring from another school. Federal and state financial aid is only available to U.S. citizens and permanent residents. International students, however, are eligible for Walsh College scholarships.

After being admitted to Walsh College, students who enroll on an F-1 visa and require an I-20 must contact a designated school official (DSO)/international student advisor in the Admissions and Academic Advising office for specific requirements. United States Citizenship and Immigration Services (USCIS) requires that students on a non-immigrant student visa pursue full-time enrollment in a specified undergraduate or graduate degree program.

International students who maintain the specified enrollment status are allowed to work on campus for a maximum of 20 hours per week if positions are available. Off-campus employment is not allowed unless approved by USCIS, and only for practical training or for economic hardship. Students should contact a DSO/international student advisor in the Admissions and Academic Advising office for further information pertaining to employment.

USCIS regulations and rulings are subject to change at any time. Please contact a DSO/international student advisor in the Admissions and Academic Advising office with questions regarding the most current USCIS regulations and rulings.

International students must comply with the requirements in the Catalog, including all College policies. The College is required to report to the U.S. Department of Homeland Security any disciplinary action taken against international students convicted of a crime.

Undergraduate and Graduate Admissions Procedures

To apply to any Walsh College undergraduate or graduate degree program, an online Admissions Application must be submitted along with the non-refundable application fee. Walsh College graduates and former Walsh College students are not required to submit a second application fee. Applications may be submitted online at www.walshcollege.edu/applynow.

Admission applications will be accepted until the beginning of a given semester, upon receipt of all required documents. Applicants will be considered for admission when the Admissions and Academic Advising office receives evidence of the achievement of minimum admissions requirements. Every attempt will be made to process applications in time for accepted

students to enroll in their intended semester of attendance. Full admission to the College will be granted only upon receipt of all official transcripts and required documentation. An individual may initially be admitted on a contingent basis upon a review of unofficial materials and contingent upon receipt of final transcripts and fulfillment of grade point average requirements.

It is the responsibility of the applicant to formally request that official transcripts be sent to Walsh College from all previous academic institutions. Indebtedness or transcript holds at another institution may prevent processing of the admissions application and/or class registration.

Individuals with international transcripts must submit these transcripts to one of the approved agencies specializing in the evaluation of international educational credentials. Any agency that is a member of NACES (www.naces.org) is an approved agency. The most commonly used evaluation agencies are World Education Services (www.wes.org) or Educational Credential Evaluators (www.ece.org). Transcripts should be evaluated on a course by course basis and must be official for full admission. The applicant is responsible for bearing all costs associated with obtaining this evaluation and for submitting these transcripts with sufficient time for this agency evaluation. Only upon the receipt of this evaluation will the applicant be considered for admission to Walsh College.

After receiving the applicant's official transcripts, the Admissions office will evaluate the transfer of academic credits based upon all previous college coursework at the 100/1000 level and above. Any discrepancy between official and unofficial transcripts will result in the adjustment of any previously noted equivalencies, and may affect eligibility for admission or a change in admissions status from contingent to admission denied. Generally accepted transfer policies are practiced along state and federal guidelines. Upon completion of the evaluation, a letter will be sent to the applicant reflecting the status of their application and admission to Walsh College.

An applicant may contact the Admissions and Academic Advising office at any time during this process to inquire about specific policies and procedures or the status of their application. A newly admitted student may enroll in any semester within 12 months following admission to Walsh College. Failure to complete at least one course within the 12 months from admission will necessitate re-application. After 24 months of non-enrollment, the application, official transcripts, and all related documentation will be destroyed.

Admission on a Student Visa

Any individual seeking admission to Walsh College as an international student on an F-1 Student Visa must meet the general admissions requirements for undergraduate or graduate degree programs at Walsh College. The online Admissions Application must be submitted along with the non-refundable application fee. In addition, these individuals must also meet the following requirements:

- Provide proof of English language proficiency if applicable. This must accompany an admissions application from individuals who speak English as a second language (ESL). However, if

International Students

the student meets the written communication requirement, the English language proficiency requirement is waived.

- Provide official statements of financial support through personal or sponsored funds. Additionally, an international student must submit an international packet. This can be found on the Walsh College Website at www.walshcollege.edu/internationalstudents or one can be mailed.
- Purchase health insurance through Walsh College or provide proof of personal coverage. Please visit our Website at www.walshcollege.edu/internationalstudents for more information.
- Arrange for their own living accommodations and transportation to and from campus locations. Walsh College does not offer residential facilities or transportation to classes.
- Have international transcripts evaluated on a course-by-course basis by an approved agency such as World Education Services (www.wes.org) or Educational Credential Evaluators (www.ece.org) and submitted along with the admissions application. The applicant is responsible for all related costs.
- Have maintained good standing of their previous F-1 status (applicable to transfer students) according to United States Citizenship and Immigration Service (USCIS) regulations.

All application materials should be available for consideration by the international student advisor/DSO at least eight weeks prior to the first date of the semester for which the applicant is seeking admission. Only upon full admission to the College will an I-20 be issued. All student visa holders are required to maintain full-time standing as defined in the Student Enrollment Classification section and pursue their designated program of study.

Non-Native Speakers of English

Individuals seeking application to a graduate, non-degree or certificate program for which English is not their first language must provide proof of English language proficiency. This proof may be in the form of one of the following:

- TOEFL score of 79-80 internet-based, or 550 written;
- MELAB score of 80;
- MTELP score of 80;
- IELTS score of 6.5 (<http://www.ielts.org>);
- Successful completion of Level 112 ELS Language Centers;
- Successful completion of the highest level ESL accredited program;
- Successful completion of an English Composition course from an accredited U.S. institution;
- Completion of a college degree from an accredited English speaking institution.

An official document of these test scores must be sent to Walsh College for consideration in processing the admissions application. The TOEFL & IELTS scores are valid for two years; the MTELP/MELAB scores are valid for five years. Transcripts from the

degree-granting institution may be accepted as proof of English language proficiency. Walsh College retains the right to require re-examination or further English language studies at a qualified institution for any non-native speaker of English. For additional information on international transcript evaluation and admission to the College for those individuals pursuing a student visa, please see the section entitled Admission on a Student Visa.

Walsh College administers the MTELP exam at no charge. Please contact an international students advisor for more details.

Student Enrollment Classification

For visa status compliance, please contact the international student advisor/DSO.

Undergraduate International Students

Full Time 12 semester credit hours or more

Graduate International Students

Full Time 6 semester credit hours or more

Enrollment verification will be determined based on course-level enrollment (undergraduate or graduate) and classification based on number of semester credit hours taken. Only one online course may be taken each semester, per USCIS regulations.

Academic Advising

The admissions and academic advising office provides support programs and services to assist international students in achieving their goals. International students should meet with an international student advisor/DSO if they experience academic difficulties, have questions about their academic program, or seek tutoring assistance. All international students are encouraged to meet with an international student advisor during their first semester and afterward as needed.

The academic Program Plan can be accessed through the student portal upon admission. The Program Plan outlines the course of study at Walsh College based on the Catalog in effect at the time of admittance. Students may change their degree program, major, or update their program to the newest Catalog year, with approval of the international student advisor/DSO in the Admissions and Academic Advising office. They must also meet with the international student advisor/DSO so that appropriate changes can be made to their I-20. Students are encouraged to review their program of study each year.

An advisor can confirm specific courses remaining for program completion and review the cumulative and major grade point average to ensure that students are meeting the expected requirements.

Change of Major, Minor, or Degree Program

An international student, who would like to explore changing majors, minors, or degree, or to add a second major, should see the international student advisor/DSO to discuss alternatives that suit the new interests. A student desiring to change their degree program, major, or minor must officially request this change with

International Students

the international advisor. A complete evaluation will be required to determine appropriateness and fulfillment of admissions criteria for the new degree or major. The student will be placed on the most current program of study and a new Program Plan will be created. All current admissions requirements and policies will apply.

Orientation

The international student advisor conducts a mandatory international student orientation prior to the beginning of the student's first semester. The student's I-20 is distributed at this session. In addition, the orientation provides new international students with the opportunity to become acquainted with the College's policies, curriculum, and most important, F-1 and immigration rules and regulations. Information about student organizations and campus services is available. New students are notified of the date, time, and location upon admission.

Financial Aid

International students with an F-1 visa are not eligible for federal or state financial aid. However, international students may apply for scholarships. For scholarship purposes, an international student must use an approved outside service agency to have an evaluation of international transcripts for U.S. credit and grade equivalents. Scholarship funds will not be awarded without a valid transcript. Contact the Admissions and Academic Advising office for further information.

Veteran Students

Walsh College holds military service to our country in high honor and values the life experience veterans and service members bring to our educational community. Veterans with questions or in need of assistance can contact the Walsh College veteran services coordinator at veterans@walshcollege.edu. Students can also access information on Veteran issues at our Veterans Services website, www.walshcollege.edu/veterans, or directly to the U.S. Department of Veteran Affairs (VA)'s website, www.gibill.va.gov.

Undergraduate and Graduate Admissions Procedures

To apply to any Walsh College degree program, an online Admissions Application must be submitted. The admissions application fee is waived for all veterans and service members applying into a bachelor's, master's or non-degree program. To take advantage of this, applicants can use the code "MILITARY" when the online application is submitted. Verification of military status (DD-214, Military ID, Veteran ID card, etc.) is required within the application process. Documents may be provided to the Admissions and Academic Advising office. Documents will be destroyed after status is verified.

Every attempt will be made to process applications in time for accepted students to enroll in their intended semester of attendance. Admissions applications will be accepted until the beginning of a given semester. Applicants will be considered for admission when the Admissions and Academic Advising office receives evidence of the achievement of minimum admissions requirements. Official admission to the College will be granted only upon receipt of all official transcripts, although an individual may initially be admitted based upon a review of unofficial materials and contingent upon receipt of final transcripts and fulfillment of grade point average requirements.

It is the responsibility of the applicant to formally request official transcripts be sent to Walsh College from all previous academic institutions, including military credit. Indebtedness or transcript holds at another institution may prevent processing of the admissions application and/or class registration. Veterans and service members are able to bring in college credit from their military service. In order to apply military credits, a student must submit an official copy of their military transcript. Transcript services are offered through the American Council on Education. Acceptable transcripts are the Joint Services Transcript (JST), AARTS, SMARTS, CCAF, and Coast Guard Institute. Also accepted are DSST Examinations and CLEP Examinations. Official transcripts can be requested through <https://jst.doded.mil/> and through <http://www.airuniversity.af.mil/Barnes/CCAF/>.

After receiving the applicant's official transcripts, the Admissions and Academic Advising office will evaluate the transfer of academic credits based upon all previous college coursework. SMARTS, CCAF, and CGI credits will also be evaluated. Credit hours categorized as L = Lower; U = Upper; and G = Graduate are accepted and may be reviewed for possible equivalent credit. Generally accepted transfer policies are practiced along with

state and federal guidelines. Upon completion of the evaluation, a letter will be sent to the applicant reflecting the status of their application and admission to the College.

An applicant may contact the Admissions and Academic Advising office at any time during this process to inquire about specific policies and procedures or the status of their application. A newly admitted student may enroll in any semester within 12 months following admission to Walsh College. In most cases, failure to complete at least one course within the 12 months from admission will necessitate re-application. If you receive military orders (deployment, training, etc.), provide a copy to a Walsh College school certifying official (SCO). Proof of military orders may extend these dates and allow the College to consider exceptions due to service commitments.

Academic Advising/Counseling

The Admissions and Academic Advising office provides support programs and services to assist veterans and military students to achieve their educational goals. Service members, veterans and their families (SMVF) should meet with an advisor regarding academic difficulties, questions about their academic program, or to seek tutoring assistance. In addition, the College has certified counselors on staff to assist students with challenges regarding adjustment to civilian life, time management, etc. All SMVF students are encouraged to meet with a Walsh College school certifying official (SCO) and a licensed counselor during their first semester and afterward as needed.

The academic Program Plan provided to students upon admission outlines the course of study at Walsh College based on the Catalog in effect at the time of admittance. Students may change programs of study, major, or degree to the newest Catalog year. GI Bill® recipients must notify a SCO to ensure appropriate changes are made to their VA file. Students are encouraged to review their program of study each year. An advisor can confirm specific courses remaining for program completion and review the cumulative and major grade point averages to ensure that students are meeting the expected requirements.

Payment Information

Students using the GI Bill® to fund their education are granted a payment due date extension for the semesters they are certified. Tuition and fee payments are extended until the first payment due date of the following term. This allows GI Bill® students the additional time needed to pay their bill without penalties, fees, or out-of-pocket costs.

Scholarship Categories

A variety of funding opportunities are available for Walsh College students. Most of these scholarships are based upon academic achievement, minority status, academic program, and/or financial need. Walsh College has Veteran Scholarships and a grant specific for active duty and reserve members. See the Financial Aid and Scholarships section of the catalog for full scholarship details and opportunities.

Veteran Students

Student Enrollment Classification

For specific rate of pursuit information based on your individual situation, please contact the Department of Veterans Affairs (VA) www.gibill.va.gov or by calling 800-442-4551. The following are *general* rules that apply when reporting rate of pursuit to the VA.

For a standard 11 week term, VA will classify your enrollment as follows (38 CFR 21.4272(g)).

Undergraduate Students

Full Time	8+ credit hours
Three-Quarter Time	6-7 credit hours
Half-Time	4-5 credit hours
Less Than Half-Time	1-3 credit hours

Graduate Students

Full Time	9+ credit hours
Three-Quarter Time	6-8 credit hours
Half-Time	3-5 credit hours
Less than Half-Time	1-2 credit hours

Enrollment verification will be determined based on course-level enrollment (undergraduate or graduate) and classification based on number of semester credit hours taken.

County Veteran Services

There are Veteran Services available in surrounding counties. Walsh College strongly encourages veterans to reach out to their local County Veteran Services office for assistance with Veteran Benefits. Veteran Services offices help Veterans determine all benefits (burial, health, education, home loans, pension, disability, etc.) available to them. If there is no Veteran Services office in the county in which a Walsh student resides, they can go to the Oakland County Veteran Services office for assistance. For information on Oakland County Veteran Services office, please refer to their website: www.oakgov.com/veterans.

Military Orders

A student who receives military orders (deployment, training, etc.) while already registered for a term must notify a Walsh College school certifying official (SCO). The SCO can help determine the best course of action for a deployed/activated student. The student will need to submit a copy of the military orders and a request to drop or withdraw from the course(s). If the activation date of the order was unknown at the time the student registered, the tuition/fees can be refunded and the enrollment certification updated, if necessary. In order to have the tuition/fees refunded the Tuition Refund Exception form must be submitted to the Business Office. If the student is unable to submit this form, they should notify an SCO for assistance.

The College understands that students may not be given much notice about a deployment or military order. In these situations, be sure to contact an SCO prior to deployment. This allows the College to initiate processes to ensure benefits are maximized, out-of-pocket expenses are minimized, and the student's academic record is not adversely affected.

If the student was deployed or activated and was unable to attend for 12 months or longer, the student needs to contact an academic advisor. The student has the option to move to the newest version of the academic program or stay on the same program they were on at the time of the deployment. If the Veteran opts to move to the newest program, all policies of the newest catalog will apply and the student may not switch back.

GI Bill® Recipients

Walsh College has been approved by the Michigan Department of Talent and Economic Growth to offer training and education for veterans and other eligible persons under the Department of Veterans Affairs (VA) educational programs. In order to receive VA benefits, a student must be admitted to Walsh College as a degree or certificate-seeking student. All certification forms can be found at www.walshcollege.edu/veterans.

Vocational Rehabilitation and Employment (Chapter 31)

Walsh College must follow all requirements detailed on the 28-1905. Any changes in enrollment or academic status must be reported to the student's case manager. Chapter 31 recipients can only be certified within the details of the 1905 and cannot be certified without a current 1905 on file.

GI Bill® Chapters MGIB-AD (30), Post 9/11 (33), Survivors and Dependents' Educational Assistance Program (35), MGIB-SR (1606), and REAP (1607)

Students using any of these GI Bill® benefit chapters should visit www.va.gov for the latest information regarding eligibility. Once admitted, GI Bill® recipients must submit the GI Bill® Authorization Form. This form must be submitted each academic year before the student's enrollment can be certified with VA. Students who have used GI Bill® Educational benefits at another school prior to attending Walsh College must submit a Change of Program or Place of Training Form to VA.

A student attending another institution for approved college credit that will be applied toward a Walsh College degree program may have courses at both colleges apply toward GI Bill® certification. Both school certifications are combined to equal the student's full rate of pursuit.

For this to happen, the student must notify an SCO in the Records, Registration, and Veteran Services office and request a Parent School Letter be sent to the secondary educational institution. Certification of enrollment at the other institution will apply only toward courses within the student's declared academic program at Walsh College.

Once the student is admitted, registered, and has submitted all required documents (eligibility documents, Change of Program or Place of Training form, and Authorization form), the student's enrollment will be certified with VA. Enrollment certification is typically sent to VA during the first week of classes each term. If

the student veteran does not want their enrollment certified, they must notify the SCO in writing prior to this time. If the student wishes to be certified earlier, then they must request this in writing using the Early Certification Request form, which is available at www.walshcollege.edu/veterans. Only courses that apply to the approved academic program at the College can be certified for educational benefits.

It is the responsibility of each student receiving GI Bill® educational benefits to notify an SCO of any changes in enrollment, program status, address, or benefits. A student receiving these benefits is expected to maintain the same standards of academic progress as all other students. The College is required to notify the VA when a student graduates, is placed on academic probation, or is dismissed. The College is required to report reductions in enrollment (drop or withdrawals) to VA. The date reported to VA will be the last day the student attended the course or the day the drop request was submitted to the College. Reductions reported could lead to an overpayment situation and a student debt to VA or the College. If mitigating circumstances exist (death in the family, illness or injury, or unavoidable changes in employment, military service, or childcare, etc.), notify the SCO.

VA will pay for courses that were not successfully completed and are required to be retaken for graduation. VA will not pay for courses that were successfully completed and retaken for a higher grade.

Students must notify an SCO when they have exhausted their GI Bill® benefits.

Housing Information

If eligible for housing under the Post 9/11 GI Bill, housing payments are paid on the first of the month for the previous month's housing. To obtain the full housing allowance a student must be enrolled in what the VA considers full time and in at least one resident course. To be eligible for any portion of housing, the student must be enrolled over half time each certified term. Housing amounts are prorated based on rate of pursuit. A student enrolled half time is not eligible for any housing payments.

In addition to rate of pursuit, a student taking all distance learning courses would be eligible for only 50% of the national average for BAH.

Payment Information (Post 9/11 and Vocational Rehabilitation and Employment)

The College must review all tuition and fee payments made for a student receiving Post 9/11 or Vocational Rehabilitation GI Bill® funds.

If funding from outside sources is tuition and fee specific, the College is required to submit the remaining tuition and fees after the funding is applied to the student account. These reduced tuition and fee amounts are reported to VA regardless of when funds are applied to the student account and could cause a debt situation with the VA. To confirm if funds received are Title IV

funds, contact the Financial Aid office. For questions pertaining to this regulation, contact the VA St. Louis Regional Processing office at 888-442-4551.

Yellow Ribbon Program

Walsh College is an approved Yellow Ribbon school. This Yellow Ribbon funding is available to students who are 100% eligible for the Post 9/11 GI Bill®. If the student's tuition and fees amount over the year will exceed the established cap set by VA, the student could be eligible to use Yellow Ribbon funding to cover costs in excess of the cap. When a student is certified for Yellow Ribbon benefits, Walsh College and VA split the cost of the tuition and fees that exceed the established cap. Contact a school certifying official for details.

Policies and Procedures

Registration Policies and Procedures

Registration materials and information on registration policies, procedures, and the schedule of classes can be found on the Walsh College Portal. Go to myportal.walshcollege.edu; log in and click the "Registration" link in the WebAdvisor box.

A student can register online using WebAdvisor. Students can register through the seventh day of the semester. Students should consult the Academic Calendar for appropriate registration dates. If Walsh College encounters a problem processing a registration, the student will be contacted.

Confidentiality Statement and Security Information

Students who register online should be aware that WebAdvisor is a fully encrypted website designed to protect confidential information. To further ensure confidentiality, passwords must be changed every 90 days. Please note that students are still responsible for preventing unauthorized access. It is important that students not share their login or passwords and to properly log out of WebAdvisor when finished accessing information.

Selection of Courses

Walsh College does not specify or regulate the number of courses or credit hours selected by a student each semester, providing the student is in good academic standing. In undergraduate degree programs, the College considers 12 semester credit hours to be full-time. In graduate degree programs, a student enrolled in 9 semester credit hours is considered to be full-time.

Upon admission to the College, a student employed on a full-time basis is urged to consult with an academic advisor concerning the appropriate course load. A student requesting any form of student financial assistance should inquire about the number of semester credit hours necessary to receive such benefits.

Although the College does not maintain a policy regarding the number of courses required each semester, the student should be aware of the time limitation attached to complete each degree program. More information about time limitations is listed in the sections entitled Bachelor's Degree Graduation Requirements and Master's Degree Graduation Requirements.

Registration Confirmation

Students can confirm their registration at any time by using the "My Class Schedule" link on WebAdvisor. Students should carefully review their schedules after registering and every time a schedule change is made to ensure that processing was completed and to ensure accuracy of course section numbers and meeting times. Ultimately, a student's schedule is the student's responsibility.

Prerequisite Policy

Prerequisites are assigned to a course to ensure that the student is properly prepared for the course and will be able to derive the maximum educational benefit from that course. All students

must follow course prerequisites unless otherwise noted. Undergraduate students are required to complete all prerequisite courses with a grade of "C" (2.000) or better for courses within their major and all communication courses. Graduate students must complete all course prerequisites with a grade of "C" (2.000) or better.

A student should consult this catalog for the most current course prerequisites. It is the responsibility of the student to plan the selection of courses so that all prerequisites for a selected course are successfully completed prior to enrollment.

A student who wants to request a waiver of prerequisites must submit the request through the Admissions and Academic Advising office. The Prerequisite Waiver form will be forwarded to the department chair or program director for review prior to registration. The student will be notified when a decision is made. A student who has enrolled in a course without the required course prerequisites or an approved prerequisite waiver will be administratively dropped from the course. The student will receive a full tuition refund. See the Tuition Refund Policy section of the Catalog for information on refundability of fees.

Class Enrollment Policy

Students are not allowed to attend classes unless they are officially enrolled and the appropriate tuition and fees have been paid. Students who violate this policy will not receive a grade or credit for that course. Each student is encouraged to check with the instructor to verify that they appear on the instructor's official class roster.

Exception Requests

Students are expected to complete all of the required courses for their degree program. In extenuating circumstances, a student may submit a request for an exception as it pertains to a specific course or prerequisite. Exception requests will only be considered if there are extenuating circumstances and no other course option. All exception requests must be submitted through an academic advisor to the appropriate academic chairperson by submitting an e-mail request to advising@walshcollege.edu. The reason for the request must be included and documentation provided. Additional approvals may be needed when applicable.

Class Cancellations/Changes

The College reserves the right to cancel classes and make changes to the instructors and course prerequisites.

Add/Drop Policy

Students may make changes to their schedules during the designated registration period. Courses can be added and/or dropped online using WebAdvisor or Walsh College email. Any course dropped during the add/drop period will not be reflected on the student's academic transcript. There is no fee for adding or dropping courses.

A student may add classes to their schedule through the seventh day of the semester*. Please refer to the Academic Calendar for specific registration dates for the current semester.

Policies and Procedures

A student may drop classes through the fourteenth day of the semester*. For courses dropped through the eighth day of the semester, 100 percent of the tuition charges will be credited to the student's account*. For courses dropped between the ninth and fourteenth day of the semester, 50 percent of the tuition charges will be credited to the students account.

**See the Tuition Refund Policy section of the Catalog for information on refundability of fees. Please refer to the Academic Calendar for specific refund dates for the current semester.*

Add/drop requests submitted by Walsh College email will be considered as received on the date submitted.

The student is solely responsible for adjustments to their personal, professional, extracurricular, and employment schedules as they relate to class attendance.

A student who does not officially drop their course within the first two weeks of classes is financially obligated to pay for the course(s) even if they have not attended any sessions.* This includes any fees that have been added to the student account. Students receiving federal financial aid must review the Tuition Refund Policy Affect on Financial Aid Recipients section in this Catalog.

**Dates pertain to 11 week courses. Dates for courses that meet for less than 11 weeks may differ. Dates for these courses can be found on Web Advisor and/or the course syllabus.*

Note: An international student on an F-1 visa must consult with the designated school official/international advisor in the Admissions and Academic Advising office before dropping a class that will result in less than full-time status.

Course Withdrawal Policy

For 11 week courses, students may withdraw from courses beginning the third week of the semester through the ninth week of the semester. Students should refer to the current Academic Calendar for the most accurate dates pertaining to withdrawing from courses. For courses that meet for less than 11 weeks, withdrawal dates will be published in Web Advisor each semester. Withdrawing from courses is a formal procedure that must be initiated by the student in writing, Walsh College email or online through WebAdvisor. The College does not allow faculty to initiate a withdrawal for a student for any reason including nonattendance.

There is no tuition refund given for withdrawn courses, and a grade of "W" (Withdrawal) appears on the student's academic transcript. Students are responsible for all tuition and fees incurred. Students should carefully review their schedules after withdrawing from courses to ensure that processing was completed. Ultimately, a student's schedule is the student's responsibility.

A student may withdraw from the same course no more than twice during their academic career. Withdrawing from separate sections of courses that are equated will be considered separate withdrawal attempts. A letter grade (A-F) will be issued on a student's academic transcript when the withdrawn course is repeated for the third time.

Withdrawal forms submitted online through WebAdvisor or Walsh College e-mail will be considered as received on the date submitted.

Students receiving federal financial aid are encouraged to contact the Financial Aid office before withdrawing from classes to determine if there are any financial implications as a result of the withdrawal. Additional details can be found in the Financial Aid and Scholarships section.

Note: An international student on an F-1 visa must consult with the designated school official/international advisor in the Admissions and Academic Advising office before withdrawing from a class that will result in less than full-time status.

Late Withdrawal Requests

If documentable unforeseen and unavoidable circumstances occur that prevent a student from withdrawing within the published withdrawal period and from completing a course, a late withdrawal may be requested. To be considered for a late withdrawal, a student must submit a Late Withdrawal Request form to the director, records, registration, and veteran services, along with a written explanation of the circumstances and supporting documentation. Requests must be received within four weeks after the start of the subsequent term (refer to the Academic Calendar for dates). Late requests will not be reviewed.

The request and documentation will be reviewed by the director of records, registration, and veteran services and a response will be sent in writing within 30 days. If a late withdrawal is granted, a grade of "W" (withdrawal) will appear on the student's transcript. The student will be responsible for all tuition and fees. Note that a student is only allowed two withdrawals per course and that a late withdrawal cannot be granted for any course that has been completed (final exam taken; final project submitted, etc.).

Examples of circumstances that may qualify for an exception include, but are not limited to:

- Illness or injury with signed doctor's note on letterhead indicating inability to attend course(s);
- Death of an immediate family member (spouse, parents, siblings, and children) with death certificate or death notice.

Late Withdrawal requests will not be granted for:

- Conflicts between personal and class schedules;
- Change in work schedule, accepting a new position or voluntary transfer within current employment;
- Difficult class schedules or non-attendance;
- Being a new student; not knowing the withdrawal policy or the withdrawal deadline;
- Completed courses.

Policies and Procedures

Holds

There are six different types of holds that can affect a student's registration: academic standing, administrative, admissions, final transcript, financial, and library. Students who have any of these holds placed on their record will not be eligible to register for courses, and must contact the appropriate office for resolution.

- **Academic Standing Hold** – Applies when a student's cumulative GPA falls below the minimum required to maintain satisfactory academic progress. Contact the Admissions and Academic Advising office for resolution.
- **Administrative Hold** – An administrator of the College has placed a hold to prevent the student from registering and/or receiving an academic transcript. Contact the Records, Registration, and Veteran Services office for resolution.
- **Admissions Hold** – Applies to a student who has not attended the College for 12 consecutive months; has graduated; or has not provided the Admissions office with required documentation. Contact the Admissions and Academic Advising office for resolution.
- **Final Transcript Hold** – Applies to new students who have not provided Walsh College with official transcripts from all colleges attended prior to registering for their second semester. Contact the Admissions and Academic Advising office for resolution.
- **Financial Hold** – A student owes the College for past tuition or fees. The hold will be removed once the student makes payment in the Business office.
- **Library Hold** – A student has outstanding library fines or materials. The hold will be removed after the student returns the materials or pays the fines to the library.

Cancellation of Enrollment

The College reserves the right to administratively cancel a student's registration due to non-payment of tuition or fees, academic issues or if directed by an officer of the College.

Textbooks and Course Materials

Walsh College has an online tool to provide students with textbook and course materials information. Once registration for each term begins, go to textbooks.walshcollege.edu to view the required materials.

Advanced Assignments

Many classes have advanced assignments that need to be completed before the semester begins. Advanced assignments are available a week before the semester starts, and can be found by logging into Moodle through the Walsh College portal.

Classroom Assignments

Students should consult the most current classroom assignment schedule on the first day of classes as room assignments may change. Final classroom assignments are posted on the Website, outside of each classroom, and in the lobbies of each building on the first day of classes.

Academic Policies and Requirements

A student enrolled in a course at Walsh College must observe all academic policies and regulations in effect and published in the current Catalog or in other official publications. It is the responsibility of the student to be aware of all changes in academic policy as implemented by Walsh College. Any student wishing to be exempt from a specific academic policy as outlined in the Catalog or elsewhere must formally petition the specific administrative or academic department enforcing the policy.

Grading System and Policies

Most courses taken at Walsh College are recorded by letter grade (A-F); the 4-point system (4.000) is used to compute the grade point average (GPA). Grades are awarded according to the following system:

GENERAL GRADING SCALE	
Grade	Grade Points per Credit Hour
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0

The following grades are not computed in GPA:		
Grade	Description	Grade Points per Credit Hour
AU	Audit	O*
I	Incomplete	O*
NR	No grade reported	O*
N	Not Passing	O*
P	Passing	O°
W	Withdrawal	O*

* Not included in computing hours, grade points or GPA.

° Included in computing hours, but not included in computing grade points or GPA.

Policies and Procedures

For all undergraduate degree programs, the grade of “C” (2.000) is the minimum acceptable grade for many courses. As a graduation requirement, an undergraduate student must maintain a 2.000 for both the overall cumulative grade point average and for the cumulative grade point average in their major. For undergraduate degree programs, satisfactory academic progress is a cumulative grade point average of 2.000 or better.

For all graduate programs, including dual degree programs and graduate certificates, the grade of “C” (2.000) is an acceptable grade for the purposes of course completion for all courses. However, a 3.000 overall cumulative grade point average must be achieved as a requirement for graduation. Satisfactory academic progress is a cumulative grade point average of 3.000.

“P” (passing) is only used in courses that are set up to be graded on a pass/no pass basis and indicates that the course has been completed successfully.

“N” (not passing) is only used in courses that are set up to be graded on a pass/no pass basis and indicates that the course has not been completed successfully.

“W” (withdrawal) indicates the student has withdrawn from the course. This grade earns no credit for purposes of graduation and is not included in a student’s grade point average computation. However, the grade does appear on the student’s academic transcript. A student may withdraw from the same course no more than twice during their academic career. Withdrawing from separate sections of courses that are equated will be considered separate withdrawal attempts. A letter grade of A through F will be issued on a student’s academic transcript when the withdrawn course is repeated for the third time.

“I” (incomplete) is a temporary grade used by an instructor in cases when the student is unable to complete course requirements because of illness or other justifiable circumstances.

An incomplete grade can only be issued if:

- Approved in advance by the instructor.
- The remaining coursework cannot be completed for reasons clearly beyond the student’s control.
- The student has only a minor portion of the semester’s coursework to complete.
- The work completed to date is not less than “C” (2.000) in quality.
- The remaining coursework can be completed within four weeks after the end of the semester in which the “I” is granted.

The student must initiate the request for an incomplete grade with the instructor of the course. If the incomplete grade is granted, the instructor will issue an “I” grade when submitting their final grades. It is the student’s responsibility to contact the instructor and make arrangements for completing the remaining work within the four-week timeframe. If the coursework is not completed within the four-week period, the grade of “I” will be changed to the grade of “F” (failing). The student will be notified of the grade change.

“AU” (audit) denotes that the student is enrolled in a course for no grade and no credit. Upon completion of the course, a grade

of “AU” will be noted on the student’s academic transcript. The decision to audit a course should be made at the time of registration. Once the add/drop period ends, a student cannot change their registration status from credit to audit or from audit to credit. A student desiring to audit a class must pay full tuition and fees. A designation of “AU” will be allowed only once per course. A grade of “AU” will automatically be issued to a student who repeats a course in which they have previously received equivalency transfer credit, an exclusion, waiver or advanced standing. After grade replacement, once a course has been completed at Walsh College with a grade of “C” or better, all subsequent attempts will receive a grade of “AU” and no credit.

“NR” (no grade reported) is a temporary grade indicating the final grade has not yet been submitted. The “NR” grade will be replaced by the appropriate letter grade (A-F) when submitted by the instructor.

Viewing Grades

Grades may be viewed online through WebAdvisor. Log in to WebAdvisor and click on “Grades by Term.”

Grade Changes

A student who questions or wishes to clarify a grade must contact the instructor and provide specific arguments for the grade change on individual assignments to resolve the dispute within four weeks after the start of the next semester. A request by a student to dispute their grade after this four-week period will not be considered.

If an error has been made, the instructor must submit an official change of grade to the director of records, registration, and veteran services, certifying reasons for the change of grade. Upon receiving documentation from the instructor, the director of records, registration, and veteran services will change the grade and post the grade on WebAdvisor (click on “Grades by Term” to view). In exceptional or unusual circumstances, the director of records, registration, and veteran services may determine that additional signature approval must be obtained by the department chairperson and/or chief academic officer (or approved designee) prior to processing the grade change.

Appealing Final Grades

Within four weeks after the start of the next semester, a student who wishes to appeal a final grade must:

Step 1 – Instructor

Contact the class instructor involved to resolve the problem. If resolution cannot be achieved at the instructor level, a student can petition the chair of the department involved. The student may not proceed to step two until the final grade is discussed with the instructor.

Step 2 – Department Chair

The department chair will investigate the matter and attempt to resolve the issue. The chair will notify the student and the class instructor of the decision. The student may not proceed to step three until the final grade is discussed with the department chair.

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Step 3 – Final Appeal

If resolution cannot be achieved at the departmental level, a final review may be conducted by the chief academic officer. It must be demonstrated to the chief academic officer that an instructor's evaluation was based entirely or in part on factors that are inappropriate or irrelevant both to academic performance and applicable professional standards. In this case, the chief academic officer will have the student's performance reassessed and good faith evaluation established. The decision of the Chief academic officer is final.

**If the Instructor or department chair do not respond to your initial correspondence within seven business days, please contact the Academic Office at 248-823-1635 for assistance.*

Semester Grade Point Averages

A student's semester grade point average is computed by dividing the total grade points for that semester by the number of credit hours attempted. Grade point average calculations are carried out to the third position after the decimal point. The grade of "F" (0.000) is included in the calculation of grade point averages.

Cumulative Grade Point Averages

A student's cumulative grade point average is computed by dividing the total grade points earned to date by the total number of hours attempted. Grade point average calculations are carried out to the third position after the decimal point. Grade points are calculated by multiplying the number of credit hours for the course by the number of points earned on the grading scale. For example, a grade of B for a 3 credit hour course produces 3 (credit hours) x 3 (points for a grade of B), or 9 grade points. The grade of "F" (0.000) is included in the calculation of cumulative grade point averages. When a student repeats a course under the Course Repeat Policy (see page 62), both grades will appear on the academic transcript, but only the better grade will be used to compute the cumulative grade point average. If, after the one time replacement, the course has not been passed, all subsequent grades will be factored into the cumulative grade point average along with the better of the original and replaced grades. Only courses taken at Walsh College are used to determine a student's grade point average.

Major Grade Point Averages - Undergraduate Students

In addition to maintaining an overall cumulative grade point average of 2.000, undergraduate students are required to maintain a 2.000 grade point average in their major courses. A student's major grade point average is computed by dividing the total grade points earned for all major courses by the total number of hours attempted in those courses. All courses taken within the major, credit hours attempted, and grades received will be used to compute the student's major grade point average, with the exception of those courses and grades that have been replaced under the Course Repeat Policy (see page 62). Courses repeated under this policy will be excluded from major grade point

average calculation. Please refer to the Undergraduate Graduation Requirements section for each individual program for the courses that are used to compute the major grade point average.

Undergraduate and Graduate Earned Credit Policy

Undergraduate Policy

Undergraduate credit is earned for a course only when the student is issued a grade of "D-" (0.700) or better, except for those specific courses, or their substitute(s), in which a grade of "C" (2.000) or better is required.

Undergraduate students may enroll in approved graduate level (500 level) courses for up to 12 semester credit hours. All graduate courses taken and grades received under this status will be reflected on the student's undergraduate transcript and will be used in computing the student's cumulative grade point average for purposes of graduation. Students are responsible for paying graduate-level tuition and course fees. Please note that students cannot switch from the undergraduate version of a course to the graduate version of the course after the add/drop period ends in any given semester.

An undergraduate student who wishes to take a graduate course to fulfill their undergraduate degree requirements should contact the Admissions and Academic Advising office to determine if the course may be applied as advanced standing to any Walsh College graduate degree program.

Graduate Policy

All grades from Walsh College graduate coursework will be used to compute the student's graduate cumulative grade point average, with the exception of those grades that have been replaced under the Course Repeat Policy (see page 62). Grades replaced under this policy will be excluded from the cumulative grade point average. A graduate student may enroll in undergraduate courses. Students must complete a non-degree application for admissions in order to take an undergraduate course. Grades received in an undergraduate course will be noted on a non-degree transcript and will not be computed in the student's graduate cumulative grade point average.

Academic Standing Policy

Grade point averages and academic standing designations are computed for each student at the end of each semester. Students enrolled in degree and certificate programs are required to maintain acceptable academic progress in accordance with the following definition:

Satisfactory Academic Progress

2.000 cumulative GPA:

- Bachelor of Accountancy
- Bachelor of Business Administration
- Bachelor of Science in Information Technology

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3.000 cumulative GPA:

- Master of Arts in Business
- Master of Business Administration
- Master of Science in Accountancy
- Master of Science in Finance
- Master of Science in Information Technology
- Master of Science in Information Technology Leadership
- Master of Science in Management
- Master of Science in Marketing
- Master of Science in Taxation
- Dual Master of Business Administration and Master of Science in Finance
- Dual Master of Business Administration and Master of Science in Information Technology Leadership
- Dual Master of Business Administration and Master of Science in Management
- Dual Master of Business Administration and Master of Science in Marketing
- Cybersecurity certificate
- Global Project and Program Management certificate
- Human Resources Management certificate

Probation

A student will be placed on academic probation whenever their cumulative grade point average (cumulative GPA) falls below satisfactory academic standing; either a 2.000 or 3.000 cumulative GPA, depending on their academic program. Probation status is calculated based on cumulative credit hours attempted and grades received at Walsh College and are noted on the student's academic transcript. Once a student's cumulative GPA falls below the minimum required to maintain satisfactory academic progress, the student will be placed on their first semester of probation. The student then has three additional semesters in which to improve their cumulative GPA to a satisfactory level.

If satisfactory academic standing is not achieved after four semesters of attendance, the student will be dismissed from the College. All graded semesters, including courses with grades of "W" are counted toward the maximum semesters of probationary status. However, any semester in which a student has received all "AU, N or P" grades will not be counted as one of the four semesters. A student may elect to take a semester off while on academic probation.

It is highly recommended that a student on probation meet with an advisor to review academic standing requirements and develop a course plan to improve their academic standing. Probation students may be required to reduce their course load. This determination will be made in conjunction with an academic advisor. A full tuition and fee refund, excluding registration and international student fees, will be issued for courses dropped due

to probationary status as determined by an academic advisor.

When the student's cumulative grade point average reaches the minimum GPA required for their degree program, the student will be in good academic standing and probation restrictions will no longer be applicable. However, all academic standing notation(s) remain on the student's academic transcript. Students on academic probation who have not enrolled for four consecutive semesters (12 calendar months) must reapply for admission and, if readmitted, will be placed on the same level of probation as in their last semester of enrollment at Walsh College.

Academic Dismissal

A student whose cumulative grade point average (cumulative GPA) remains below satisfactory academic standing for four semesters of attendance will be academically dismissed from Walsh College for a period of one year.

Academic dismissal is calculated based on cumulative credit hours attempted and grades received at Walsh College. Academic dismissal is noted on the student's academic transcript. A student who has been academically dismissed will be contacted by the director of admissions and academic advising, administratively dropped from all course(s) and will be issued a full tuition refund including fees.

Readmission After Dismissal

After a period of one year (12 consecutive calendar months) a student may be eligible for readmission to Walsh College. Readmission is permitted only when the student's cumulative GPA calculation shows the possibility of achieving satisfactory academic standing in three consecutive semesters. An academic advisor will establish the minimum grade per course required to achieve satisfactory academic standing within the three-semester time limit. Any previous coursework will be reviewed for applicability under the new academic program at the time of readmission.

All courses previously taken, credit hours, grades received, and academic standing notations remain on the student's transcript. A student must meet with an advisor in the Admissions and Academic Advising office to determine eligibility for readmission. If readmitted, the student will be placed on the academic program in effect at the time of readmission. In any given semester, failure to achieve the minimum required grade will result in recalculation of minimum grade requirements. A second dismissal may result if the student is unable to achieve satisfactory academic standing within the remaining semester requirement. In some circumstances, readmitted students may be permitted to take more than one course per semester, if the student can provide sufficient rationale. If approved, the minimum grade per course and course load will be established in conjunction with an advisor based on the grades required to achieve satisfactory academic standing. Satisfactory academic standing must be achieved within the established number of credit hours or semesters, whichever comes first.

A second academic dismissal from Walsh College is final; students will not be eligible for readmission. A student who has been academically dismissed will be contacted by the director of

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admissions and academic advising and administratively dropped from all course(s) and will be issued a full refund including tuition and fees.

In addition to Walsh College's academic standing policy, the Financial Aid office is required to maintain its own satisfactory academic progress (SAP) policy. Students receiving federal financial aid should refer to the section entitled Satisfactory Academic Progress for Financial Aid Recipients in this Catalog.

Permanent Dismissal

A second dismissal from Walsh College is final. Permanent dismissal from the College will irrevocably terminate the student's status at Walsh College. A permanent dismissal may not be appealed and the student will be ineligible to enroll in courses, reapply for admission, or earn a Walsh College degree. A student who has been permanently dismissed will be contacted by the director of admissions and academic advising and administratively dropped from all course(s) and will be issued a full refund including tuition and fees.

Residency Policy

An undergraduate degree candidate must complete a minimum of 45 semester credit hours in residence at Walsh College. However, certain undergraduate students may be eligible to transfer up to a maximum 9 additional semester credit hours of approved equivalent junior/senior (300-400) level coursework from an institution accredited by the Higher Learning Commission (HLC), Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE), Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and Western Association of Schools and Colleges (ACCJC-WSCUC). These additional transferred semester credit hours may reduce the number of hours required in residency by a corresponding number.

A graduate degree candidate must complete the following minimum residency requirements (excluding foundation coursework) at Walsh College.

- Master of Arts in Business degree requires a minimum of 21 semester credit hours in residence at Walsh College.
- Master of Business Administration degree requires a minimum of 30 semester credit hours in residence at Walsh College.
- Master of in Accountancy degree requires a minimum of 18-24 semester credit hours in residence at Walsh College.
- Master of Science in Finance degree requires a minimum of 21 semester credit hours in residence at Walsh College.
- Master of Science in Information Technology degree requires a minimum of 22–28 semester credit hours in residence at Walsh College.
- Master of Science in Information Technology Leadership degree requires a minimum of 27 semester credit hours in residence at Walsh College.
- Master of Science in Management degree requires a minimum of 24 semester credit hours in residence at Walsh College.
- Master of Science in Marketing degree requires a minimum of 21 semester credit hours in residence at Walsh College.
- Master of Science in Taxation degree requires a minimum of 24 semester credit hours in residence at Walsh College.
- Dual Master of Business Administration and Master of Science in Finance degree requires a minimum of 45 semester credit hours in residence at Walsh College.
- Dual Master of Business Administration and Master of Science in Information Technology Leadership degree requires a minimum of 48 semester credit hours in residence at Walsh College.
- Dual Master of Business Administration and Master of Science in Management degree requires a minimum of 42 semester credit hours in residence at Walsh College.
- Dual Master of Business Administration and Master of Science in Marketing degree requires a minimum of 48 semester credit hours in residence at Walsh College.

A certificate candidate must complete the following minimum residency requirements at Walsh College.

- The Cybersecurity certificate requires a minimum 9 semester credit hours in residence at Walsh College.
- The Global Project and Program Management certificate requires a minimum 9 semester credit hours in residence at Walsh College.
- The Human Resource Management certificate requires a minimum 9 semester credit hours in residence at Walsh College.

Degree Completion Policy

In order to graduate, a student must complete a degree program within 60 consecutive calendar months (five years) from the initial date of enrollment at Walsh College (as designated by the first semester attended on the student's Walsh College transcript). Should it appear that this time limit might not be met, the student should immediately consult with an advisor in the Admissions and Academic Advising office to request an extension. This request will be forwarded to the academic department chair for review and approval. If an extension is requested and granted, coursework more than five years old may be reviewed for currency. Additional coursework may be required to complete the degree. If an extension is not granted due to an insufficient portion of the program requirements having been completed, the student must update to the current degree program. Credit will be applied toward a degree for coursework less than five years old in which the grade of "D-" (0.700) or better has been earned, with the exception of courses which require a "C" (2.000) or better to fulfill graduation requirements. All graduate courses require a minimum grade of "C" (2.000).

A readmitted student who is granted credit for previously taken courses may be required to complete the program in a period of time less than 60 months (five years). The transcript of a readmitted student will reflect all courses taken, credit hours attempted, and grades received while in residence at Walsh College.

Applying for Graduation

Students are required to submit an Application for Graduation for degree and certificate programs five months prior to their intended graduation date. Graduation application forms are available through WebAdvisor and at each campus location. Once an Application for Graduation is submitted, a fee will be charged. A preliminary graduation audit will then be completed and notification of the status of the application will be sent to the student's Walsh College email account.

Graduation Applications may be carried over to a future semester but are only valid for a total of four consecutive semesters. If a Graduation Application has exceeded the four-semester limit, the student will be required to complete a new Application for Graduation and resubmit the graduation application fee.

A separate fee for cap and gowns is assessed for students who choose to participate in Commencement ceremonies.

Graduation Application Deadlines

Winter Semester (Ending in March)	November 1
Spring Semester (Ending in June)	February 1
Summer Semester (Ending in September)	May 1
Fall Semester (Ending in December)	August 1

Academic Honors and Awards

Academic Recognition

Undergraduate students who complete a bachelor's degree program and achieve high academic grade point averages are officially recognized by the College upon graduation. The cumulative grade point average used for academic honors is computed at the time of graduation, is based upon all coursework included in hours attempted in residence at Walsh College, and will be noted on the student's academic transcript and diploma.

The following honors designations will be noted on the academic transcript and diploma:

3.900–4.000	Summa Cum Laude
3.750–3.899	Magna Cum Laude
3.500–3.749	Cum Laude

In addition, honors recognition is given at the College Commencement ceremonies. The cumulative grade point average used to determine academic honors eligibility, for the ceremony only, will be the cumulative GPA on record as of the last semester of attendance prior to the ceremony.

Undergraduate honor graduates who participate in Commencement ceremonies will be recognized by the following honor cord color designations:

- Gold Honor Cord - Summa Cum Laude (3.900–4.000)
 - Silver Honor Cord - Magna Cum Laude (3.750–3.899)
 - White Honor Cord - Cum Laude (3.500–3.749)
- Honors are not awarded at the graduate level.

Commencement Exercises

The College hosts two Commencement ceremonies per year. All eligible candidates/graduates will receive information concerning dates, cap and gown purchase, tickets, time, location, and other relevant information two-three months prior to the ceremony.

Honors Lists

Walsh College recognizes undergraduate students for outstanding academic achievement. Undergraduate students who have completed a minimum of 12 semester credit hours in residence at Walsh College are eligible. At the end of each semester, enrolled students who achieve a cumulative grade point average of 3.500-3.749 are named to the Honors List. Those with a 3.750-4.000 GPA are noted on the President's Honors List. The names of students who attain these academic achievements may be published in the Walsh Journal. The Honors Lists may also be submitted to local newspapers.

Awards

Walsh College students are eligible to earn the following prestigious academic awards. Award winners are presented with a certificate at Commencement and a plaque is inscribed with their names and displayed at the College.

The Everett M. Hawley, Jr. Taxation Award

Each academic year, one master's degree student is honored with the Everett M. Hawley, Jr. Taxation Award for outstanding achievement in taxation.

The Financial Executives Institute Award

Each year, the Financial Executives Institute honors one outstanding undergraduate and one outstanding graduate accounting or finance student for academic achievement. The student is presented with a medal at a Financial Executives Institute Detroit chapter meeting.

The Walter B. Fisher Award for Excellence in Accounting

This award is given annually to one Walsh College undergraduate student who demonstrates outstanding achievement in the Bachelor of Accountancy program. Those chosen for the award must achieve a cumulative GPA of 3.500 or better and must have contributed time or talent to either Walsh College or the accounting profession through tutoring, club leadership, community service, or other activities. The student is also presented with a cash award.

General Procedures and Regulations

Student Personal Information

Students are required to submit Social Security numbers with their Federal and state financial aid applications, and loan programs forms, scholarship, and veteran certification forms. Upon admittance to the College, students will be issued a unique student identification number that will serve as the primary student

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identifier in maintaining permanent academic records. The student identification number should be used with all transactions such as registration, add/drop, transcript request, certification request, financial transactions, and internal financial aid, scholarship, and veterans forms. Since the student identification number is a unique identifier, students should guard its security carefully.

A student who forgets their student identification number can obtain it in several ways: online through WebAdvisor, in person at any campus (with picture ID), from the official Program Plan (created upon admission), or by calling student services.

Social Security numbers or student identification numbers are not released to agencies or individuals outside the College without the written permission of the student, except as permissible under the Federal Educational Rights and Privacy Act (FERPA).

Change of Student Personal Information

Students may update personal information such as address, phone numbers or employment by completing a Student Records Change form (available at any campus or online) by sending a request from a Walsh College email account, or by mailing or faxing a letter with the new information to the records, registration, and veteran services office. To ensure continued security of student information, students should use their student identification number on all College forms. Name, Social Security number, and/or birth date changes must be accompanied by legal documents verifying that the information is correct at the time the request is made. Students are responsible for any communication sent by the College to the last address reported to the records, registration, and veteran services office.

The Family Educational Rights and Privacy Act (FERPA)

The Family Educational Rights and Privacy Act of 1974 is a Federal law designed to protect the privacy of education records. The Act provides students the right to inspect and review their education records; the right to seek to amend those records on the grounds that they are inaccurate or misleading; and to have some control over disclosure of information from the records. The educational records of currently enrolled and formerly enrolled students are protected under FERPA, unless the student is deceased. For purposes of FERPA, a student is defined as a person who has applied, has been admitted and has enrolled in classes. A student has the right to file complaints with the Family Policy Compliance Office, in the Department of Education, for failure of the College to comply with FERPA.

At its discretion, Walsh College may provide “directory information”, should that information not be considered harmful to the student or an invasion of privacy if disclosed, in accordance with the provisions of FERPA. Walsh College defines the following items as “directory information” and may permit disclosure without written consent of the student:

- Name
- Home address

- Phone numbers
- Current or past enrollment status
- Academic program/degree
- Honors recognition/awards
- Participation in officially recognized activities
- Graduation information including degree earned, major, specialization, certification, honors, awards received and/or date of graduation
- Dates of attendance
- Photographs
- Walsh College email address

Current or former students may request that the College not release any directory information. The request must be made in writing to the director of records, registration, and veteran services. Except to the extent that FERPA authorizes disclosure without consent, personally identifiable information contained in the student’s educational record not listed as “directory information” may be disclosed to third parties only with the prior written consent of the student. This written authorization must identify the individual or agency’s name and address and phone number, and specify the records to be released.

FERPA authorizes disclosure of educational records without the consent of the student under certain circumstances, including but not limited to:

- School officials with legitimate educational interest. A school official is a person employed by the College in an administrative, supervisory, academic, research, or support staff position; contractors, consultants, volunteers and other non-employees performing institutional services and functions or outsourced services (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.
- A vendor or outsourced service provider may be considered a school official as long as they perform an institutional function for which the College would otherwise use employees, is under direct control of the College, and is subject to the requirements of CFR 99.31(a) governing the use and re-disclosure [CFR 99.33(a)(1)] of personally identifiable information from education records. The person or company with whom the College has contracted is limited to only the specific student information needed to fulfill their contract.
- Officials of other schools in which the student seeks or intends to enroll;
- Federal, state, and local authorities involved in an audit or evaluation of federal legal requirements for compliance with education programs;
- Veterans Administration officials;

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- Persons or organizations providing financial aid to students if the information is necessary to determine eligibility for an amount of aid, conditions of aid, and to enforce the terms and conditions of aid;
- Organizations conducting studies for or on behalf of educational agencies or institutions;
- Accrediting organizations carrying out accreditation functions;
- Parents of dependent students according to the Internal Revenue Code of 1986;
- Comply with federal law (e.g. the U.S. Patriot Act), a judicial order or a lawfully issued subpoena;
- Persons in an emergency if the information is necessary to protect the health or safety of students or other persons;
- A victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, the institution may disclose the final results of the disciplinary proceeding;
- Interested individuals in connection with the final results of an institutional disciplinary proceeding to include only the name of the student, the violation committed and any sanction imposed by the institution;
- The parent of a student under 21 if the institution determines that the student has committed a disciplinary violation of its drug or alcohol rules or policies or violation of any federal, state, or local law.

A school official has legitimate educational interest in the protected education records if the official is:

- Performing a task that is specified in the official's position description or contract agreement; related to a student's education; or related to the discipline of a student;
- Providing a service or benefit relating to the student or student's family, such as health care, counseling, job placement, or financial aid;
- Maintaining the safety and security of the campus;
- Legitimate educational interest does not include simply having a curiosity about the academic record or disciplinary proceedings with regard to a student without some legitimate academic reason;
- All records of all students are not open to all faculty or staff at the College regardless of access;
- Consult with the records, registration, and veteran services office if you have any question about whether a legitimate educational interest exists in connection with a request for student data.

Academic Records

Academic Transcripts

A student's academic transcript reflects all courses taken, credit hours attempted, and grades received while in residence at Walsh College; these are used to compute the student's semester and cumulative grade point averages. An official transcript bears the

College seal, the registrar's facsimile signature and transcript issuance date. Academic standing designations such as probation and dismissal are noted on the student's transcript.

Graduate courses taken as part of the student's undergraduate program are posted on the student's undergraduate transcript. All grades and credit hours attempted and earned will be used in computing the student's cumulative grade point average for purposes of graduation, with the exception of those courses and grades that have been replaced under the Course Repeat Policy (see page 62). Courses repeated under this policy will be excluded from the cumulative grade point average calculation. Undergraduate courses taken by a graduate-level student will appear on a non-degree transcript and will not be computed into the student's graduate grade point average.

Academic transcripts will reflect all courses taken, applicable credit hours attempted, and grades received while in residence at Walsh College for students readmitted or who change majors or degree programs prior to graduating from Walsh College. Once a student graduates from a degree program, a new cumulative grade point average will be computed for the subsequent degree.

Academic transcripts are maintained in the records, registration, and veteran services office and are regularly audited and corrected as necessary. A student wishing to inquire about their record should contact the director of records, registration, and veteran services.

Request for Academic Transcripts

Official student records, including transcripts, are privileged, confidential information and are not open to public inspection or released to a third party without the student's written consent. Therefore, transcripts must be requested in writing by the student or the student's authorized legal representative.

The College has partnered with the National Student Clearinghouse (www.studentclearinghouse.org) to offer an online option for ordering and receiving official transcripts. Transcripts ordered online can be delivered by email, U. S. Mail, or held for pickup at the Troy campus. The processing fee for an electronic PDF version of official Walsh College transcripts is \$5.00. This charge is paid directly to the National Student Clearinghouse, not to Walsh College.

Walsh College continues to produce and mail paper transcripts free of charge. Requests will be processed within 24-48 business hours. A Transcript Request Form may be obtained on campus or online at www.walshcollege.edu/transcript. Requests for transcripts cannot be accepted via phone.

Official transcripts will not be provided for those with outstanding financial obligations. The eTranscript service is not available for students who last attended Walsh College before 1990.

Transcripts issued directly to the student will be stamped "Issued to Student" and should be considered unofficial. In accordance with the Family Educational Rights and Privacy Act (FERPA), official transcripts issued to Walsh College from previously attended colleges and universities are furnished in confidence and are considered part of the student's educational record. Therefore, duplication of the student's previous official

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college transcripts will not be permitted. Walsh College does not fax academic transcripts to students, employers, or agencies under any circumstances.

Course Numbering System

Courses Numbered 200-499

Courses with these numbers are undergraduate level courses. Undergraduate, graduate, and non-degree students are eligible to enroll in these courses for undergraduate credit and are assessed undergraduate tuition rates.

Courses Numbered 500-699

Courses with these numbers are graduate level courses. Graduate, certificate and non-degree students are eligible to enroll in these courses for graduate credit and are assessed graduate tuition rates.

Undergraduate students cannot enroll in these courses unless permitted in their undergraduate degree program. See the section entitled Undergraduate Students Taking Graduate Courses. Graduate level courses taken by undergraduate students as part of their undergraduate degree program will appear on their undergraduate transcript. Students are responsible for paying graduate tuition.

Course Repeat Policy

The Course Repeat Policy will apply to undergraduate, graduate and non-degree programs.

- The grade of any eligible course repeated beginning fall 2012 may be replaced one time, regardless of when the course was taken previously or how many attempts of the course were made prior to fall 2012. This policy applies only to courses that are repeated fall 2012 or later.
- Any eligible course, regardless of grade, may be repeated once at Walsh College for a grade replacement.
- There is no appeal process to this limit. Additional repeats will be allowed without grade replacement. If, after the one time replacement, the course has not been passed, all subsequent grades will be factored into all GPA calculations, along with the better of the original and replaced grades.
- Courses that are not eligible for grade replacement:
 - Courses that have been graduated in any program may not be replaced in that program.
 - Courses for which transfer credit has been awarded.
 - Courses whose grades have been affected by findings of academic misconduct.
 - Courses that are dual listed.
- The better grade of the original and replacement attempt will be used in calculating both cumulative grade point average (cumulative GPA) and - for undergraduate students - major/minor GPA. If the course was attempted multiple times previously, the lowest grade will be replaced.
- After grade replacement, once a course has been completed

at Walsh College with a grade of "C" (2.000) or better, all subsequent attempts will receive a grade of Audit ("AU") and no credit.

- Students who repeat courses at other institutions will not receive transfer credit if Walsh College credit has been earned, nor will they improve their Walsh grade point average. A grade of Audit ("AU") will automatically be issued to a student who repeats a course in which they have received course equivalency transfer credit, an exclusion, waiver or advanced standing.
- All grades will remain visible on the transcript. All academic standings originally calculated will remain visible on the transcript.
- In any one program, credit can only be earned once for any course.
- Withdrawn classes will not replace grades and will not be included in the one-time grade replacement limit. Students will still be allowed two withdrawals in addition to one replacement attempt per eligible course. In the case of a withdrawal, a grade of "W" will appear on the transcript.
- Federal and/or state regulations may supersede portions of this policy. For example, students with financial aid or GI Bill benefits are required to follow federal regulations regarding repeating courses. Please see the financial aid and veterans' sections of the catalog for details.

Academic Calendar

Walsh College operates on a semester calendar system. The Academic Calendar consists of four 11-week semesters per year. All courses and credit hours are stated in semester credit hours. The current Academic Calendar can be found at the end of this Catalog and on the College website.

Student Policies and Conduct

Academic Honor Code

The Walsh College academic community will maintain the highest ethical standards in our quest for academic excellence. We will not lie, cheat, steal, or claim credit for the ideas and work of others. We commit to respecting the intellectual property of others and will always acknowledge the authorship of intellectual property in all forms.

Academic and Professional Conduct

Walsh College students are expected to conduct themselves in a manner conducive to continued growth toward a business or professional career. A professional demeanor with a high degree of ethical conduct is expected. Written and oral communications, including paper and electronic, should reflect professionalism. All students are expected to attend classes regularly and be fully prepared. Students are responsible for being knowledgeable and observing all College policies and procedures.

Academic Misconduct

Walsh College students are expected to conduct themselves in a manner that is professional, ethical, honest, and in accordance with generally recognized standards of academic conduct.

All coursework including, but not limited to, examinations, quizzes, homework exercises, projects, presentations, online discussion boards, papers or other assignments should reflect professionalism and appropriate academic standards.

By choosing to attend Walsh College, both students and faculty members agree to the provisions of the Academic Misconduct Policy, including its rules, policies and disciplinary actions.

A. Academic Misconduct Standards

If any administrator, faculty, staff or student body member suspects a student of engaging in academic misconduct, that person **MUST** report it to the Academic Conduct Committee. Academic misconduct is defined as any act of commission or omission by a student designed to affect the grade of that student or another student, where such act is unfair, unethical, or outside of the rules of Walsh College or the rules set by the academic department or by a classroom instructor (for the instructor's course).

Academic Misconduct includes but is not limited to:

1. Plagiarism: Plagiarism is the use of another's work, words, ideas or images without properly citing the source and thereby representing this work as one's own, whether the representation is oral or written, expressed or implied. Examples include:

- Failure to give credit for work (including ideas and materials) taken from other sources (public or private), including quoting, paraphrasing, rephrasing or condensing that work;
- The submission of one's academic work from a previous course without prior written approval of the current instructor;
- Using graphics, graphs, images, tables or other illustrative work without giving credit to the original source;
- Using materials that were assembled by or collected by others without acknowledging their contribution;
- Contributing to another student's work or helping another to plagiarize.

2. Cheating: Cheating includes, but is not limited to, the following actions in regards to coursework:

- Unauthorized collusion on coursework, including two or more students working together to prepare and submit the same or substantially similar coursework, or portions of coursework, without the specific consent of the instructor;
- Sharing of completed or partially completed coursework which includes, but is not limited to, examinations, quizzes, homework exercises, projects, presentations, discussion boards, papers or other assignments, except where expressly allowed by an instructor for a particular course.
- Use of unauthorized aids while completing coursework;
- Failure to follow administrative instructions on exam-taking or other assessment procedures;

- Completing coursework, including taking an examination, for another student or asking or paying someone else to do the same;
- Allowing another person to access online coursework to review, copy, submit, or complete that coursework;
- The theft, sale, purchase, unauthorized procurement or possession of examinations or other coursework (or any attempt to do so);
- Copying another student's work;
- Unauthorized distribution or uploading of copyrighted materials, including but not limited to:
 - Any portion of course content such as, lectures, presentations, videos, assignments, examination or quiz questions, etc.
 - Library materials subject to copyright whether or not noted as "do not copy."
- Copying of library materials designated "do not copy";
- Damage, destruction or modification to College computers/servers/printers including but not limited to:
 - Copying, modifying or removing software
 - Unauthorized uploading of computer software and/or introducing a virus or malware

3. Misrepresentation or Deception: This includes intentionally lying to or deceiving a member of the College's faculty, staff, administration, or outside agency in order to gain academic advantage for one's self or another; or to misrepresent or in other ways interfere with the investigation of a charge of academic misconduct.

B. Penalties for Academic Misconduct:

First infraction: Possible disciplinary actions or sanctions include, but are not limited to, one or more of the following:

- A directed zero on the assignment;
- Re-doing the assignment for a reduced grade;
- A reduction in the earned grade on the assignment;
- A reduction in the overall semester grade;
- Loss of College-awarded scholarship money or awards.

Second infraction: Possible disciplinary actions or sanctions include, but are not limited to, one or more of the following:

- A directed "F" in the course;
- A review of all prior coursework completed at Walsh College, which may lead to new charges of misconduct should earlier violations have occurred, whether they were addressed at the time or not, up to and including possible reversal of grades earned in prior courses, or degrees revoked, if evidence is found indicating that misconduct was employed in the pursuit of those earlier grades or degrees;
- Suspension from the College;
- Expulsion from the College.

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Third infraction: Possible disciplinary actions or sanctions, include, but are not limited to, one or more of the following:

- Suspension from the College;
- Expulsion from the College;
- A review of all prior coursework completed at Walsh College, which may lead to new charges of misconduct should earlier violations have occurred, whether they were addressed at the time or not, up to and including possible reversal of grades earned in prior courses, or degrees revoked, if evidence is found indicating that misconduct was employed in the pursuit of those earlier grades or degrees.

C. Academic Misconduct Process

The suspected misconduct should be reported promptly to the Academic Conduct Committee, which will examine the evidence, determine whether the student was a repeat offender, and impose the appropriate disciplinary action and/or remediation. Formal documentation of the infraction will be noted in the student's file. Under no circumstances shall any faculty, staff or administrator determine their own punishment or remediation for academic misconduct.

A student may appeal a finding of academic misconduct by applying in writing to the Academic Conduct Committee AcademicConduct@walshcollege.edu within seven calendar days of notification for an appointment to appear before the Committee.

A final written appeal may be directed to the office of the chief academic officer of the College, who in their discretion, may affirm, modify, or reverse the decision. In all instances, the decision of the chief academic officer is final.

D. Other Consequences of Academic Misconduct

A student who receives a disciplinary action for academic misconduct or is being investigated for misconduct:

- may not withdraw from the course at any time;
- may not seek financial relief for withdrawal;
- may not utilize the grade replacement feature of the Course Repeat policy.

A finding of academic misconduct will become a permanent part of the student record. Subsequent acts of any level of academic misconduct will be considered a basis for suspension or permanent expulsion from the college.

E. Responsibility of Faculty Members

All faculty members must promptly report all apparent instances of academic misconduct to the Academic Conduct Committee. Under no circumstances shall any faculty member determine on their own a punishment for academic misconduct.

Academic and Student Misconduct Disciplinary Designations

Disciplinary action for academic and student misconduct can take multiple forms. For academic misconduct, disciplinary action may

include those listed under Section B. The most serious disciplinary procedures include suspension and expulsion, as defined below.

Suspension from the College;

A suspension will terminate the student's status at Walsh College for a specified period of time, not to exceed one year. This may be posted on the student's academic transcript at the direction of the chief academic officer.

At the end of the specified period, the suspended student will be required to request reinstatement to the College. If granted, the student will be admitted conditionally. ANY additional act of academic misconduct committed during the remainder of the student's academic program will result in permanent expulsion from the College, without the possibility of appeal.

Expulsion from the College;

Expulsion from the College will permanently and irrevocably terminate the student's status at Walsh College. This may be posted on the student's academic transcript at the direction of the chief academic officer. An expulsion may not be appealed and the student will be permanently barred from earning a Walsh College degree.

Student Requests for Exceptions to Academic Policies

This section does not apply to academic policies mentioned elsewhere in this Catalog, such as Late Withdrawal Requests and Exceptions to Tuition Refund deadlines.

Academic policies have been thoroughly considered before adoption and are consistently applied. However, the College reserves the right to grant an exception to a policy. The integrity of the College's degrees and equality of treatment of students limits the types of policy exceptions that may be granted and the justifications which may be considered.

A student seeking to obtain an exception to an academic policy must submit a written petition to the chief academic officer by the end of the following semester, not to exceed three months after the semester in which the exception is requested. The petition must include the policy for which the student is seeking the exception and the reasons justifying the request. Exceptions are not given for work-related reasons or when the student has completed the course(s) by having taken the final exam and/or by submitting the final project. Written documentation must be attached to any policy exception requested for medical reasons. Requests will be reviewed with the appropriate academic personnel or chief academic officer. The student will be notified of the decision in writing. A copy of all written decisions may be retained in the student's file.

Student Requests for Exceptions to Non-Academic Policies

This section does not apply to non-academic policies mentioned elsewhere in this Catalog, such as Late Withdrawal Requests and Exceptions to Tuition Refund deadlines.

Policies and Procedures

College policies and procedures have been thoroughly considered before adoption and are consistently applied. However, the College reserves the right to grant an exception to a policy or procedure. The integrity of the College's degrees and equality of treatment of students limits the types of policy exceptions that may be granted and the justifications which may be considered. To request an exception, a student must direct the request in writing to the director of the department implementing the non-academic policy. The request must include the student's Walsh College identification number, telephone number, the policy for which the student is seeking the exception, the reasons justifying the request, and any documentation necessary (e.g., if the request is due to medical problems, a written statement from the physician should be attached to the request). Exceptions are not granted for work related reasons or when the student has completed the course (s) by having taken the final exam and/or submitting the final project. The request must be submitted by the end of the following semester, not to exceed three months after the semester for which the exception is requested.

Requests will be reviewed with the appropriate College personnel and will be considered based upon the amount of control the student had over the situation, the circumstances and merit of the request, and the impact the action will have on the overall academic standards of Walsh College. The student will be notified of the decision in writing. A copy of all written decisions may be retained in the student's file.

Non-Academic Issue Resolution

Non-academic issues involving general student conduct and/or the application of administrative policies or procedures will be considered as cases of non-academic misconduct. Cases of this nature should be brought to the immediate attention of the administrative director of the department directly involved with the area of administrative policy or procedure.

If the issue cannot be resolved with the director of the responsible administrative area, the matter may be referred to one of the College's Officers for review. An officer of the College may attempt resolution of the issue, including meeting with the student, remand it to the director to resolve; or recommend to the assistant vice president, Accreditation and Academic Administration that it be considered by the Student Conduct and Appeals Committee.

Cases involving discrimination, harassment or sexual misconduct are subject to a separate College policy, included in the Catalog as the Policy on Discrimination, Harassment and Sexual Misconduct, which contains guidance on reporting and procedures.

Student Conduct and Appeals Procedure

A student wishing to appeal a decision related to College policy or procedure may do so following the steps outlined. The Student Conduct and Appeals Committee reviews unresolved student issues concerning policies and procedures of the institution. Such issues might involve general student conduct and/or the application of academic or administrative policy.

Appeal of any issue must be initiated in writing to the assistant vice president, Accreditation and Academic Administration within 90 days of the incident to be reconsidered by the committee.

Cases of misconduct will not be considered by the Student Conduct and Appeals Committee until the procedures for issue resolution have been completed and any disciplinary action has been finalized.

Issues Not Considered by the Student Conduct and Appeals Committee

The Student Conduct and Appeals Committee will not consider challenges involving the following:

- Requirements for completion of a degree program;
- Propriety of the requirements for completion of a degree program;
- Propriety of an individual course;
- Issues of sexual harassment (See Harassment Policy);
- An individual student's evaluation which represents an instructor's good faith judgment of the student's academic performance;
- Course grades. An issue involving a course grade will be addressed within the academic department responsible for the course; and
- Any action taken as the result of academic misconduct.

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If the procedures outlined under Non-Academic Issue Resolution do not result in resolution of the issue, a student, faculty member, or administrative director may submit a written request to the assistant vice president, Accreditation and Academic Administration within 90 days of the occurrence of the original event, for referral of the matter related to student conduct to the Student Conduct and Appeals Committee. The request should contain the following:

- A statement describing the issue and identification of the policy or procedure in question;
- A review of the steps already taken to seek resolution, and the specific decision or action desired;
- Justification for the decision or action sought, with specific references to the applicable College policies made; and
- Copies of information or documentation to be presented, and specific identification of individuals requested to be present; to include witnesses, at the Student Conduct and Appeals Committee hearing.

The assistant vice president, Accreditation and Academic Administration will act on a request for referral to the Student Conduct and Appeals Committee, advising all parties involved of its disposition. The assistant vice president, Accreditation and Academic Administration may decline to refer a matter to the committee due to insufficient cause to proceed; may consult directly with the affected parties to reach an appropriate resolution without a hearing; or may refer the matter to committee for consideration and final disposition. When the Student Conduct and Appeals

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Committee meets to consider an issue, new or additional issues may not be introduced during the appeals hearing. Each issue must receive separate due process and cannot be introduced to confuse or complicate the issue being appealed. The responsibility of the committee is to determine if there is evidence which would support the alleged act of misconduct or violation of policy and procedure.

If a Student Conduct and Appeals Committee is formed, the assistant vice president for enrollment and student services will assume responsibility for the following:

- Act as committee coordinator;
- Assign an Officer to serve as committee chair, and;
- Implement all committee decisions or disciplinary actions or procedures.

The Student Conduct and Appeals Committee will be composed of:

- One Officer of the College who will act as the chair of the committee;
- Two administrative representatives selected by lottery or a random selection process;
- Two academic representatives, at least one of whom is a full-time faculty member, selected by lottery or a random selection process; and,
- Two representatives from student organizations or from student government, to be selected by student government.

Anyone who is considered to have a conflict of interest in the proceedings may not be selected. The chairperson of the Student Conduct and Appeals Committee will be responsible for the following:

- Scheduling and notifying the student and committee members of the meeting time;
- Providing the student with an opportunity to appear before and address the committee;
- Presiding over the proceedings and acting as a nonvoting member of the committee unless there is a tie vote, in which case the chair will cast the deciding vote;
- Receiving and presenting to the committee and the student all relevant information pertaining to questions of misconduct, exceptions or appeals to policies; and,
- Notifying the student within five business days of the decision of the committee.

Six committee members, excluding the chair, constitute a quorum. A majority vote of the committee will constitute a committee decision. Information regarding specific cases considered by the Student Conduct and Appeals Committee is considered strictly confidential. All records of and documents pertaining to a meeting of the Student Conduct and Appeals Committee, including the committee's decision and record of notification to the affected student, will be retained in the office of the assistant vice president, Accreditation and Academic Administration.

Appeal of a Committee Decision

Any individual desiring to appeal a decision of the Student Conduct and Appeals Committee or an issue not considered by the committee must do so in writing within seven calendar days after being notified of the committee's decision. The appeal should be directed to the President of the College who, in their sole discretion, may affirm, modify, or disapprove the Student Conduct and Appeals Committee's decision. In all circumstances, the decision of the President of the College is final.

Student and Visitor Conduct

It is the goal of Walsh College to maintain a professional and safe environment that is conducive to learning and working. The College reserves the right to take action for any other conduct which it deems inappropriate or improper. The following are examples of unacceptable behavior and are published to minimize the potential for misunderstanding. This list is not intended to be all-inclusive.

- Forgery, alteration or misuse of College documents, records, or instrument of identification, as well as knowingly furnishing false information to the College;
- Representing or acting on behalf of the College or another individual when not authorized to do so;
- Misrepresenting oneself or one's circumstances to gain an unfair advantage;
- Obstruction or disruption of teaching or other activities on campus;
- Physical abuse, unlawful detention, or threatening behavior toward any person on campus;
- Theft or damage to property of the College or to property of a Walsh College student, employee or campus visitor;
- Unauthorized entry or use of College facilities and equipment (including technology);
- Illegal use or unauthorized possession or distribution of alcoholic beverages, narcotics, or dangerous drugs on campus;
- Failure to comply with the directions of College officials, members of the faculty, or other authorized individuals;
- Except for public safety officials, possession or use of firearms, even if an individual holds a concealed weapons permit;
- Possession or use of explosives or other weapons, or chemicals;
- Inappropriate attire. Visitors and students are required to wear shoes, shirts and pants/shorts or skirts;
- Bringing animals, except for service (guide) animals, on campus;
- Attendance in any course by a non-registered individual(s), including dependents or other relatives of the registered student, is generally prohibited. This restriction doesn't apply to individuals providing reasonable accommodation assistance

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for disabled students or to approved guest speakers. The faculty member or an administrator may grant exceptions to dependents attending class with the registered student in the case of an emergency. In these cases, students should obtain approval from the faculty member before class begins. Even if an exception is granted, the faculty member may revoke the arrangement for any reason at any time;

- Unsupervised children (generally defined as under age 16) are not permitted on campus. Adults are welcome to bring children to campus while they conduct business; however, children must be closely supervised. Generally, nonregistered individuals, including children, should not be brought to class. Specific areas of the College, such as the library and computer labs, may have additional guidelines regarding children visiting those areas;
- Intentionally making false allegations or filing a false report regarding the College with local, state or federal agencies. Such conduct may serve as a basis for discipline, including but not limited to suspension or permanent expulsion from the College; and
- Discrimination, harassment (including sexual harassment) and sexual misconduct. Please refer to the College's Policy on Discrimination, Harassment and Sexual Misconduct, included in the Catalog.

"On campus" or "facility" is defined as any location owned or leased by the College, or any other location used to hold a College-sponsored activity.

Any student, visitor, or employee can report an incident of alleged misconduct. All complaints should be reported as soon as possible to the appropriate supervising officer or director. If the situation involves a security-related matter and requires immediate attention, it should be reported to the main receptionist or any Facilities staff member.

An administrator, faculty member, or Facilities department staff member may remove any individual behaving in a disruptive or potentially disruptive manner. Non-emergency security issues must be reported to the assistant vice president of facilities and auxiliary services. Academic misconduct should be reported to the academic conduct committee. If the complaint is regarding an officer, it should be reported to the President.

The appropriate supervising officer or director will investigate the complaint and may take immediate action, if needed. The College may search individuals/property or use surveillance activities to aid in an investigation. All parties involved in the incidents are expected to cooperate fully with the investigation. Any behavior(s) that the College deems inappropriate can lead to disciplinary action up to and including academic dismissal; and/or termination of employment; removal and/or ban from the facilities; and/or filing of criminal charges. Students should see the Student Conduct and Appeals Procedure for further information.

Harassment, Discrimination & Sexual Misconduct Policy

Notice of Nondiscrimination

The College strives to maintain an environment free of discrimination and harassment. The College prohibits discrimination or harassment based on any protected status on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. The College complies with all applicable federal and state laws regarding nondiscrimination, including, but not limited to, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination and Employment Act of 1967, Michigan's Elliott-Larsen Civil Rights Act and Michigan's Persons With Disabilities Civil Rights Act.

The following person is designated to handle inquiries and reports regarding nondiscrimination and Title IX compliance:

Beth Barnes
Vice President, Chief Human Resources & Administrative Officer
3838 Livernois Road
Troy, MI 48007-7006
bbarnes@walshcollege.edu or 248-823-1239

Title IX Policy Statement

Walsh College does not discriminate on the basis of sex in the education programs or activities it operates and complies with Title IX's non-discrimination requirements. The College views all forms of sex discrimination, including sexual misconduct, relationship violence, stalking and sexual or gender-based harassment, as reprehensible and therefore prohibited in connection with any College related activity. Sex discrimination is unacceptable conduct; it undermines the integrity of the employment/learning relationship, debilitates morale, and interferes with the work productivity of the organization and its learning environment.

All staff, faculty, and students have a responsibility to maintain high standards of integrity, impartiality and conduct, both personal and official, thereby ensuring proper performance of the College's business and the maintenance of public trust. Sex discrimination violates those standards. Therefore, violations of this policy may lead to disciplinary action, as determined appropriate by the College.

The College will strive to take prompt and appropriate action to eliminate sex discrimination within its operations, prevent its recurrence and remedy its effects. The College conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this policy.

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To Whom Does the Policy Apply?

This policy is applicable to students, employees and third parties. Third parties include all contractors, vendors, visitors, guests or any other third parties.

Definitions

Complainant means an individual who reports an alleged violation of this policy.

Respondent means an individual against whom a report has been made or complaint filed alleging a violation of this policy.

Discrimination

The College does not discriminate against students, employees, applicants for admission or employment, or those seeking access to programs, on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. Such discrimination is unlawful.

Sexual Harassment and Gender-Based Harassment

Sexual harassment is a form of sex discrimination. It is defined as unwelcome sexual advances, unwelcome requests for sexual favors or other unwelcome behavior of a sexual nature when one of the conditions outlined below are present:

1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any College programs and/or activities, or is used as the basis for College decisions affecting the individual (often referred to as "quid pro quo" harassment); or
2. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the College's education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

Gender-based harassment is a form of sex discrimination. It includes harassment based on actual or perceived gender or sexual orientation, which may include acts of aggression, intimidation, or hostility, whether verbal, non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions described in (1) and (2) above are present.

Sexual harassment includes, but is not limited to, the following:

- Influencing, offering to influence, or threatening the career, pay or job of another person or the educational program of a student in exchange for sexual favors; and
- Deliberate or repeated offensive comments, gestures, physical contact of a sexual or suggestive nature, or creation of hostile work, work-related or instructional environment.

By way of further illustration, and not by way of limitation, any employee, student, faculty member, or professional development instructor who uses implicit or explicit sexual behavior to control, influence, affect the career, pay, or job of any employee or student, or to affect the instructional experience of any student is engaging in sexual harassment.

Any employee, student, faculty, or professional development instructor who makes deliberate or repeated offensive verbal comments, gestures, or physical contact of a sexual or suggestive nature in the work, work-related, or educational environment is also engaging in sexual harassment. For purposes of this section, the term "student" includes any person enrolled in an academic or non-credit course at Walsh College.

Sexual Misconduct

Sexual misconduct is a broad term that encompasses sexual assault, including sexual contact and rape. Sexual misconduct is also referred to as sexual violence.

Sexual Assault

Sexual assault is a touching of a sexual nature, including the following: vaginal or anal intercourse; anal, oral or vaginal penetration with an object; oral-genital contact; or other sexual contact that occurs without consent (defined below).

- Consent is a voluntary, willful and unambiguous agreement to engage in a particular sexual activity.
- Consent cannot be obtained through coercion or force. Coercion is conduct, including intimidation and express or implied threats of immediate or future physical, emotional, reputational, financial, or other harm to the complainant or others, that would reasonably place an individual in fear and that is used to compel into sexual activity.
- Consent can be withdrawn by any party at any point. Consent to one sexual activity does not mean consent is granted for other sexual activities. Once consent is withdrawn, the sexual activity must stop immediately.
- In determining whether consent was freely sought and given, the issue is whether the respondent knew, or reasonably should have known, that the activity in question was not consensual or that the complainant was unable to consent due to incapacitation.
- An incapacitated person cannot consent to sexual activity. A person who is incapacitated is unable, either temporarily or permanently, to give consent due to sleep, unconsciousness or lack of awareness that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or drugs or due to a temporary or permanent physical or mental health condition.

Sexual contact is a form of sexual assault that includes: intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts; or making an individual touch another person or themselves with or on any of these body parts.

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Rape is a form of sexual assault that includes: non-consensual penetration, however slight, of the genital opening, anus or mouth of a person with any body part or object; or non-consensual use of the sex organ of a person to penetrate, however slight, the genital opening, anus or mouth of another person.

Stalking

Stalking means engaging in a course of conduct toward another person under circumstances that would cause a reasonable person to fear bodily injury to themselves or to others, or experience substantial emotional distress. Stalking usually involves individuals who are known to one another or who have a current or previous relationship, but the respondent may also be a stranger.

“Course of conduct” means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish.

Stalking may include “cyber-stalking” or “cyber-bullying,” in which the respondent uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other devices or forms of contact in the course of conduct.

Relationship Violence

Relationship violence, also referred to as intimate partner violence, dating violence, domestic violence, is any act of violence or pattern of emotionally or financially abusive behavior that one person uses against a current or former partner in a sexual, dating, spousal, domestic or other intimate relationship to gain or maintain power and control over another.

The determination of whether any conduct constitutes relationship violence is whether the conduct is so severe, pervasive or persistent as to significantly interfere with an individual’s ability to learn and/or work or cause substantial emotional distress, when judged both objectively (meaning that a “reasonable person” would find the behavior to be emotionally abusive) and subjectively (meaning the impacted individual felt the behavior was emotionally abusive).

Relationship violence may include any form of prohibited conduct under this policy (i.e., sexual misconduct or stalking); physical assault; or a pattern of abusive behavior. Intimate partner violence can be a single act or a pattern of behavior within a relationship.

Reporting Complaints

The College strongly encourages the reporting of sex discrimination incidents. However, the College encourages every person who may have experienced harm to get the support and information he or she needs, regardless of whether he or she wishes to report an incident to the College.

The College’s Title IX [webpage www.walshcollege.edu/title-IX](http://www.walshcollege.edu/title-IX) provides a link to a complaint form. A person reporting an incident under this policy may submit an official complaint form or report the incident or concern verbally or in writing to the following:

1. A Title IX Coordinator;
2. The appropriate department chairperson, if the complaint is against a faculty member or instructor;
3. The chief academic officer, if the complaint is against a faculty department chairperson;
4. The president of the College, if the complaint is against the chief academic officer or some other officer of the College;
5. Any member of the Board of Trustees, if the complaint is against the president of the College or a member of the Board of Trustees;
6. The chief academic officer, if the complaint occurs in connection with a non-credit course or seminar; or
7. The College’s human resources office, if the complaint is against a staff or faculty member, a third party, or if the person reporting is uncertain.

Complaints and reports submitted per this policy and received by the College alleging violations of this policy will be sent to the appropriate Title IX Coordinator as promptly as possible.

Timeframe for Reporting

Complaints or reports of incidents should be submitted within one hundred eighty (180) days of the last act that the complainant believes was a violation of this policy. The College may investigate older allegations or investigate in the absence of a written complaint on a case by case basis, in the discretion of the Title IX Coordinator.

Investigation Process

The College will make every effort to resolve complaints under this policy and conduct investigations as promptly as possible. All investigations will be conducted in an impartial, fair, prompt and unbiased manner. The following complaint resolution procedure will be utilized for all College investigations under this policy.

Initial Steps

An initial interview will be conducted between the complainant and the Title IX Coordinator (or another College official, if appropriate), during which the investigation process and the options of informal resolution and formal investigation will be discussed. If the Title IX Coordinator decides that further action is required, an investigator will be designated and the investigation procedures outlined below will be followed. The investigator may be a Title IX Coordinator, an employee of the College or a neutral third party investigator. The Title IX Coordinator will determine at this initial stage whether to issue interim protective measures to the complainant, and may issue such measures at any time during, as well as after, the investigation process.

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Informal Resolution

If the complainant wishes to seek informal resolution, prompt notification of the complaint will be provided to the respondent and informal proceedings will begin. The investigator will attempt to achieve a mutually acceptable resolution. If a resolution is reached, a written record of the resolution shall be documented and maintained in accordance with applicable College recordkeeping policies and the matter shall be considered closed. If a resolution has not been reached, further investigation will be undertaken if determined to be necessary. It is voluntary whether a complainant engages in the informal resolution process. The complainant may request that the matter proceed directly to the Formal Investigation stage. The complainant and respondent are expected to be respectful and keep the matter as confidential as possible during the process of an informal resolution.

Formal Investigation

At the start of a formal investigation, both the complainant and respondent will simultaneously receive written notice that an investigation has been initiated. The notice of investigation will include a description of the complaint, the potential policy violations at issue, the name and contact information of the assigned investigator and a copy of this policy. The formal investigation will entail interviewing the parties and relevant witnesses, and reviewing written statements, documents, records and other potential evidence. The complainant and respondent shall have equal opportunities to present relevant witnesses and evidence in connection with the investigation. The preponderance of the evidence (i.e., more likely than not) is the applicable standard for demonstrating facts and reaching conclusions in an investigation conducted under this policy. All parties (complainant, respondent, witnesses, support persons) are expected to be respectful and keep the matter as confidential as possible during the process of a formal investigation.

Investigation Outcome

When the formal investigation is completed, the investigator will prepare an Investigation Report. The Investigation Report will contain (1) the complainant's allegations of violations; (2) the respondent's reply; (3) relevant information provided by witnesses, documents, or other information obtained during the investigation; (4) a description of the investigation process; (5) analysis of evidence and findings of fact on each element of the complaint; and (6) any recommendation(s) considered pertinent to the disposition of the complaint.

The Title IX Officer will review the Investigation Report and determine if further investigation is needed. If the Title IX Coordinator has served as the investigator, an appropriate College officer will make this determination. Once the Investigation Report is determined to be final, copies will be provided to the complainant, respondent, human resources (for employees and third parties) and the chief academic officer (for students and faculty). Additional College officers will receive the final Investigation Report as determined appropriate by the Title IX Coordinator, with sensitivity to the privacy concerns of the parties.

The Title IX Coordinator will meet to discuss the Investigation

Report with the appropriate College officials to make a decision on the merits of the complaint, namely with human resources for employees and third parties and the chief academic officer for students and faculty. The decision as to the outcome of the investigation shall be made as soon as possible after this meeting. Both the complainant and respondent will simultaneously receive written notice of the investigation outcome. The notice of investigation outcome will include the findings as to whether there has been a policy violation, the rationale, sanctions or remedial measures (if any) and appeals information.

Sanctions or Remedial Measure for Policy Violations

If a policy violation is found, sanctions and/or remedial measures will be ordered by the Title IX Coordinator, based on meeting and discussion with human resources for employees and third parties and the chief academic officer for students and faculty. Remedial measures and sanctions will be determined on a case by case basis after a consideration of all relevant evidence. For students, sanctions might include: warning; probation; restitution; educational program; disenrollment from a course; deferred suspension; suspension; withholding, delaying, or revoking the conferral of a degree; and/or expulsion. For employees, sanctions might include: warning; change of work location; restitution; educational program; progressive discipline; suspension; demotion; and/or termination. Remedial measures will be aimed at eliminating the misconduct, preventing its recurrence and remedying its effects. The College's ability to take appropriate action against a third party will be determined by the nature of the relationship of the third party to the College. Unless appealed as described below, the Title IX Coordinator's decision shall be final.

Appeal Process

Any complainant or respondent who is not satisfied with an investigation outcome may file an appeal with the College president via written letter or email no later than 30 calendar days after the date of the notice of investigation outcome. The appeal should be in writing and must be based only on one or more of the following appeal issues:

1. The investigation outcome is unsupported by the evidence, based on the preponderance of the evidence standard;
2. Prejudicial procedural errors impacted the investigation outcome; or
3. New evidence, not available at the time of the investigation that would substantially change the outcome of the findings, is now available.

The College president shall: provide prompt written acknowledgement of the receipt of the appeal to the appealing party via email to the appealing party's College email address; and notify the non-appealing party of the appeal via email to the non-appealing party's College email address. If a party does not have a College email address, the address information supplied to the College will be used.

The College president's review will not involve a new investigation and will not consider evidence that was not introduced during the

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investigation, unless the new evidence was not available at the time of the investigation process and the appealing party provides a reasonable explanation for the lack of such availability. The College President's determination shall be final.

The College president shall respond to the appealing party no later than 30 calendar days after receipt of the written appeal.

General Requirements

Retaliation: Retaliation (e.g., adverse action or consequences) against any complainant or individuals cooperating in any investigation is prohibited and will not be tolerated. A person who believes that he or she has been subject to retaliation may file a complaint under this policy.

False Complaints: Any individual who knowingly files a false complaint under this policy, or who knowingly provides false information to or intentionally misleads the investigator, may be subject to disciplinary action, as determined appropriate by the College. Such disciplinary action shall not be deemed to be retaliation.

Confidentiality: The College will make every reasonable effort to maintain confidentiality and privacy of all parties involved to the extent allowable in accordance with state and federal laws. Title IX Coordinators are not a confidential source of support. While they will address a complaint or report with sensitivity and will keep your information as private as possible, confidentiality cannot be guaranteed. Please see the College's Title IX webpage www.walshcollege.edu/title-IX for confidential resources.

Advisor: Throughout an informal resolution or formal investigation, the complainant and respondent have the right to be assisted by an advisor of their choice. The advisor may be any person, including an attorney, who is not otherwise a party or witness in the investigation. The advisor may accompany the complainant or respondent to any meeting with the investigator, however the advisor may not speak on behalf of the complainant or respondent or otherwise actively participate in any meeting.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is a federal law that requires all universities and colleges to publish specific information about their campus crime and security policies. The Walsh College Annual Campus Security Report includes the required information:

- Campus security policies;
- Reporting procedures;
- Campus crime statistics for the most recent three years;
- Information about crime prevention;
- Access to campus.

The Annual Campus Security Report information is available at www.walshcollege.edu/campus-safety. A printed copy can be requested from:

Walsh College
Facilities and Auxiliary Services
Campus Safety
P.O. Box 7006
Troy, MI 48007-7006
248-689-8282

Substance Abuse Policy

Walsh College will support activities and requirements of the Drug Free Workplace Act and Drug Free Schools and Campuses Act. It is a violation of College policy for students, employees, or visitors to engage in the unlawful manufacture, distribution, possession, or use of a controlled substance on College property.

Students in violation of the policy may face disciplinary action, including dismissal from the institution and/or appropriate criminal charges. Reinstatement to Walsh College will be considered on a case-by-case basis. Reinstatement considerations will be reviewed only for students who have successfully completed a substance abuse program. Employees who are convicted of any criminal drug statute may be subject to disciplinary action up to and including termination of employment and/or be required to satisfactorily complete an approved drug abuse program at the employee's expense.

The College will provide information regarding the dangers of drug abuse and referrals for assistance programs.

Information Technology Usage Policy

It is the policy of Walsh College to maintain access for its community to local, national, and international sources of information and to provide an atmosphere that encourages access to knowledge and sharing of information. The College's goal with respect to information technology is to provide the following:

- Student access to information anywhere on campus through the College's network or off campus through the Internet;
- Faculty resources necessary to enhance teaching, learning, and research; and
- Staff tools necessary for a responsive service environment.

This and all policies and procedures of the College are not intended to abridge academic freedom, constitutional guarantees of free speech, or freedom of expression. While the rights of academic freedom and intellectual creativity are recognized, the interests of the College, students, faculty, and staff must be protected. In addition to consideration of legal liability issues, the institutional image and reputation of Walsh College are valuable assets requiring protection.

In accordance with these policies, the College works to create an intellectual environment in which students, staff, and faculty may feel free to create and collaborate with colleagues at Walsh

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College and at other institutions without fear that the products of their intellectual efforts will be violated by misrepresentation, tampering, destruction, or theft.

The College advises users that while it follows generally accepted information security practices and deploys effective safeguards, it cannot guarantee that its information technology resources are completely protected from cybersecurity risks and threats from individuals who possess the skill and desire to breach those security measures and commit malicious acts. In addition, the information transmitted to third parties is not under the control of the College and may be intercepted.

The College advises all users of personally-owned computers to protect themselves from cybersecurity risks by:

- Promptly installing security patches for the operating system and other software installed on the computer;
- Using antimalware software and keeping the software updated;
- Using a firewall;
- Using strong passwords on all accounts;
- Securing sensitive information such as accounts, passwords, financial and medical records by methods such as encryption and secure erasure;
- Staying alert to common ploys of cyber criminals, such as PHISHING.

Links to additional information about cybersecurity are available on the Walsh College IT Help Desk:
www.walshcollege.edu/ITHelpDesk.

In the final analysis, the availability of the College information resources, technology, and networks is the responsibility of its users. Each user must guard against abuses that disrupt and threaten the long-term viability of the systems at Walsh College and those beyond the College. The College requires members of its community to act in accordance with these responsibilities; this policy; relevant laws; and contractual obligations; and to maintain the highest standard of ethics.

Acceptable Use Policy

The following policies define the privileges of and restrictions on Walsh College students and non-Walsh College account holders who are provided with accounts to access the information resources and information technology of Walsh College. The policies include examples of activities that are detrimental to the welfare of the overall community and are therefore prohibited.

This section also describes the process by which violators are identified, investigated, and disciplined. It should be noted that some activities that are legal are in violation of this policy and are prohibited with respect to College information technology. Note that this policy does not apply to the employees, faculty and contractors who are governed by the policies of the Walsh College Employee Handbook.

The College characterizes as unethical and unacceptable, and

just cause for taking actions up to and including dismissal, and/or legal action, any activity prohibited by this policy statement.

Access to the information resources and information technology at Walsh College is a privilege and must be treated as such by all users. The primary purpose of the information resources and information technology at Walsh College is to fulfill the goals previously described. Use for other purposes, such as personal recreation, is secondary. A modest level of secondary use is permitted, but if secondary use activities interfere with fulfillment of the primary purposes of the technology, those activities may be terminated or restricted. Specific restrictions on use follow.

The College advises all users of its information resources and information technology that it has the right and the duty and will routinely monitor the use of its technology to prevent and detect any violations of these policies or applicable laws. Monitoring of use and investigation of suspected violations will be done routinely by the Office of Information Technology (OIT) and without prior notice. Investigations may also be initiated by faculty department chairs, officers and cost center directors of the College and will be carried out by the OIT department. Computer activity that may be monitored includes, but is not limited to:

- Files and data stored on College computers;
- Programs installed on College computers and programs used on the College network;
- Websites visited;
- Electronic messages sent and received;
- Information uploaded, downloaded and posted;
- Usage levels;
- Access to Sensitive (confidential) information.

All of these computer activities are visible and verifiable by the College's network management facilities.

Unless otherwise indicated, the following are prohibited activities. This list may not be exhaustive. Additional prohibitions may be communicated to the community at any time.

- Students may not use any resource, equipment, or software to harass, discriminate against or threaten others. Such conduct may constitute a violation of College policy, including but not limited to the Policy on Discrimination, Harassment and Sexual Misconduct in this Catalog.
 - Example: A student must not use the computer to contact another person repeatedly where no legitimate purpose exists and the recipient requests the communication to stop.
- Students may not steal, forge, lie, cheat, eavesdrop, intercept, attempt to intercept, or compromise information. They may not alter the content of a message with the intent to deceive.
- Students may not attempt to access or disclose any confidential or private information about the College, other students, staff, faculty or contractors. Confidential or private information includes, but is not limited to, personal information, health information, student records and College

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business records.

- Students may not masquerade as another user. They may not misrepresent the identity of the sender or source of an electronic communication. They may not acquire or attempt to acquire or discover the passwords of others.
 - Example: A student must not access or attempt to access the account of another student, even if the student left their account logged in.
 - Tip: Always log out of an application when you are not using it or lock your desktop.
 - Tip: Always use complex, strong passwords and change them periodically. Never use passwords that can be easily guessed or that may be found in a dictionary. If you believe someone may know or be using your password, change it and report the security policy violation to the Office of Information Technology (OIT).
- Students may not in any way destroy, damage, or alter any information, resource, equipment, or software, or monopolize computing resources.
 - Example: Generating activities that consume excessive network bandwidth or other system resources causing or threatening to cause disruption of system availability. These activities could include “spam,” sharing or downloading numerous files, or generating Denial of Service network packets.
 - Example: Deliberately installing malicious software such as a worm, virus, keylogger or rootkit.
 - Example: Accessing and altering information without authorization.
- Students may not scan the College network for vulnerabilities without direct authorization from the OIT director. Scanning of a separate non-production network Cybersecurity Lab or Virtual Lab is permitted when required for a class and authorized by the instructor.
- Students may not possess any software, resource, or equipment whose purpose is to affect a violation of any of these policies. Exceptions will be made for software, resources and equipment required or recommended for classes the student is currently enrolled. This exception does not give any student permission to use the software, resources or equipment to violate any of these policies.
 - Example: Possessing on any College-owned system account or on the student’s personal computer those programs which may be used to determine the passwords of others, intercept network traffic or to obtain computer system privileges beyond those authorized.
- Students may not attempt to violate any of these policies. An attempt will be considered the same as a violation.
 - Example: If a student attempts to obtain system privileges to which they are not entitled, the student is as guilty as if they had succeeded.
- Students may not create, possess, willingly receive, or distribute obscene material.
 - Examples: Child pornography is absolutely against the law. It is a violation of Federal statutes to possess this material or to transmit it across state lines, even electronically.
- Students may not violate this Technology Usage Policy off-campus anywhere in the world using College resources.
 - Example: An attempt to gain unauthorized entry to a Walsh College computing resource such as the portal, WebAdvisor, email etc, via any computer off the College campus is treated as if the student attempted to gain access from a computer located on campus.
- Students may not copy, install, or use any equipment, service, information, data, image, recording, or other work in violation of applicable copyrights or license agreements, including media file-sharing, streaming, or hosting.
 - Example: If a student places on College computing resources or uses the College’s network to download to a personal device any material created by or belonging to others, they must have their documented permission to do so, and will be expected to produce written permission when proprietary or copyrighted material is involved.
- Students may not use the College’s information resources or information technology for political purposes or non-College commercial business or advertising. Students must not generate unsolicited commercial email unless they have express written authorization to do so from the appropriate authority. However, any officially sanctioned College student group may maintain an official Web page that presents objective information about the group itself.
 - Example: Individuals may not use the statistics software on the academic shared systems to do work for off-campus entities for which they are paid.
 - Example (Permitted activity): The Young Democrats/Republicans may have a page that presents information about their activities and goals. They may not engage in the following activities, which is not an exhaustive list: endorsing a candidate for office; linking to a candidate’s campaign site; or political fundraising.
 - Example: The sending of unsolicited bulk email (spamming) is not allowed.
- Students may not make alterations to the College network. They must not add or alter network components such as routers, wireless routers, firewalls or switches. They must not add to or alter cabling. They must not alter domain names or IP addresses.
 - Example: A student must not add a wireless router to any College network jack or port.
 - Example: All IP addresses and domain names are owned and assigned by the Office of Information Technology. The Office of Information Technology may also restrict World Wide Web, ftp and other network services that interfere with fair network use by others.

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- Students must take full responsibility for what they publish, download, transmit, or possess.

Policy Violations

Students should report any known or suspected violation of this policy or any computer security incident to the director of the Office of Information Technology either directly or by email (OIT_Director@walshcollege.edu).

If the College suspects an individual of violating its technology policies, it may conduct an investigation of any equipment, device, software, documents, or data that is involved. The College may access, search, or retrieve related equipment as part of its investigation. It may also employ surveillance activities to aid in an investigation. All parties involved are expected to cooperate fully with the investigation.

Any action(s) that the College deems inappropriate can lead to disciplinary action up to and including academic dismissal and/or termination of employment, removal and/or ban from the facilities and/or filing of criminal charges.

Academic Advising

The Admissions and Academic Advising office provides support programs and services to assist Walsh College students in achieving their goals. Academic advisors are available to help students choose programs, majors, minors, and assist with selecting a career field. All students are encouraged to meet with an advisor during their first semester and thereafter as needed. Students are also encouraged to meet with an advisor if they experience academic difficulties, would like assistance selecting classes, have questions about their academic program, or seek tutoring assistance.

A student's academic program plan is located in WebAdvisor and outlines the course of study at Walsh College based on the Catalog in effect at the time of admittance. Students may change their degree program, major, minor, or update their program to the newest catalog year with approval of an advisor in the Admissions and Academic Advising office. All current admissions requirements and policies will apply.

Students are encouraged to review their program requirements each year. An advisor can confirm courses remaining for program completion and review the cumulative and major grade point averages to ensure that students are meeting the expected requirements. Students can check their progress by viewing their Program Plan through our WebAdvisor online student portal system.

Throughout a student's course of study, concerns of a personal nature may be experienced that could hinder academic success. Academic advisors are qualified to offer options or appropriate referrals to external resources for any personal counseling issues.

Change of Major, Minor, or Degree Program

A student who would like to explore changing their major, minor, or degree program should schedule an appointment with an academic advisor to discuss available options. A student desiring to change their degree program, major, or minor needs to officially request this change in WebAdvisor.

A complete evaluation will be required to determine appropriateness and fulfillment of admissions criteria for the new degree or major. The student will be placed on the most current program of study and a new Program Plan will be created. All current admissions requirements and policies will apply. In addition, international students must see the coordinator of international student advising so that proper changes can be made to their I-20s.

Request for Guest Student Status

Students must request permission through the Admissions and Academic Advising office to enroll as a guest student at another institution. Enrolling as a guest student is permitted on an approved basis only. For more information, please refer to the Guest Student at Another Institution section of this Catalog.

New Student Orientation

The Admissions and Academic Advising office will provide new students the opportunity to become acquainted with the College's academic and administrative staff, policies, and student organizations. Information about campus services and academic programs will be provided. The new student orientation is accessible in an online format, located in the Student Portal. New student orientation sessions will also periodically be offered in an on-ground format. Upon admission, students will receive information on how to access the online new student orientation and future dates for on-ground sessions.

Disability Services

A student seeking a reasonable accommodation based on a disability should contact a disability services representative within the Admissions and Academic Advising office immediately after being admitted to the College, or whenever he or she requires an accommodation. A member of the disability services team will meet with the student to review documentation requirements and determine the proper course of action. The Admissions and Academic Advising office will implement reasonable accommodations in a timely manner where appropriate to provide access to education and programs at the College. Requests for accommodations should be made as far in advance as possible in order to provide disability services with ample time to make the appropriate arrangements.

Tutoring

Walsh College takes a very supportive position in assisting students and offers tutoring services for selected courses each semester. Tutors are valuable resources when students are experiencing academic difficulties or wish to increase their level of understanding in a subject area. Although every effort is made to have tutors available for every student who needs one, the College cannot guarantee that there will be a tutor for every class. Students are encouraged to request a tutor as early in the semester as possible to better ensure the chance of obtaining a tutor. Students requiring a tutor should contact Student Academic Success Services, or go online to myportal.walshcollege.edu, and click "Student Services/Tutoring," then "Find a Tutor." Once the student completes and submits the Tutor Request form, they can select and contact a tutor from the online tutor list. All tutoring is free of charge.

Walsh College has received a grant to provide tutoring labs for accounting, communication, finance, statistics, and quantitative methods courses. English as a Second Language (ESL) tutoring sessions are also available. These labs are on a walk-in basis and are free of charge to students. The schedule of labs is posted on the Walsh College portal.

Bookstore

Barnes and Noble has partnered with Walsh College to provide bookstore services. There are two bookstore locations – one at the Troy campus and one at the Novi campus. The Troy bookstore

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carries books for all campus locations including online classes. The Novi bookstore carries books for classes located in Novi as well as for online classes. Both stores offer spirit clothing, school supplies, and gift items. Please check out the store events listing found at the bottom right section on the main bookstore page (www.walshcollege.bncollege.com) for more information on textbook buyback, last day to use financial aid in the bookstore, special hours, extended hours, special events, and other useful information.

Ordering Textbooks

For the convenience of all Walsh College students, Barnes and Noble has established a website, located at www.walshcollege.bncollege.com. Students may have books delivered to the Troy or Novi campus free of charge, or shipped to their home or office (no P.O. boxes) for a small additional fee. Textbooks can also be paid for via financial aid or direct bill to employers on the website or in the store. Students who use these payment methods must contact the Troy campus bookstore in advance of placing an order.

Computer Software

Barnes and Noble offers a variety of computer software at great savings through a partnership with www.thinkedu.com/bn.

Textbook Refund Policy

- A full refund will be given in the original form of payment if course materials are returned with original receipt within the first seven days of the school's semester.
- With proof of a schedule change and a receipt, a full refund will be given in the original form of payment during the first 30 days of classes.
- All specialty reference book refunds will be given in the original form of payment with a receipt within three days of purchase.
- No refunds on course materials will be given without a receipt.
- Shipping and handling charges are not refundable.

Book Buy-Back

Book buy-back dates for best prices will be posted each semester in the bookstores and on Facebook (www.facebook.com/walshcollegebookstore), and on Twitter (www.twitter.com/walshbookstore). Textbooks selected by Walsh College instructors for use in the following semester will be purchased from Walsh College students at approximately 50 percent of the retail price until inventory requirements are met. Books brought in for buy-back after the stores' needs are met will be purchased at current wholesale prices. The bookstores provide wholesale book buy-back year-round. This service allows students to sell books even though they are not needed by our campus stores. Prices paid under this program are determined by market forces and are set by the wholesale company. A driver's license or state ID is required to utilize book buy-back.

Business Office

The Business Office collects tuition payments, processes tuition vouchers, and assists students with questions on charges, payments, and other accounts receivable issues.

Tuition and Fees

To obtain the current tuition and fee expenses and payment due dates, students should refer to the Tuition and Fees section of the College Website, or contact the Business Office at business@walshcollege.edu, or call 248-823-1620.

Tuition Payment Methods

When registering for classes, students are entering into a financial obligation, which includes non-refundable fees. Students may make full payment of tuition and fees after registration. Refer to the Tuition and Fees section of the College website for how to make a payment or utilize one of the following payment methods listed below.

Students using financial aid or any other form of tuition assistance are responsible to ensure that all required paperwork is submitted by the appropriate due date.

Qualified Employer or Third Party Voucher

This option is available to students whose employer or other third party pays the College directly for tuition and/or fees. The payment of tuition must not be dependent on grades. Only official employer vouchers or purchase orders will be accepted. Applications for vouchers will not be accepted. Direct billing of all third parties will take place after the add/drop period. Vouchers can only be accepted until the first day of the withdrawal period to avoid potential late fees. If vouchers are received after the payment due date, a 1.5% fee of the total balance will apply.

Submitting an employer or third party voucher does not release a student's liability of tuition and fees. Students are responsible for any balance their voucher may not cover or if their employer fails to pay Walsh College.

Financial Aid/Scholarship Payments

Students must complete and file all necessary paperwork to receive financial aid (including scholarships, grants, and loans). Please refer to the Financial Aid section of this Catalog.

Financial aid/scholarship payments will be applied to student accounts after the add/drop period. Financial aid recipients are permitted to charge books to their account until the add/drop period is over. The bookstore will have a list of all eligible students. If aid exceeds the tuition and fees charges, a refund will be issued where appropriate. Refund checks are issued weekly.

If a balance remains on a student's account after aid is applied, payment is due in full by the first payment date.

GI Bill Education Benefits

Students must complete and file all necessary paperwork to receive GI Bill Education Benefits. Chapter of eligibility will

determine how tuition and fees are to be paid to the College. Please refer to the Veteran Students section of this Catalog.

Students are responsible for any balance not paid by their GI Bill Education Benefits. Refer to the appropriate Benefit packet for more information and payment deadlines.

MET

Students that have a MET account set up with the State of Michigan need to inform the MET office that they will be attending Walsh College. The MET office will submit the appropriate paperwork to Walsh College indicating the balance in the MET account.

Account Statements

Account statements and FAQs are available online via Web Advisor by logging in to the portal. Go to the Web Advisor tab under the Student Home page, and under Financial Information click "Accounts Receivable Statement."

Students who have questions about their account balance or payment dates or need to request a copy of their statement should contact the Business Office at business@walshcollege.edu, or call 248-823-1620.

Student Financial Responsibility

Students are responsible for adhering to published refund dates when registering for courses and making the proper payments by the due dates. Students should refer to the Tuition and Fees section of the College Website.

Students using financial aid or any other form of tuition assistance are responsible to ensure that all required paperwork is submitted by the appropriate due date.

Submitting an employer voucher does not release the student's liability of tuition and fees. Students will be responsible for any balance the voucher may not cover or if the employer fails to pay Walsh College.

Dropping courses is the responsibility of the student. Instructors and advisors do not register, drop or withdraw students from courses. Students are not automatically dropped for non-payment or non-attendance.

Note: Walsh College does not mail printed statements nor send notifications prior to the payment dates. Students must view their account statements online via WebAdvisor to check their account balance.

Policy on Non-Sufficient Fund Checks

Checks returned to Walsh College that are not honored by the student's financial institution will be charged a non-refundable service fee per occurrence. The student will be notified and expected to pay the owed amount within five business days to avoid collection efforts. The check may be re-deposited only upon request by the student (if allowed by the student's financial institution). In the case of bank error, a written document directly from the bank or financial institution will correct the situation. After receipt of two non-sufficient fund checks, a student may no longer

submit checks as a method of payment. Students who submit a non-sufficient check to register for classes (such as payment of a past due balance) will be dropped from registered courses (5 business days to submit payment does not apply). Refer to the "Indebtedness to Walsh College" section of this catalog.

Tuition Refund Policy

See Student Financial Responsibility section of the catalog. Students may drop classes through the fourteenth day of the semester. After the fourteenth day of the semester students will have to withdraw from courses and no refund will be given during the withdrawal period. Students can add, drop or withdraw from courses online using WebAdvisor or by submitting an add/drop/withdrawal request by mail, Walsh College email, fax, or in person. Below is a breakdown of the Refund Policies:

- For courses dropped through the eighth day of the semester, 100 percent of tuition charges will be credited to the student's account.
- For courses dropped between the ninth and fourteenth day of the semester, 50 percent of tuition charges will be credited to the student's account.
- No tuition refund will be given for courses dropped after the fourteenth day of the semester (withdrawal period).
- International fees are non-refundable.
- Registration fee is non-refundable unless all courses are dropped. 100% or 50% of the fee will be refunded based on when the last course is dropped. See refund dates.
- All accounts with credit balances will be issued a refund after the add/drop period.

NOTE: Dates pertain to 11 week courses. Dates for courses that meet for less than 11 weeks may differ. Dates for these courses can be found on WebAdvisor or in the course syllabus.

Tuition Refund Policy Affecting Financial Aid Recipients

See the Financial Aid section of the catalog.

Exceptions to Tuition Refund Deadlines

If a documentable unforeseen and unavoidable circumstance occurs that prevents a student from attending their courses for the term, exceptions to the tuition refund deadlines may be granted. To be considered for an exception to the policy, the student must drop or withdraw from all course(s). Walsh College does not automatically drop students from classes for non-payment or non-attendance. The last day to withdraw from courses is during the ninth week of the term (students should refer to the academic calendar each semester for drop and withdraw dates). Students receiving federal financial aid should refer to the section entitled "Tuition Refund Policy Affecting Financial Aid Recipients" in this Catalog.

Requests for exceptions to the refund policy must be directed in writing to the Chief Financial Officer of the College and must

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be accompanied by a signed Tuition Exception Request form available on the College's Website. Any original documentation supporting the request should be included. Only signed Tuition Refund Exception Request forms, statements of request, and documentation with original signatures will be accepted. Faxed and emailed copies will not be accepted. Requests must be postmarked within four weeks after the start of the subsequent term (refer to the Academic Calendar for dates). Late requests will not be reviewed.

Requests will be reviewed by the Refund Exception Committee and a response will be sent in writing within 30 days. If the Committee determines that the request meets the criteria for an exception (a documentable unforeseen and unavoidable circumstance preventing a student from attending their courses), a 100 percent credit of the tuition charges will be credited to the student's account. Registration fees are non-refundable unless all courses are refunded.

Examples of circumstances that may qualify for an exception include but are not limited to:

- Illness or injury with signed doctor's note on original letterhead indicating inability to attend course(s);
- Death of an immediate family member (spouse, parents, siblings, and children) with death certificate or death notice;
- Involuntary work transfer or shift change with employer documentation; or,
- Military deployment.

Tuition refund requests will not be granted for:

- Conflicts between personal and class schedules;
- Overtime;
- Accepting a new position or voluntary transfer within current employment;
- Loss of employer tuition reimbursement;
- Difficult class schedules or non-attendance;
- Missing posted refund dates, or;
- Completed courses.

Tuition Rate Assessment

Tuition charges are billed at the level of the course in which the student enrolls. All 200 through 400 level courses are billed at undergraduate tuition rates. All 500 through 600 level courses are billed at graduate tuition rates. Students should consult the Tuition and Fees section of the College website for current tuition rates.

Indebtedness to Walsh College

A student who is indebted to Walsh College will not be permitted to register for classes, receive their diploma or certificate, and/or academic transcript. All indebtedness to the College must be paid in full and all materials and/or books borrowed from the Library or a faculty member must be returned prior to the student receiving a diploma or certificate, and/or academic transcript. A student with a past-due balance will be sent to collections.

Tax Information

1098-T Forms will be processed for all students with billable tuition and fees during the calendar year by January 31. Students can sign up to receive their 1098-T electronically by signing up for electronic consent. To sign up for electronic consent or to view a 1098-T online, log in to the portal, select "Financial Information" on the WebAdvisor tab under the Student Home page, and selecting "1098 Electronic Consent" or "View My 1098-T Forms."

Per IRS guidelines, institutions may use the amounts paid method (box 1) or amounts billed method (box 2). The College's system supports the amounts billed method. Note that the taxpayer may not be able to claim a credit for the entire amount billed.

Walsh College cannot provide tax advice or determine if students are eligible for a tax credit. Please consult a tax advisor or visit the IRS website at www.irs.gov. Tip: Search the IRS site for "Form 8863."

W-9S

The IRS requires Walsh College to collect and provide correct identifying numbers to file certain information returns such as Form 1098-T Tuition Statement. This is a social security number (SSN) or individual taxpayer identification number (ITIN). Please note that non-resident aliens who do not have income that is subject to tax are not required to supply this information to the College.

If the identifying number has not been provided, submit form W-9S Request for Student's Taxpayer Identification Number and Certification.

Failure to provide the correct identifying number could result in a penalty from the IRS imposed on each incorrect document.

Submit the completed W-9S forms by December 1 to:

Walsh College
Attn: Business Office
P.O. Box 7006
Troy, MI 48007-7006

Career Services

The Career Services office assists current for-credit students and degreed-alumni in the pursuit of their career goals by providing career development coaching, resume reviews, job search techniques, mock interviews, topical workshops, confidence building sessions, and Strong Interest Inventory assessments. Additionally, they provide connections to many employers by hosting employer meet & greets, employer presentations, an annual Internship Connection, an accounting Meet the Firms, and two career fairs per year. Students and alumni can also participate in On-Campus Recruiting (OCRs), where employers interview students on campus for a single day. Information about events and activities sponsored by Career Services, are emailed to students and alumni through the Career Services database at www.WalshCareerLink.com; therefore, it is important for students to activate their accounts, and review their Walsh College emails regularly.

The Career Service office is located at the Troy campus; however, appointments can be scheduled at the Troy, Novi, and University

Center campuses. Phone and email appointments are also available for your convenience.

It is recommended that students schedule an appointment with a career advisor during their first semester at Walsh College to become familiar with the services offered and career events as well as establish a career action plan well in advance of graduation. Internships are an important part of preparing for a successful career transition and many employers interview and hire candidates well before graduation. Working with Career Services while pursuing your degree is strongly advised.

Some companies and organizations interview students utilizing the On-Campus Recruiting process. On-Campus Recruiting is primarily held twice a year, during October/November and February/March, however employers are able to set an OCR schedule at any time throughout the year. Students should plan to participate in on-campus recruiting at least three semesters prior to graduation. Accounting students interested in interviewing for positions at public accounting firms should plan to participate in October/November on-campus recruiting in their first semester at Walsh College.

The initiative for finding employment remains with the student or graduate. Career Services cannot guarantee employment as hiring decisions are made by employers, but will assist individuals in their efforts to secure employment. Any student dismissed from the College is ineligible to utilize Career Services until reinstated.

Career Services Student Responsibilities

The manner in which students and alumni conduct themselves in the job search process affects the way employers view Walsh College. Acting in a professional and considerate manner creates a positive impression and keeps employers coming back to hire students and graduates.

To be eligible for continued use of Career Services, students are required to:

- Regularly update their resume, profile and contact information on file.
- During OCR's, inform Career Services when a position is secured or the student is no longer seeking employment.
- During OCR's, return phone calls or emails from employers and Career Services, even if the student is not interested in the position.
- Prepare for interviews by researching the company and understanding the job responsibilities.
- For off-campus interviews, if an interview has to be cancelled or rescheduled, call in advance of the scheduled time to inform the employer. On-campus interviews must be cancelled at least two business days prior to the interview in accordance with on-campus recruiting policies found on the Career Services Portal.
- Be courteous and professional in interactions with employers and Career Services staff.

- Ensure student's voice mail greeting and name of the email address is professional and appropriate for employers.
- Follow other Career Services policies and procedures posted on the Career Services webpage.

Campus Libraries

Walsh College Libraries collect and make available specialized professional print and electronic resources in support of the undergraduate and graduate curricula at both the Troy and Novi campuses. The print collection consists of over 27,000 bound reference and circulating volumes, as well as more than 155 current periodical subscriptions. The EBSCO e-Book Collection consists of 20,000 titles that are easily downloadable to smartphones, laptops or e-readers. The College's extensive tax collection is one of the finest in the State of Michigan. The Library delivers 24/7 access to over 75 full-text online business databases which includes over 71,500 online periodicals and 35,000 e-books. Off-site access to these online resources, as well as to a variety of electronic reserve items, are available to all Walsh College students, faculty and staff.

The College has fully staffed Libraries at its Troy and Novi campuses. The Troy and Novi campus libraries have computers available to students for research and class assignments. Students can telephone or e-mail the librarians with questions and requests, as well as visit the Troy or Novi campuses for one-on-one assistance.

Walsh College librarians provide reference services and deliver tailored classroom presentations. They are well versed with multiple citation methods and copyright compliance.

The Walsh College Library supports student and faculty research needs through no cost interlibrary loan. The Library participates in the MeLCat patron initiated interlibrary loan program which allows direct patron borrowing from more than 430 libraries throughout Michigan. This statewide resource sharing initiative makes the holdings of most academic libraries in Michigan readily available to Walsh College students, staff, and faculty. Walsh College is also a member of DALNET (Detroit Area Library Network) which is a consortium of 18 academic, public and special libraries in Southeastern Michigan. OCLC is another interlibrary loan partner, making books and articles loans from libraries worldwide.

The Library discovery system and curated research guides provide students access to discipline specific information in areas such as: Accounting, Communication, Entrepreneurship, Finance, Human Resource Management, Global Business Information, Information Assurance, Legal Resources, Marketing, Operations Management, Organizational Change and Learning, Project Management and Tax.

The main library collection is housed in the Vollbrecht Library located in the Jeffery W. Barry Center at the Troy campus. The Kaufman Library at the Novi campus houses a smaller print collection of circulating books, reference materials and periodicals. Print materials are delivered between the two libraries for student and faculty convenience. Walsh College students attending classes at the Macomb University Center and SC4 University Center have library privileges through the Macomb Community College and St. Clair County Community College libraries.

Student Life

Student Life

Walsh College encourages students to get involved in student organizations and activities to explore their interests, develop leadership skills, and build a professional network. For more information, contact the Office of Student Life at 248-823-1394 or studentlife@walshcollege.edu.

Student Organizations

- Accounting and Tax Student Organization
- Delta Mu Delta
- Information Technology Student Association
- International Student Organization
- Investment Club
- Management Association
- Marketing Association
- MBA Association
- Student Government Association
- Student Veteran Organization

Accounting and Taxation Student Organization

The mission of the Accounting and Taxation Student Organization (ATSO) is to build relationships between students, alumni, and business professionals through networking opportunities and philanthropic outreach. ATSO partners with professionals and organizations in the accounting and taxation field to sponsor company tours and guest speakers that foster social interactions and provide educational experiences for members. For more information, visit www.walshcollege.edu/ATSO.

Delta Mu Delta

Delta Mu Delta is an international honor society in business administration. The Gamma Eta chapter of Delta Mu Delta was established at Walsh College in 1976, becoming the 79th chapter nationwide. Membership is by invitation only. Four times a year, qualifying students are mailed an invitation to join. Delta Mu Delta candidates/graduates are noted in the Walsh College commencement program. For more information, visit www.walshcollege.edu/deltamudelta.

Information Technology Student Association

The Information Technology Student Association (ITSA) welcomes students to explore their interests in the field of information technology including eSports, project management, and cybersecurity. The association creates an educational environment for the Walsh College community to learn best practices and trends related to information technology through workshops, guest speakers, and more. For more information, visit www.walshcollege.edu.

International Student Organization

The International Student Organization (ISO) is dedicated to enhancing a global campus environment among international and American students. The organization advocates bringing different

cultures together to encourage friendships and celebrate diversity. For more information, visit www.walshcollege.edu/ISO.

Investment Club

The Investment Club provides an opportunity for members to meet and discuss topics and techniques in the investment industry. Guest speakers provide insight on financial markets and career opportunities in the investment field. Members gain hands-on experience in the Finance Lab, where they can learn and utilize the software programs that drive the financial marketplace. For more information, visit www.walshcollege.edu/investment-club.

Management Association

The Management Association allows students to explore their interests while gaining the knowledge and skills that will help them excel in managerial roles. A hands-on approach is used to prepare students for the goals, standards, rules, and regulations management professionals face in the real world. For more information, visit www.walshcollege.edu/management-association.

Marketing Association

The Marketing Association is an excellent resource for students interested in building a professional network within the marketing community. Through guest speakers, company tours, and possible consulting projects, students are exposed to topics such as strategic marketing, product management, social media, public relations, digital marketing, and more. Members are expected to offer their time and talents as a means of fostering comradery and building an association with other marketing professionals. For more information, visit www.walshcollege.edu/marketing-association.

MBA Association

The MBA Association provides graduate students with professional and educational growth opportunities in order to create a community of business minded individuals from different backgrounds and professions. The association hosts networking events, guest speaker panels, and volunteer activities for members to learn and build connections that will help them excel and advance in their careers. For more information, visit www.walshcollege.edu/MBA-Association.

Student Government Association

The role of the Student Government Association is to create an engaged college community by encouraging participation in student organizations and campus activities. Students involved in the Student Government Association play an important role in increasing awareness of the opportunities students have to get involved and make the most of their Walsh College experience. For more information, visit www.walshcollege.edu/student-government.

Student Veteran Organization

The Student Veteran Organization is an official chapter of the Student Veterans of America. The organization acts as an advocate for veterans on campus and supports their unique educational needs. Members have opportunities to learn how to apply their military experience to the professional world through career workshops and seminars. For more information, visit www.walshcollege.edu/student-veteran-organization.

Networking Groups

- Inforum
- Toastmasters

Inforum

Inforum is Michigan's largest professional organization for women. Open to working professionals, workers-in-transition, students, alumni, and anyone interested in professional networking and brief presentations on relevant topics.

Walsh College offers Novi and Troy Affinity Groups. For more information, visit www.walshcollege.edu/inforum.

Toastmasters

Toastmasters is an international organization focused on improving communication and leadership skills. Known to many as the "public speaking" association, Toastmasters provides its members with educational programs and resources in a mutually supportive club environment. Walsh College offers two clubs: one at its Novi campus and another at its Troy campus. Beginners and experienced speakers are welcome to join. For more information, visit www.walshcollege.edu/toastmasters.

Walsh College Alumni Association (WCAA)

The mission of the Walsh College Alumni Relations office is to build lifelong partnerships and connections with students, alumni, and community partners. Creating a robust alumni relations program for Walsh College includes engaging and activating alumni that support the college initiatives, provide employment opportunities for students and alumnus, focus on relationships that mentor current students, encourage volunteerism at community events on behalf of Walsh College, and through philanthropic and financial support of others.

Established in 1928, the Walsh College Alumni Association creates meaningful partnerships through the education of alumni regarding new learning opportunities, outreaches, and professional development. Encouraging engagement by hosting programs and events that are low-cost to free of charge. Empowerment will include weaving diversity and inclusion into the overall strategy and plan, creating affinity groups to speak to specific needs of our alumni, and providing space for alumni to share best practices for business through learned experiences. For more information, visit www.walshcollege.edu/WCAA.

Course Descriptions

Accounting

ACC 300 Financial Accounting 3 Credits

Prerequisite: None. Cannot be used for credit after completing ACC 201 and ACC 202

This fundamental accounting course is designed to enable the student to prepare, evaluate, and use accounting data. The mechanics of financial accounting and the overall effect of accounting procedures on published financial statements are examined in detail.

ACC 301 Intermediate Accounting I 3 Credits

Prerequisite: ACC 202 or ACC 300

This course is an examination of the intermediate level of problems in the definition and valuation of assets, liabilities, and the determination of net income. Topics include a thorough study of the income statement and balance sheet, present value concepts, current assets, fixed assets, and impairments.

ACC 302 Intermediate Accounting II 3 Credits

Prerequisite: ACC 301

This course is a continuation of the intermediate level of accounting. Topics include current liabilities, bonds payable, equities, treasury stock, earnings per share, construction accounting, leases, postretirement benefits, and tax allocation.

ACC 303 Financial Accounting Concepts 3 Credits

Prerequisite: ACC 301

This course includes a thorough coverage of key fundamental and intermediate accounting topics, developing related skills needed to succeed in advanced accounting courses. Specific topics include error analysis, prospective and retrospective changes, financial statement relationships, investments, the statement of cash flows, and IFRS.

ACC 310 Managerial Accounting 3 Credits

Prerequisite: ACC 202 or ACC 300

This course provides a basic technical understanding of managerial accounting topics with an emphasis on the uses of accounting data by managers. Topics include unit cost determination, cost volume-profit analysis, direct costing, variance analysis, and budgeting.

ACC 406 Accounting Information Systems 3 Credits

Prerequisite: ACC 301

This course examines a basic accounting and internal control system, using a hands-on approach to record transactions resulting in a complete financial statement package. It includes exposure to both manually prepared and computer-generated accounting information, utilizing accounting software packages and spreadsheet applications.

ACC 411 Business Combinations 3 Credits

Prerequisites: ACC 302 and ACC 303

This course focuses on the theories of advanced accounting for investments and parent-subsidary relationships. Students learn to apply appropriate accounting procedures and prepare spreadsheets for consolidated corporate entities.

ACC 412 Government & Not-For-Profit Accounting 3 Credits

Prerequisites: ACC 302 and ACC 303

This course examines fund accounting and the reporting for state and local government units, hospitals, colleges, and other not-for-profit organizations.

ACC 415 Auditing 3 Credits

Prerequisites: ACC 302, ACC 303 and ACC 406

This course examines the principles and procedures of the auditing function, focusing on the specific techniques employed by Certified Public Accounting firms. Major emphasis is placed on preparing the student for the Auditing section of the Uniform CPA Exam. Topics include audit ethics, audit documentation, internal controls, statistical sampling, examination of evidence, and audit reports.

ACC 418 Accounting Communications 3 Credits

Prerequisite: COM 320. Cannot take after completion of COM 340

This course focuses on the development of both oral and written communication skills necessary to be effective in an accounting career. Topics include professional grammar, sentence structure, word usage, and written communication formats. Requirements include an accounting topic presentation.

ACC 419 Advanced Managerial Accounting 3 Credits

Prerequisite: ACC 302 or ACC 303 and ACC 310

This course examines cost accounting and the internal accounting procedures and concepts used in the decision-making process. Topics include process costing, job costing, budgeting, standard costing, differential cost analysis, variable costing, variance analysis, activity-based costing, and capital budgeting.

ACC 480 Seminar in Accounting Systems 1 Credit

Prerequisite: None

A one-credit seminar offered to guest students or non-degree undergraduate students only. This course is designed to meet the accounting systems requirements for the Uniform CPA Exam as set by the Michigan State Board of Accountancy. Credit is earned by completion of readings, objective questions, and essay questions relating to accounting systems.

ACC 483 Directed Study in Accounting 3 Credits

Prerequisite: Written permission of the department chair.

These courses provide students with an opportunity to investigate an accounting topic not otherwise studied in their curriculum. Requests for a directed study must be initiated through the Admissions and Academic Advising Office and are granted only

Course Descriptions

in unique circumstances. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

ACC 488 Accounting Internship 3 Credits
Prerequisites: ACC 301 and written permission of the department chair. Students must have a minimum cumulative GPA of 3.250

This elective course gives students who have secured accounting or tax internships the opportunity to earn credit. The student must be employed in a part-time or full-time accounting/tax internship position for a minimum of 11 weeks. The student will maintain a written weekly log for all duties performed and will submit a formal report on the internship experience submit an employer prepared performance review and complete a project determined by the department chair. An accounting/tax internship can only be used as elective credit.

Requests for an internship must be initiated through the Admissions and Academic Advising office. No more than 3 credits are allowed in directed study, practicum, and/or internship courses toward graduation requirements.

ACC 494 Accounting Practicum 3 Credits
Prerequisites: ACC 301 and written permission of the department chair. Students must have a minimum cumulative GPA of 3.250

This elective course gives students who have secured accounting or tax internships the opportunity to earn credit. The student must be employed in a part-time or full-time accounting/tax internship position for a minimum of 11 weeks. The student will maintain a written weekly log for all duties performed and will submit a formal report on the internship experience submit an employer prepared performance review and complete a project determined by the department chair. An accounting/tax internship can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. No more than 3 credits are allowed in directed study, practicum, and/or internship courses toward graduation requirements.

ACC 500 Financial Accounting 3 Credits
Prerequisite: None

This fundamental accounting course is designed to enable the student to prepare, evaluate, and use accounting data. The mechanics of financial accounting and the overall effect of accounting procedures on published financial statements are examined in detail.

ACC 501 Intermediate Accounting I 3 Credits
Prerequisite: ACC 500

This course is an examination of the intermediate level of problems in the definition and valuation of assets, liabilities, and the determination of net income. Topics include a thorough study of the income statement and balance sheet, present value concepts, current assets, fixed assets, and impairments.

ACC 502 Intermediate Accounting II 3 Credits
Prerequisite: ACC 501

This course is a continuation of the intermediate level of accounting. Topics include current liabilities, bonds payable, equities, treasury stock, and earnings per share, construction accounting, leases, post-retirement benefits, and tax allocation.

ACC 503 Financial Accounting Concepts 3 Credits
Prerequisite: MAC: ACC 501; MAC for Accounting Graduates: None

This course includes a thorough coverage of key fundamental and intermediate accounting topics, developing related skills needed to succeed in advanced accounting courses. Specific topics include error analysis, prospective and retrospective changes, financial statement relationships, investments, the statement of cash flows, and IFRS.

ACC 505 Managerial Accounting 3 Credits
Prerequisite: ACC 508

This course provides a basic technical understanding of managerial accounting topics with an emphasis on the uses of accounting data by managers. Topics include cost determination, cost volume-profit analysis, direct costing, variance analysis, and budgeting.

ACC 506 Accounting Information Systems 3 Credits
Prerequisite: ACC 501

This course examines a basic accounting and internal control system, using a hands-on approach to record transactions resulting in a complete financial statement package. It includes exposure to both manually prepared and computer-generated accounting information, utilizing accounting software packages and spreadsheet applications.

ACC 508 Introduction to Accounting 3 Credits
Prerequisite: None

This course is an introduction to the preparation and analysis of financial statements. The basic principles of accounting will be emphasized. Specific topics include the accounting cycle; general purpose financial statements; and accounting for assets, liabilities, equity, revenue, and expenses.

ACC 511 Business Combinations 3 Credits
Prerequisites: MAC: ACC 502 and ACC 503; MAC for Accounting Graduates: ACC 503; Undergraduate: ACC 302 and ACC 303

This course focuses on the theories of advanced accounting for investments and parent-subsidiary relationships. Students learn to apply appropriate accounting procedures and prepare spreadsheets for consolidated corporate entities.

ACC 512 Government & Not-For-Profit Accounting 3 Credits
Prerequisites: MAC: ACC 502 and ACC 503; MAC for Accounting Graduates: ACC 503; Undergraduate: ACC 302 and ACC 303

This course examines fund accounting and the reporting for state and local government units, hospitals, colleges, and other not-for profit organizations.

Course Descriptions

ACC 513 Accounting Practices 3 Credits

Prerequisites: COM 525, MGT 502, and MGT 503

This course introduces the basic concepts of financial accounting. Several important concepts will be covered in detail: the accounting cycle, short-term and long-term assets and liabilities, revenue and expense recognition, and equity. Emphasis will be placed on the understanding of the four basic financial statements – the income statement, balance sheet, the statement of cash flows, and the owner’s equity statement. Upon completion, students will be able to analyze, summarize, and interpret financial data and implement data-driven decision making.

ACC 515 Auditing 3 Credits

Prerequisites: MAC: ACC 502, ACC 503, ACC 506 and ACC 518; MAC for Accounting Graduates: ACC 503 and ACC 518; Undergraduate: ACC 302, ACC 303, ACC 406, and ACC 418 or COM 340

This course examines the principles and procedures of the auditing function, focusing on the specific techniques employed by Certified Public Accounting firms. Major emphasis is placed on preparing the student for the auditing section of the Uniform CPA Exam. Topics include audit ethics, audit documentation, internal controls, statistical sampling, examination of evidence, and audit reports.

ACC 518 Accounting Communications 3 Credits

Prerequisite: None. Undergraduate: COM 320

This course focuses on the development of both oral and written communication skills necessary to be effective in an accounting career. Topics include professional grammar, sentence structure, word usage, and written communication formats. Requirements include an accounting topic presentation.

ACC 519 Advanced Managerial Accounting 3 Credits

Prerequisite: ACC 502 or ACC 503

This course examines cost accounting and the internal accounting procedures and concepts used in the decision-making process. Topics include process costing, job costing, budgeting, standard costing, differential cost analysis, variable costing, variance analysis, activity-based costing, and capital budgeting.

ACC 520 International Accounting 3 Credits

Prerequisites: ACC 503 and ACC 518 (may be taken concurrently)

Students will prepare accounting-related research papers and apply accounting principles to specific case studies regarding International Financial Reporting Standards. Research will be primarily web-based.

ACC 550 Advanced Auditing 3 Credits

Prerequisite: ACC 515

A continuation of the review of audit principles and techniques introduced in Auditing, including performing a simulated audit. Forensic accounting, Sarbanes-Oxley requirements, and SEC regulations are additional topics.

ACC 564 Data Analytics for Accounting 3 Credits

Prerequisite: IT 542

Analysis of data as it pertains to Accounting professionals. The focus will be on analytic techniques for decision making and examination of “big data” involving accounting information. The course will include discussion and application of the technical aspects of data acquisition, cleansing and loading into data warehouse structures. Hands-on experience to develop skills with select software tools used in data analytics for accounting professionals.

ACC 565 Data Analytics Capstone 3 Credits

Prerequisite: ACC 564

The Capstone/Practicum Project provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at the end of the semester.

ACC 570 Forensic & Investigative Accounting 3 Credits

Prerequisites: MAC: ACC 502, ACC 503; MAC for Accounting Graduates: ACC 503

This course provides an overview of the nature, elements and scope of modern forensic and investigative accounting. Topics include fraud assessment and detection, fraud auditing, litigation support, valuation, cybercrime and other key forensic topics. Students will also solve case studies that require practical application of the investigative techniques covered in the course.

ACC 574 Industry Accounting and Auditing 3 Credits

Prerequisites: ACC 511, ACC 512 and ACC 515

A review of several types of industries, accounting topics and the related accounting principles and auditing procedures. Topics will vary each semester; they could include accounting and auditing for school systems, retailers, casinos, manufacturers, pension plans, county government, construction contracts, variable interest entities, IT security, and compilation and reviews.

ACC 577 Payroll and Employee Benefits Accounting 3 Credits

Prerequisite: MAC: ACC 501; MAC for Accounting Graduates: None

This course is designed to introduce and develop a working understanding of accounting for payroll, payroll-related liabilities, payroll taxes and employee benefits.

ACC 578 Accounting for Income Taxes 3 Credits

Prerequisites: MAC: ACC 501, ACC 502, TAX 595, and TAX 596. MAC for Accounting Graduates: TAX 596; MST: TAX 510

This course is a systematic study of the basic concepts of tax accounting. At the end of the course, the student will have achieved a substantial technical knowledge of the application of FASB ASC Topic 740, including ASC Topic 740-10.

Course Descriptions

ACC 580 Business Law for Accountants 3 Credits

Prerequisites: None

This course is a comprehensive overview of key business law concepts including business organizations, agency, sales and leases, contracts, negotiable instruments, creditor rights and bankruptcy, property, secured transactions and related topics. The focus of this course is to be practical for all business students as well as to allow accountants preparing for the CPA exam to learn/refresh their knowledge on areas covered on the exam.

ACC 588 Accounting Internship 3 Credits

Prerequisites: ACC 501 and written permission of the department chair. Students must have a minimum cumulative GPA of 3.250.

This elective course gives students who have secured accounting or tax internships the opportunity to earn credit. The student must be employed in a part-time or full-time accounting/tax internship position for a minimum of 11 weeks. The student will maintain a written weekly log for all duties performed and will submit a formal report on the internship experience submit an employer prepared performance review and complete a project determined by the department chair. An accounting/tax internship can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. No more than 3 credits are allowed in directed study, practicum, and/or internship courses toward graduation requirements.

ACC 594 Accounting Practicum 3 Credits

Prerequisites: ACC 501 and written permission of the department chair. Students must have a minimum cumulative GPA of 3.250.

This elective course gives students who have a part-time or full-time accounting position the opportunity to earn credit. The student will maintain a written daily log for all duties performed and will submit a formal report on the practicum experience.

Requests for a practicum must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

Business Law

BL 301 Business Law I 3 Credits

Prerequisite: None

This course is a study of legal rights and the resolution of legal disputes. Students study the legal process and courts, contracts, sales, agency, property and property rights, and trusts and estates.

BL 302 Business Law II 3 Credits

Prerequisite: BL 301

This course is a continuation of BL 301 (Business Law I). Students study partnerships, corporations, limited liability companies, negotiable instruments, secured transactions, government regulation law, bankruptcy, and the legal liability of accountants.

BL 420 The Legal Environment of Business 3 Credits

Prerequisite: None. May not be taken for credit after completion of BL 302.

This course is a survey of the legal environment in which contemporary business is conducted.

BL 483 Directed Study in Business Law 3 Credits

Prerequisite: Written permission of the department chair.

A student wishing to investigate a topic not otherwise studied in the curriculum may elect a 1, 2, or 3 semester credit hour directed study course. In general, a directed study will earn general elective credit, and may only be used to substitute for required coursework with the written permission of the student's department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) toward graduation requirements in directed study, practicum, and/or internship courses.

BL 515 Business Law and Ethics 3 Credits

Prerequisites: COM 525, MGT 502, and MGT 503

This course is a survey of the ethical and legal environment of business. Students are provided with a basic and practical understanding of American and international law in such a way as to assist them in meeting the challenges of day-to-day legal and ethical decision making in a rapidly changing business climate. Students will discuss and explain the basics of modern contract law (E-contracts included), internet law and social media, in addition to identifying and evaluating business and employment relationships, aspects of property law and commercial transactions. Comparing aspects and advantages of various business organizations is included. Students will also learn and evaluate current national and international perspectives from the online "Global Business Ethics Watch" and will participate in class and related group projects to enhance the practical learning experience of this course.

Communications

COM 210 Principles of Business Communications 3 Credits

Prerequisite: None. Students are required to complete this course within their first 6 semester credit hours in residence at Walsh College.

This course is an examination of business communications with emphasis on further development of written communication skills. Students review topics such as grammar, style, tone, and organization to write effective messages in various formats including email, memos, letters, and other business documents. Students will assess nonverbal communication and public speaking strategies.

COM 300 Communication Essentials 1 Credit

Prerequisite: Placement into this course is determined by results of the Communication Placement Exam and COM 210. Cannot be taken after successful completion of COM 320

This course provides students an opportunity to develop their written communication skills at a professional level necessary in

Course Descriptions

today's workplaces. Emphasis is on the fundamentals of writing using precise language, correct grammar and punctuation, and appropriate style. Students will compose written messages that are clear, concise, free of mechanical errors, and displaying organization of thoughts based on a synthesis of information. Students will build skills to evaluate, revise and edit their own writing.

COM 320 Business Communication Methods 3 Credits
Prerequisites: COM 300 or a passing score on the Communication Placement Exam and COM 210. Students are required to complete this course within their first 9 semester credit hours in residence at Walsh College.

Students will be presented with a variety of rhetorical scenarios designed to develop problem solving and critical thinking skills. Assignments will acquaint students with models for a number of common business documents, including emails/memos, executive summaries, and both good- and bad- news letters/formal blog posts. Emphasis is on writing and public speaking.

COM 340 Professional Communication 3 Credits
Prerequisites: COM 320. Students are required to complete this course within their first 15 semester credit hours in residence at Walsh College.

Students will direct their research and problem-solving skills toward specific business-related issues. Other topics covered include, but are not limited to, APA citation style, business report writing, cross-cultural communications, career development, new technologies, group dynamics, ethical communication, nonverbal communication, and multi-media presentations. Emphasis is on a team project, which requires research, writing, and professional presentations.

COM 483 Directed Study in Communications 3 Credits
Prerequisite: Written permission of the department chair

This course is designed to allow students an opportunity to investigate a topic not otherwise studied in their curriculum. The directed study course can be approved for 1, 2, or 3 semester hours of credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

COM 510 Leadership Communication 3 Credits
Prerequisite: None

This class will focus on the development of a portfolio of professional business skills and career management to enhance advancement potential and business success. Self-awareness and audience analysis will be explored as a means to enhance emotional intelligence, grow business relationships, achieve consensus, and build professional credibility. Through executive coaching activities, written assignments, and oral presentations, students will increase their proficiency in a wide range of business communications required of successful leaders. In addition, through experiential learning, students will explore ways to improve their social and cultural awareness by discussing best practices, professional networking and workplace protocol

to enhance their ability to navigate through the world. Peer evaluations will be used to improve communication as well as to provide students an opportunity to practice effective ways to give and receive feedback.

COM 525 Applied Organizational Communication 3 Credits
Prerequisite: MGT 502 (allowed concurrent with MGT 502)

This course explores the role of communication in organizations. Students will advance their oral and written communication skills to engage internal and external audiences. The complexities of different audiences and channels will be explored with attention to the different expectations for formal and informal communication, culture, new media, virtual communication and presentations, and interpersonal relationships.

Communication processes to effectively provide performance feedback, maximize team performance, manage meetings, promote strategy, and manage reputation will be examined. Students will apply relevant persuasive communication theories to enhance personal credibility, resolve conflict, achieve consensus, navigate change, and management organizational crises.

Economics

ECN 405 Managerial Economics 3 Credits
Prerequisites: ECN 201 and ECN 202

This course applies microeconomic and macroeconomic theory and economic models to solving real world business problems. The topics covered include demand, supply and equilibrium prices, production and cost analysis, market structure and its effects on product pricing strategies, role of money in macro economy, risk analysis, managerial decision-making in a global economy, and the role of government in business.

ECN 523 Global Economics 3 Credits
Prerequisite: None

This course examines domestic money and capital markets. Students study the movement and impact of interest rates in domestic and international markets. Students also analyze and compare regional economic and trade blocs and prominent economic systems.

Finance

FIN 310 Financial Markets 3 Credits
Prerequisite: ECN 202

This course provides an overview of financial market operations and institutions, enabling students to understand and critically assess a broad array of economic and financial information. The course explores the flow of funds from lenders to borrowers, emphasizing the role of financial intermediaries, investment banks, and securities firms. Money and capital markets are analyzed, along with financial securities offered in each. The relationship between loanable funds and interest rates will also be considered. An extensive analysis will be made of the

Course Descriptions

structure and goals of the Federal Reserve System, including monetary policy goals and open market operations. The course concludes with an investigation of foreign exchange markets, floating exchange rates, and the role played by multilateral financial organizations in the global economy.

FIN 315 Financial Management 3 Credits *Prerequisite: ACC 202 or ACC 300*

This course provides an overview of the nature and scope of the financial management of the firm in reference to its analysis, planning, and decision-making functions. Topics include financial analysis and planning, working capital management, cost of capital and capital budgeting, stock and bond valuation, and both short- and long-term financing. Students will make extensive use of a financial calculator for analysis and problem solving.

FIN 321 Risk Management and Insurance 3 Credits *Prerequisite: ECN 202*

This course is designed as an overview of the insurance business, including property and liability insurance contracts and risk typically covered by these contracts. In addition, the principle techniques in the risk management process as practiced in business as well as life, health and employee benefit programs are also discussed.

FIN 401 Personal Finance 3 Credits *Prerequisite: FIN 315*

An introduction to the principles of personal finance and the logic that drives these principles. Topics covered include: measuring your financial health, tax planning, cash and debt management, consumer financing, risk management, investment management, retirement and estate planning. Students will gain an understanding of the concepts, tools, and resources required to create their own personalized financial plan, along with opportunities to apply these same concepts to a variety of other personal profiles via case studies.

FIN 403 Investment Management 3 Credits *Prerequisites: FIN 310 and FIN 315*

This course analyzes the savings/investment process in the economy characterized by institutional and individual investors. An appraisal of the relative values and importance of various financial assets and kinds of investments are considered. The course explores procedures for locating sources of investment information and the expertise to properly analyze this information. The role of government in the investment-making function, as to its impact on the outcome of investment decisions is discussed.

FIN 406 Financial Statement Analysis 3 Credits *Prerequisite: FIN 315*

This course provides an overview of financial accounting at the intermediate level. Students analyze the balance sheet, income statement, and statement of cash flows. Students also evaluate a company's financial position from the commercial lender, professional investor, and managerial points of view.

FIN 407 Entrepreneurial Finance 3 Credits *Prerequisite: FIN 315*

This course examines the particular circumstances faced by owners or managers of small businesses. Most corporate finance courses approach the subject from the perspective of the large publicly-traded corporation – covering such subjects as external capital from bonds issues, sale of preferred and common stock to the public, public company reporting requirements, etc. The person who owns and/or runs a small business wears many hats and faces issues often very different from those arising in a large publicly traded corporation.

FIN 412 International Economics and Finance 3 Credits *Prerequisites: FIN 310 and FIN 315*

This course is a study of the organizational structure of international economics and finance. Topics include international trade policy, payment methods, foreign exchange markets, investment centers, transfer pricing; sources and use of funds, capital structures, and dividend remittances. Students will review these topics while evaluating the balance of trade, balance of payments, and gold flows. Inquiries on the operation of international agencies, United States agencies, and the Eurodollar market are also explored.

FIN 419 Financial History of the United States 3 Credits *Prerequisite: None*

This course is an examination into the financial history of the United States from its founding to the present day. Special emphasis will be placed on the country's institutions, including Wall Street, banking, and manufacturing as well as the entrepreneurs that shaped the financial system of the United States.

FIN 420 Real Estate Principles 3 Credits *Prerequisite: FIN 315*

This course introduces students to real estate and its related business issues. The primary focus is upon general principles and in particular issues that impact residential real estate. Particular emphasis is placed on legal issues relating to real estate, underwriting and financing residential transactions, consumer rights and obligations, and career opportunities within the field.

FIN 425 Financial Modeling 3 Credits *Prerequisites: FIN 406 and QM 301 (FIN 403 recommended)*

This course provides an opportunity for undergraduate finance majors to develop practical financial modeling skills using computer software applications. Students will construct and utilize a variety of spreadsheets emphasizing specific, real-world problem solving. Financial modeling will be used for financial forecasting, sensitivity and simulation analysis, building pro forma financial statements, ratio analysis, breakeven analysis, debt and equity valuation, calculating the cost of capital, analyzing projects using discounted cash flow techniques, and capital budgeting. It is anticipated that students will be able to adapt these models to meet the needs of the workplace.

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FIN 460 Fundamentals of Financial Fraud 3 Credits *Prerequisites: ACC 202 or ACC 300 and FIN 315*

This course provides an overview of the nature, elements and scope of financial fraud. Topics include the various types of fraud, the anatomy of typical “fraudsters,” the red flags of financial fraud, the prevention of fraud, and the techniques and tools used to detect fraud in organizations. Students will also solve case studies that relate to contemporary issues in financial fraud (including its assessment, prevention and detection).

FIN 483 Directed Study in Finance 1-3 Credits *Prerequisite: Written permission of the department chair*

This course is designed to allow the student an opportunity to investigate a financial topic not otherwise studied in the curriculum. The directed study can be approved for 1, 2 or 3 semester hours of credit pending approval by the program director or the department chair. Students must initiate the request to pursue a directed study in finance through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

FIN 488 Finance Internship 3 Credits *Prerequisites: FIN 310 and FIN 315; written permission of the department chair. Students must have a minimum cumulative GPA of 3.000.*

This course provides students with an opportunity to further develop their practical knowledge and skills in the financial industry. The student must be employed in a full-time finance position. Students will be required to prepare a comprehensive written report; maintain a daily activity log, and submit a supervisor/intern evaluation of the learning process.

FIN 504 Financial Theory and Practice 3 Credits *Prerequisite: FIN 510*

This course provides an advanced study of important theoretical aspects of corporate finance, with specific applications for financial management. Students will explore investment, financing, dividend, and valuation theory with a view toward optimizing the performance of the firm. The course builds upon foundational concepts and techniques in an effort to provide a more sophisticated understanding of financial theory and practice.

FIN 506 Financial Statement Analysis 3 Credits *Prerequisite: FIN 510*

This course is designed to explore the various methods and techniques used to analyze the financial position and operating results as presented in financial statements. Students will develop their analytical ability by understanding the techniques and skills required of the commercial lender and the professional investor. Students will also be able to assess the financial condition of a company by reviewing the financial statements and applying appropriate analytical tools for interpretation and decision-making purposes. Unusual trends and irregularities of a company's position are also evaluated.

FIN 509 Bank and Financial Institution Management 3 Credits

Prerequisite: FIN 510

This course examines the financial, regulatory, and economic environment in which banks and other financial institutions operate. Students will study the internal operations of a bank, analyze bank financial statements, and apply appropriate analysis in the context of budgeting and strategic planning. An inquiry will be made into a bank's investment function as well as the marketing of banking services. Students will also examine bank funding requirements and asset/liability management techniques. In addition, the competitive aspects of the financial services industry in comparison with non-financial service organizations will be explored.

FIN 510 Financial Management 3 Credits *Prerequisite: ACC 500 or ACC 508*

This course is an overview of the principles of financial management. Students review the concepts of raising and investing money, conduct financial statement analysis, apply the time value of money techniques to security valuation, and determine a firm's cost of capital and capital budgeting. Students also discuss managerial topics, which include dividend policy, capital structuring, and working capital management.

FIN 512 International Finance 3 Credits *Prerequisites: ECN 523 and FIN 510*

This is an advanced course that focuses on the increased globalization of the world economy. Students examine international trade policies such as trade blocs, protectionism, international debtors, cultural preferences, dumping, central banks, demographics, Third World economies, and the impact of exchange rates, balance of payments, multinational enterprises, and direct foreign investment. Economies of scale, imperfect competition, strategic trade policies, the international debt of developing countries, and challenges presented by international monetary arrangements are also analyzed to increase the ability to successfully interact in the world economy.

FIN 515 Financial Markets and Institutions 3 Credits *Prerequisite: None Undergraduate: ECN 202*

This course provides an analysis of capital market institutions and instruments in the context of the interrelationship between markets and interest rates. It examines the role of depository and non-depository institutions, organized and OTC exchanges, the function of primary and secondary markets; and the markets for equity, debt, derivatives, and foreign exchange. The course will also explore theories of risk and return, the determination and term structure of interest rates, and the contribution of financial innovation. Particular attention will be given to the wide variety of financial instruments available, including futures and options contracts, common and preferred stock, stock index contracts, money market securities, treasury and agency securities, corporate and municipal bonds, and both mortgage-backed and asset-backed securities.

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FIN 516 Financial Budgeting and Forecasting 3 Credits

Prerequisite: ACC 513

This course is an overview of the principles of financial management aimed at students with non-business undergraduate degrees who wish to acquire the skills needed to begin and run a small business. Content includes: time value of money techniques applied to various business and personal financial situations, various techniques to evaluate investments in capital assets, creating and using budgets and forecasts, forms of business entities, working capital management, funding a new business, and financial aspects of a business plan.

FIN 520 Real Estate 3 Credits

Prerequisite: FIN 510

This is a practical course on real estate investment. Students study 3 distinct areas in real estate: general real estate theory, residential real estate analysis, and commercial real estate opportunities. Emphasis is placed on commercial real estate and the development and implementation of financial processes in the real estate environment.

FIN 521 Investments 3 Credits

Prerequisite: FIN 510

This course provides a practical approach to understanding investment management. Students analyze characteristics of various asset classes such as stocks, bonds, real estate, and derivative securities. Fundamental and technical security analysis topics are also explored. An investment research project and participation in ongoing current discussions are expected in this course.

FIN 525 Risk Management 3 Credits

Prerequisite: None

This course is an examination of corporate risk management principles used to manage the consequences of uncertain events. Students learn how to manage risk in a global, integrated, and holistic manner across the enterprise. This course explores best practices for identifying, quantifying, and mitigating risk in order to achieve business objectives consistent with corporate risk appetite and tolerance.

FIN 532 Portfolio Analysis 3 Credits

Prerequisite: FIN 521

An examination of the allocation of assets and portfolio objectives. Students learn various management techniques, program trading, and market timing to increase their understanding of what makes up successful portfolios. The use of derivative products in constructing portfolios is also studied, and students learn to differentiate between the objectives and constraints of various institutional investors (i.e., retirement funds, mutual funds, and insurance companies). Students also gain an understanding of how to recommend appropriate asset classes to accomplish predetermined goals.

FIN 583 Directed Study in Finance 3 Credits

Prerequisite: Written permission of the department chair.

This course is designed to allow the student an opportunity to investigate a financial topic not otherwise studied in their curriculum. The directed study can be approved for 1, 2 or 3 semester hours of credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

FIN 587 Business Valuation 3 Credits

Prerequisites: FIN 506 and FIN 510

In a collegial learning environment, students will learn valuation methods used by investment bankers, private equity firms, and valuation. Students will learn how to execute the most current valuation approaches and complete a Valuation Report (this is accomplished over several weeks with the instructors input and feedback). Upon completion of this course, students will have the necessary tools to determine the value of business using the Discounted Cash Flow, Precedent Transactions, Comparable Public Companies, and Asset-based Methods. This course provides students a wide variety of real-world tools to use in future work.

FIN 590 Mergers and Acquisition 3 Credits

Prerequisites: FIN 506 and FIN 510

The course provides an In-depth study of mergers and acquisitions (M&A). It is designed to develop advanced M&A skills with extensive focus on the discipline currently used by professionals in the field. The class will cover the history of M&A, financial analysis, M&A strategies, creating value through M&A, the fundamentals of a deal transaction, legal issues, valuation models, and designing and evaluating transactions. Other subject areas studied are the optimal deal structure of transactions, designing financing structures, developing pro forma forecasts, valuation projections, the due diligence process, negotiations, defensive and offensive strategies, and communicating the deal. At the conclusion of this course, a successful student should have gained a level of competency in M&A commensurate with an entry-level investment banking associate in M&A.

Information Technology

IT 305 Business Computing Tools 3 Credits

Prerequisite: None

This course develops skill mastery of the use of computers and business information technology applications. Through a series of business application scenarios, the student demonstrates mastery of contemporary business tools to satisfy the demands of modern business requirements.

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IT 335 Business Driven Technology 3 Credits
Prerequisites: IT 305 and COM 210

This course examines current and developing business information technologies and their potential for satisfying emerging business needs. Students explore the critical role of business information technology in modern business. Topics include fundamentals of systems theory, information technology architecture, technology trends, and business requirement definition. Individually and through teams, students demonstrate proficiency in investigating one or more assigned business problems, developing a definition, building a business case for business information technology solutions, and planning for effectively communicating with all levels of an organization to achieve support for that case. Students also demonstrate their capability to electronically access library resources.

IT 402 System Analysis & Design 3 Credits
Prerequisite: None

Modern organizations, large and small, rely on technology to function, survive, and remain competitive. Systems analysis and design is an important step before implementing any technology system. Any mistakes made during the analysis stage will significantly affect the later stage of the system development. This course provides an introduction to the concepts and techniques of information systems analysis and design (SA&D) that focuses on analysis skills as well as managerial issues with a strong emphasis on requirements gathering and modeling. The course covers techniques used by systems analysts and gives extensive practice with structured methodologies.

IT 403 Project Management & ITIL Framework 3 Credits
Prerequisite: None

Ideas are a great beginning but success is measured by what gets accomplished. This course provides a solid introduction to the methods, processes, tools and techniques of project and service management. The course will utilize the Project Management Institute Body of Knowledge (PMBOK) and the Information Technology Infrastructure Library (ITIL) framework to educate students on proven techniques to achieve business goals and objects.

IT 406 Network Design & Implementation 3 Credits
Prerequisite: IT 201

This is an intermediate course on the design and implementation of computer networks. The emphasis will be on the performance and engineering tradeoffs in the design and implementation of computer networks. The course includes several multi-week projects requiring significant design and implementation. The goal is for students to learn not only what computer networks are and how they work today, but also why they are designed the way they are and how they are likely to evolve in the future. Examples will be drawn from traditional and wireless networks and the Internet. Topics to be covered include: congestion/flow/error control, routing, addressing, naming, multi-casting, switching, internetworking, and network security.

IT 407 Server Virtualization & Performance Engineering 3 Credits
Prerequisite: IT 406

Servers are the workhorse in delivering technology solutions to the organization. All server solutions are not the same and it is important to understand how to design a server solution to meet the needs of an organization in terms of supporting databases, applications, websites and other services. This course provides a foundation in server performance design and management. As virtualization is a common server design considered and utilized, this course will also provide a deep dive into the design and implementation of virtualization solutions.

IT 408 Database Design & Development (SQL) 3 Credits
Prerequisite: IT 202

The development of efficient and quality database applications requires an understanding of the fundamentals of database management systems, techniques for the design of databases and principles of database administration. This course introduces the DBMS concepts and database design techniques and principles. The emphasis is on the conceptual database design as well as implementation details. Database security is also a key aspect of this course. Major topics include data modeling, normalization, SQL, database integrity management, database security, transaction management, recovery, troubleshooting and concurrency control.

IT 409 Data Analytics 3 Credits
Prerequisites: QM 202

This course introduces the students to the concepts of strategic data analytics as it applies to business decision making and planning. The student will be introduced to the business drivers for data analytics and its impact on the ability of a company to compete effectively. The student will examine the core components of data analytics including its logical and physical infrastructure. The student will also explore the use of big data and its analysis through NoSQL databases.

IT 410 Principles of Software Engineering 3 Credits
Prerequisite: IT 203

This course examines the elements of software engineering practices, processes, and methodologies. Topics include a discussion of various software development models and methodologies; software design principles and tools; software project management, quality management, and change management. Various aspects of software engineering practices in use in the real-world will be explored. We will draw upon material from various sources as we review and analyze the elements of success and failure in software engineering efforts.

IT 412 Advanced Programming 3 Credits
Prerequisite: IT 410

This course involves a deeper study of programming and software engineering techniques. of Topics include memory management, design patterns, libraries, object-oriented programming, testing, refactoring, working with files\ databases, application flow, and

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writing secure code through projects written in a contemporary programming language. The course will also involve the application of secure software development practices throughout the coding process.

IT 413 Web Development 3 Credits *Prerequisites: IT 410*

This course examines standard and emerging Internet technologies and how they may be leveraged to design and develop web-enabled applications. Topics include best practices for web design, interface development, server-side application code development, APIs and web services. The use of industry standard tools and testing techniques are also integrated throughout the course.

IT 417 Fundamentals of Cybersecurity 3 Credits *Prerequisite: IT 204*

In this course students will learn basic information security goals of availability, integrity, accuracy, and confidentiality. The domains of information security as defined by ISC2 will be reviewed including: access control, applications, networks, business continuity, physical security, operational security, governance and risk management and laws and regulations. Identification of exposures and vulnerabilities and appropriate countermeasures are addressed. The importance of appropriate planning and administrative controls will also be discussed.

IT 419 Ethical Hacking Strategies & Tools 3 Credits *Prerequisite: IT 417*

This course will introduce the student to common attack techniques and mitigating countermeasures. The student will learn to conduct common attacks via theoretical and hands-on approach to Websites, database structures, Internet services, TCP/IP services, people, and other important elements of an organization's infrastructure. In addition to understanding how attacks work, students will be taught how to not only recognize these attacks, but to also defend themselves against such attacks.

IT 422 Advanced Team-Based Attack/Defend Techniques 3 Credits *Prerequisites: IT 417 and IT 419*

This course is designed to synthesize knowledge of the hacking and counter hacking strategies. In a semester-long project, students will simulate the functioning of a real-world cybersecurity team by actively addressing a variety of security challenges. Each work team will be required to not only prepare offensive attacks and defensive security measures, but also to formally test their proposed countermeasures to ensure accuracy. As a result, this problem-based course also enables students to hone the communication (written and verbal), contribution, and collaboration skills necessary for success as well-rounded security professionals.

IT 450 Fundamentals of Automotive Cybersecurity 3 Credits

Prerequisite: IT 419

This course provides background on relevant vehicle standards and best practices related to cybersecurity. It also provides an introduction to relevant engineering elements of vehicles and an examination of potential cybersecurity vulnerabilities of those elements. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities.

IT 451 Automotive Network Strategies, Tools, and Techniques 3 Credits

Prerequisite: IT 450

This course exposes students to core vehicle communication protocols. Students build on their understanding of vehicle systems through hands on exposure to the CANBus. Students will learn to connect to, communicate on, and analyze traffic from a vehicle network. Students' demonstrate their knowledge and mastery of the CANBus through a midterm and final project.

Students will extend their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and base communication technologies.

IT 452 Connected Automotive Ecosystems and Attack Surfaces 3 Credits

Prerequisite: IT 451

This course expands students' knowledge through the exploration of vehicle wireless technologies, electronic control units, in-vehicle infotainment systems, telematics, vehicle-to-vehicle and vehicle-to-infrastructure communications. Students learn to perform vehicle threat analysis through hands-on projects. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities.

Students will expand their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and vehicle communication technologies.

IT 453 Advanced Automotive Penetration Testing and Threat analysis 3 Credits

Prerequisite: IT 452

Students are exposed to software and hardware reverse engineering, along with automotive threat and malware analysis. This course culminates a series of hands on projects where students demonstrate the knowledge and skills gained across all four automotive cybersecurity classes.

Students extend their knowledge of reverse engineering, and demonstrate their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and base communication technologies.

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IT 460 Digital and Network Forensics 3 Credits

Prerequisite: IT 417

This course will introduce students to the scientific principles and methods of forensic science associated with the digital space. Students will gain critical understandings of hardware and software relationships to cyber forensics. This course relies heavily on students synthesizing the subject matter through hands on labs and a “real life” forensic exam for the final project.

IT 461 Security Operations and Awareness 3 Credits

Prerequisite: IT 417

This course will introduce students to the primary concepts of security operations and monitoring in an organizational environment. The student will gain critical understandings of security operations centers (SOC), along with SOC’s pivotal role in organizational security posturing. Students will gain an understanding of security education and posturing with non-technical roles.

IT 462 Securing Cyber Physical Systems 3 Credits

Prerequisite: IT 417

This course will introduce students to cyber physical systems, including: power systems, transportation systems, Internet of Things technologies, and other physical control based systems. Students will gain an understanding of design, defense and assessment of cyber physical systems.

IT 463 Cryptography 3 Credits

Prerequisite: IT 417

Modern cryptographic algorithms and techniques underpin many of the tools, programs, and devices used to provide security in today’s organizations. In this course, students will get an in-depth look at the building blocks of cryptographic algorithms, utilize modern ciphers through practical exercises, discuss current issues around cryptography, and gain a deep understanding of how cryptography is used to ensure the confidentiality, integrity, availability, and non-repudiation of organizational information. Symmetric, asymmetric, and un-keyed algorithm will be explored, as well as practical attacks and defenses applicable to cryptographic keys.

IT 483 Directed Study in Information Technology 3 Credits

Prerequisite: Written permission of the department chair.

Students may elect to investigate a topic not otherwise included in their curriculum as a directed study. Students may choose from 1-3 hours of elective credit.

A directed study may only be used to substitute for required coursework with the permission of the department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

IT 490 Internship 3 Credits

Prerequisite: Minimum of 21 credit hours completed in residence at Walsh College

Students will participate in an internship which provides them an opportunity to utilize skills and knowledge they have learned in their coursework.

IT 499 Collaborative Business Systems (Capstone) 3 Credits

Prerequisite: Minimum of 36 credit hours completed in residence at Walsh College

The Capstone course provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at a Capstone Fair at the end of the semester.

IT 501 Systems Analysis 3 Credits

Prerequisite: None

As technology evolves as does the methodology for the support and development of operational activities to manage the many unique characteristics of processing environments. This course will provide the introduction into the information technology governance, business process and development methodologies to allow our students to be an effective liaison between technology and business. This course covers modeling, requirements gathering as well as high level understanding of the many technology components to support the enterprise.

IT 503 Ethics Seminar 1 Credit

Prerequisite: None

This course is offered as a one day seminar or as an online webinar. Ethics must be integrated within all activities and decisions made by business. This seminar provides the opportunity for students to deeply examine the importance of ethics in business practices through reading and analysis, discussion and role-playing.

IT 505 Governance, Risk and Compliance 3 Credits

Prerequisite: IT 501 (may be taken concurrently)

This course examines the triad of Governance, Risk and Compliance (GRC) as an essential framework for the management of information technology with business. Governance describes the overall management approach through which senior executives direct and control the entire organization. IT Governance is part of overall governance and focused on determining how best to use technology to support business goals. Risk management comprises a set of processes, tools and techniques to assist the organization in identifying and prioritizing its key assets, identifying risks, qualitatively and quantitatively assessing those risks, and determine

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mitigation strategies. Compliance refers to the responsibility of organizations and their technology departments to comply with internal and external requirements. Topics include governance and risk frameworks, legal and regulatory requirements such as SOX, HIPAA, FERPA, FISMA, NERC, FERC, BASEL II, ISO and PCI.

IT 506 IT Leadership and Strategy 3 Credits

Prerequisite: IT 501 (may be taken concurrently)

This course focuses on the skills and knowledge to guide an organization in its best use of technology to achieve its business goals and objectives. Although technical knowledge and skills are essential for technology professionals, this course focuses on the development of more general leadership skills. The ability to communicate with a broad set of stakeholders is essential and this course will offer exercises in skills such as negotiation, persuasion, agility, coaching and facilitation through case studies, role playing and simulation. Technology leaders must also understand the elements of developing and implementing an overall IT Strategy for the organization. This course will review the various levels of strategy and how strategy is implemented through tactical and operational plans.

IT 511 Threats, Vulnerabilities, Controls and Countermeasures 3 Credits

Prerequisite: IT 501 and IT 565

Organizations are under constant threats from malicious attackers internal and external to the organization. In order to respond and defend the organization against these attacks security professionals must have the knowledge and skills to assess cybersecurity threats and vulnerabilities and recommend and implements appropriate controls and countermeasures. This course will prepare cybersecurity incident handlers to manage security incidents by understanding common attack techniques, vectors and tools as well as defending against and/or responding to such attacks when they occur. This course will provide students with the foundation to prepare to take the GCIH (GAIC Certified Incident Handler) certification which focuses on detecting, responding, and resolving computer security incidents.

IT 512 Intelligence Analysis Tools and Techniques 3 Credits

Prerequisite: IT 501 and IT 565

Intelligence analysis is the process of generating intelligence from data and information using a variety of tools, techniques and resources that will be reviewed and applied throughout the course. This course will prepare a student to participate in intelligence gathering and analysis in a diverse environment on a variety of significant issues related to cybersecurity.

IT 513 Social, Political and Cultural Impacts of Cybersecurity 3 Credits

Prerequisite: IT 501 and IT 565

This course focuses on the need to understand the risks of cyber-attack as cybersecurity risks pose some of the most serious economic and national security challenges the world is currently facing. Essential systems and resources are now

increasingly software dependent, distributed, and interconnected through the Internet. This course will examine real and potential detrimental consequences of this growing connectivity and dependence on the Internet and its impact on political conflict, social instability, and other events. This course will evaluate the benefits the Internet has provided in making communication and information sharing easy along with the realization that it has also created a new space in which criminals and terrorists can operate often anonymously with difficult, if not impossible, attribution.

IT 514 Current Issues in Cybersecurity 3 Credits

Prerequisite: IT 501 and IT 565

Cybersecurity risks to nations and individuals are evolving continuously. This course focuses on investigating current cybersecurity and cyber operations challenges including big data, social networking, cybercrime, and cyber war. The student will explore the cybersecurity risks and challenges as well as defensive and offensive controls and countermeasures.

IT 520 Information Technology 3 Credits

Prerequisite: None; BAC and BBA: IT 305 and COM 210

One of the most important skills a business leader needs to have concerning technology involves effective decision making and governance. This class will consist of a case study approach presenting different scenarios that require decisions to be made on technology issues that are relevant to today's business environment. Students will develop the skills for understanding the components and elements of these technology decisions, and assess associated risks. This course will draw upon a cross section of technology, finance, security, project management, leadership, and other aspects of effective decision making.

IT 535 Information Technology and Innovation 3 Credits

Prerequisite: MGT 502 (allowed concurrent with MGT 502)

This course will explore the role technology plays in organizations today, particularly the ways we acquire, process, store, and disseminate information. It will focus upon the value of organizational information and networked connectivity in today's organizations, and in the differentiation offered through innovation and creativity. Students will acquire knowledge of essential IT practices and procedures such as: information security plans, information management procedures, RFP and vendor selection processes, e-business, disaster recovery and business continuity planning. Select project management methodologies will be introduced, as well as various project selection and prioritization processes. Innovative technologies such as mobile and sensor technologies will be framed in the context of business differentiation and opportunity. Finally, the disruptive nature of technology will be evaluated along with other emerging technologies that will impact organizations in the future.

IT 540 Introduction to Data Science 3 Credits

Prerequisite: QM 520

Data is the core asset of organizations in all domains. Managing that data and extracting actionable results is key to business

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survival and success. This course introduces the student to the field of data science. It provides an interdisciplinary overview of the various domains integrated into data science including business acumen, quantitative analysis, data storage and retrieval technologies, visualization and presentation methodologies.

IT 541 SQL and Dimensional Data Analytics 3 Credits

Prerequisites: IT 540 and QM 520

This course provides an overview of data analysis techniques utilized to explore data in SQL and dimensional (data warehouse) databases. The course will introduce database concepts on the design of database repositories and the fundamentals of database querying. Business intelligence and data analytic techniques will be introduced to demonstrate the exploring and extraction of information from datasets stores in SQL and dimensional data bases.

IT 542 Big Data Analytics 3 Credits

Prerequisites: IT 540 and QM 520

The course introduces students to the distributed file system data repository utilized for Big Data collection, storage and querying. This course begins with a discussion of big data and how it is differentiated from traditional data repositories. Students will examine the data file structure and the tools and techniques used to organize, explore, extract and analyze data sets. Students will be introduced to the Hadoop data structure and the associated tools including MapReduce, Pig and other supplemental tools. Students will employ big data analysis techniques on real world case studies.

IT 543 Social Network, Geospatial and Web Analytics 3 Credits

Prerequisites: IT 540 and QM 520

Data is no longer only stored in structured data repositories. The growth of social networks and GIS (Geographic Information Systems) have greatly expand the use and storage of non-traditional data. This course introduces the student to analyzing data in the new areas of social network and GIS systems. Students will examine the structure and patterns of relationships evident in social networks. Students will also examine location data from GIS systems as part of comprehensive data analysis. Students will also examine methods of exploring and analyzing Web based date stored in a variety of formats and structures.

IT 544 Data Visualization and Predictive Modeling 3 Credits

Prerequisites: IT 540 and QM 520

The goal of this course is to expose students to visual representation methods and techniques that increase the understanding of complex data. Students will learn how to take raw data, extract meaningful information, use statistical tools, and make visualizations to improve comprehension, communication, and decision making.

IT 545 Using R for Data Analysis 3 Credits

Prerequisites: IT 540 and QM 520

This course provides an introduction to the programming language of R which is a powerful language that allows statistical queries to be incorporated in programmed data queries. Students will learn basic R syntax and techniques and will incorporate that knowledge into statistical programming and reporting.

IT 550 Fundamentals of Automotive Cybersecurity 3 Credits

Prerequisites: IT 565 or equivalent certifications

This course provides background on relevant vehicle standards and best practices related to cybersecurity. It also provides an introduction to relevant engineering elements of vehicles and an examination of potential cybersecurity vulnerabilities of those elements. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities.

IT 551 Project Management Fundamentals 3 Credits

Prerequisite: MSIT and MSITL: IT 501 (may be taken concurrently)
GPM Certificate: None

This course will provide insights, guidance, and best practices on the art and science of project management. The course will examine the foundations of project management. The course will include a review of the various aspects of the project management lifecycle and knowledge areas and use resources such as the Project Management Body of Knowledge (PMBOK) course textbook, and case studies to support discussions. The class will learn to apply project management techniques and skills through project team and individual activities in the preparation of project management plans covering various topics. The course will also introduce project management career paths and provide a basic introduction to alternate project management models such as agile project management.

IT 552 Project Program and Portfolio Management 3 Credits

Prerequisite: IT 551

The course will build on project and portfolio fundamentals to explore two areas in more detail: Communication and Financial Management. This course will take an in-depth look at technology focused financial management and communication techniques and best practices including the preparation and interpretation of financial statement and records, communication with stakeholders, vendor management, and team facilitation. This course will also review the processes and deliverables involved in the financial management of technology efforts throughout its lifecycle from initiation to decommission including cost estimation, budgeting, and cost monitoring and control.

Course Descriptions

IT 553 Product Program and Portfolio Management 3 Credits

Prerequisite: IT 551

Organizations are continually competing for market share through the development and delivery of innovative products and services. This course will review the four phases of product and program management including: preparing, starting, progressing, and achieving. This course will also review the skills of product and program managers which include facilitation and leadership, project management, business and financial analysis, and the integration of various functions drawn from internal and external resources. The design and delivery of innovative products is the key to business success and this course will also review the framework for managing innovation within an organization.

IT 554 Agile Project Management 3 Credits

Prerequisite: None

This course will provide insights, guidance and best practices on the art and science of agile project management. It will examine the basic principles and mindset behind managing agile projects. Agile has revolutionized the way teams approach software development and project management, but with dozens of agile approaches to choose from, the decision to “go agile” can be tricky. This course helps sort it all out by defining the various agile approaches, tools and techniques, as well as focusing on changing the team’s mindset and “think agile.” The PMI-ACP Exam Prep book outlines this material by breaking it down into seven domains, as well as the agile tools & techniques (T&Ts) and knowledge & skills (K&Ss).

IT 555 Global Project leadership 3 Credits

Prerequisite: IT 551

With the increasing trend for outsourcing, off-shoring and globalization, many organizations are taking advantage of geographically distributed skills, round-the-clock operations and virtual teams. Since the organization structures and project management methodologies are not adapted to a multicultural environment, many companies struggle to obtain acceptable levels of efficiency and quality from global projects. This course provides a comprehensive framework of good practices on global project management; it is primarily directed at project managers, program managers, and project office members involved in the preparation and application of project management methodologies in global environments.

It also demonstrates the main challenges faced by global project managers and define ways to apply tools, techniques and best practices to improve productivity, increase the quality of deliverables, and provide recommendations for smooth communication with people located in diverse, multicultural, and multilingual countries located in different time zones.

IT 565 Fundamentals of Cybersecurity 3 Credits

Prerequisite: IT 501 (may be taken concurrently)

An exploration of the components of a comprehensive information systems security plan including such critical areas as planning and

administration of security, the security program, access control and network security measures, Internet and e-commerce security issues, physical protection of computing facilities, and the legal and regulatory aspects of information security. Students will learn how to protect an organization from computer crime and potentially malicious behavior, and to ensure confidentiality, availability and data integrity through several hands-on case studies. Students will review the ten domains ISC2.

IT 566 Security Program Management 3 Credits

Prerequisite: IT 565

It is important that security is viewed as an integral part of all aspects of the business. To that end, this course will review the strategies and processes needed to build an overall security program and infrastructure to protect the business assets. This course will emphasize the need for policy development and related practices, procedures, monitoring strategies, and enforcement. Metrics are an essential part of measuring the ability of an organization to meet its goals and IT security metrics will be reviewed and evaluated in detail in this course.

IT 567 Business Continuity, Resilience, and Crisis Management 3 Credits

Prerequisite: IT 565

Information security systems are only as good as their weakest link. The threats facing an organization can come from malicious attacks, mistakes, and acts of nature. As the dependence on technology grows, the need for planning on how an organization can recover quickly from interruptions is an essential role for technology leaders. This course will focus on the processes, tools and techniques needed to provide for business continuity and recovery in the event of an outage. It is important that technology leaders prepare for these types of interruptions and build resilience and redundancy into their systems. This course will review the various methods to achieve a resilient security posture. Lastly, when a crisis occurs the first reaction is often chaos. This course will introduce students to the fundamentals of crisis management to assist the organization in an organized, thoughtful, and well-prepared response to unexpected events which includes ensuring the safety and security of employees and communications with the external environment.

IT 575 Network and Enterprise Architecture 3 Credits

Prerequisite: IT 501 (may be taken concurrently)

This course will provide a management focus on insights, guidance, and best practices on the role of enterprise architecture and integration in building an effective technology infrastructure. The strategies that are involved in integrating multiple platforms, processes applications, domains, and technology tools will be discussed. The importance of understanding the business requirements will be presented along with tools and techniques to accurately collect and define those requirements. The use of Business Process Modeling (BPM) techniques will be presented as a method of designing and documenting an integrated technology architecture and management strategy.

Course Descriptions

IT 576 Data and Decision Making 3 Credits *Prerequisite: IT 575*

This course introduces students to the use of enterprise relational database systems to collect, organize, analyze, query and report on data and information relevant to the business. The course will build on the design of databases and review the concepts of strategic data analytics as it applies to business decision making and planning. The student will be introduced to the business drivers for data analytics and its impact on the ability of a company to compete effectively. The student will examine the core components of databases and data analytics including logical and physical infrastructure, algorithms and analysis. This course also familiarizes the student with more advanced use of tools used during the data analysis process. The student will then learn to develop and use a variety of decision support techniques including decision trees, decision service, data modeling, big data, and data mining.

IT 577 Management of Emerging Technology 3 Credits *Prerequisite: IT 501*

This course will focus on identifying tools and techniques for assessing the value of emerging technology trends to various organizations. The course will include discussions on the role of digital Darwinism, disruptive technologies, the new customer hierarchy, and the risks and benefits of innovation. Case studies will be utilized to examine strategies of success and failure used by businesses and their use of emerging technologies.

IT 599 Capstone 3 Credits *Prerequisite: Completion of a minimum of 30 credit hours in the MSIT program*

The Capstone Project provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at a Capstone Fair at the end of the semester.

Management

MGT 201 Principles of Management 3 Credits *Prerequisite: None*

This course introduces the fundamental principles of management and traces its development from classical beginnings to its present concepts and styles. Students discuss current management practices and future trends, and review applicability of management skills to all businesses and professions.

MGT 303 Behavioral Management 3 Credits *Prerequisite: MGT 201*

This course explores individual and group workplace behavior in a dynamic and rapidly changing environment. Students analyze the cause and effect of behavior and interrelationships between people in their roles within organizational settings. Students also discuss strategies for effective relationships and productive responses to change.

MGT 404 Human Resources Management 3 Credits *Prerequisites: BL 420 and MGT 201*

This course examines the managing and interrelating of people within an organization. Students discuss the process of selecting people to meet job requirements; responsibility for improving both the capabilities of people to perform their roles and their responsiveness to the needs of the organization; and how to develop efficient managers.

MGT 405 Management and Labor Relations 3 Credits *Prerequisite: MGT 404*

This course examines the framework of management and labor relations. Students review the collective bargaining process; key issues in management; labor relations; negotiation of the management-union contract; and performance issues.

MGT 410 Production and Operations Management 3 Credits *Prerequisites: MGT 303 and QM 301*

In this course, students will become familiar with the tools used by the production and operations functions within a business.

Students apply the systems approach to understanding various sub-functions of the production system, including interrelationships among the subsystems. Students review production concepts and productivity management, plus related topics such as production planning; process planning; capacity planning; facility planning; material requirement planning; inventory control work; quality control; and maintenance.

MGT 453 Organizational Leadership 3 Credits *Prerequisites: COM 320 and MGT 303*

This course explores the leadership of modern organizations. Students assess historical and contemporary theories of leadership, and the relationships between the leaders and followers within an organization. Students also discuss the effectiveness of various leadership styles, as well as a leader's impact on organizational structure, culture, decision-making processes, communications, and goal attainment.

MGT 457 Global Management 3 Credits *Prerequisite: MGT 303*

This course provides for a critical examination, evaluation and discussion of the cultural, political, and economic issues driving global change. The course also explores the historical forces that have created the connected global environment and the impact that interconnectedness has had on people's lives in the

Course Descriptions

21st century. Students will investigate and discuss the benefits and challenges of the global issues affecting human beings as well as business sectors throughout the world. A primary goal of this course is to encourage and support students' increased analytical awareness of the evolving forces responsible for global social and economic change and to recognize the complexity of modern global relationships, which transform not only business environments but personal lives as well.

MGT 461 Business Strategy and Policy (Capstone) 3 Credits

Prerequisites: BBA-GB: ACC 418 or COM 340, FIN 315, MGT 303 and QM 301; BBA FIN: ACC 418 or COM 340, FIN 315, MGT 303, QM 301 and concurrent with FIN 425; BBA MGT: ACC 418 or COM 340, FIN 315, MGT 303, QM 301, and concurrent with MGT 410; BBA MKT: ACC418 or COM 340, FIN 315, MGT 303, QM 301 and concurrent with MKT 460

This capstone course enables the student to apply the tools and analytical skills for planning and controlling the operations of a business. Through the analysis of cases, the student will design strategies, formulate policies, and solve managerial problems. The student will also evaluate corporate missions, objectives, strategies, tactics, policies, and execution while considering the ethical implications of those actions.

MGT 462 Diversity and Inclusion 3 Credits

Prerequisite: MGT 303

This course is designed to explore and examine the world of work as seen through a multicultural lens. Special emphasis will be placed on the forces of change that have created a dynamic, multicultural, and socially diverse workforce. In addition, an exploration of how the interplay of economics, legislation, politics, consumerism and organizational complexity have created not only opportunities but also challenges for the equitable treatment of all employees. A theme-dominated approach will be used to synthesize broad topics into manageable content and provide the student with a framework in which to critically analyze each topic area.

MGT 463 Managing Technology as a Strategic Resource 3 Credits

Prerequisite: IT 335, MGT 303

Building on students' knowledge of the role of information technology in modern business, this course will explore the management of technology as a strategic resource. In the 21st century, managers must be able to identify business trends, scan the horizon for new technologies, and analyze the implications of that technology – positive and negative – on the organization. As a result, to be effective managers must be able to not only select and employ the most effective technology solutions to increase organizational efficiency and effectiveness but also to create a culture of innovation to foster intrapreneurship within the organization. Students will become conversant in the language of business technology and demonstrate their ability to analyze and develop strategies for business success through the application of emerging technologies.

MGT 471 Small Business Management 3 Credits

Prerequisite: MGT 303

This course focuses on the general concepts of small business. Students examine credit practices, franchising, location, inventory, and other topics particularly crucial in a small business setting. The case method approach is emphasized in this course.

MGT 483 Directed Study in Management 3 Credits

Prerequisite: Written permission of the department chair

This course is designed to allow the student an opportunity to investigate a management topic not otherwise studied in the curriculum. The directed study can be approved for 1, 2, or 3 semester hours of credit. Students must initiate the request to pursue a directed study through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

MGT 485 Process Improvement/Benchmarking 3 Credits

Prerequisite: MGT 201

This course provides the student with the understanding, tools, and methods currently used to implement process improvement and benchmarking activities in an organizational or small business setting. Students review related concepts and analyze the cost of quality and continuous improvement strategies in order to implement change.

MGT 488 Management Internship 3-9 Credits

Prerequisite: MGT 303; Personal interview and written permission of department chair required. Students must have a minimum GPA of 3.000.

This course provides the student with an opportunity to further develop their practical knowledge of management. Students will conduct an internship for credit and up to 40 hours of weekly work assignments. BBA Management students are allowed a maximum of 9 credit hours in internship courses toward graduation requirements.

MGT 501 Management 3 Credits

Prerequisite: COM 510

This course explores the basic theoretical understandings, methodologies, approaches, and practices necessary for managing twenty-first century organizations. Students develop an understanding of organizations as complex but adaptive systems and explore the mechanisms necessary to create and promote individual and organizational learning and growth. In addition, by reflecting on their own personal characteristics, students will work to develop plans for their personal and professional development.

MGT 502 Foundations for Business Success 3 Credits

Prerequisite: None

This course is required for non-business undergraduate applicants admitted into the Master of Arts in Business degree program. It will provide fundamental concepts across a comprehensive set of business disciplines. Its intent is to

Course Descriptions

ensure the student a successful transition to the graduate-level Master of Arts in Business. This course is fully online and is comprised of different learning modules, of which students will be evaluated. Each module covers a specific business discipline: Accounting, Business Law, Business Policies, Economics, Ethics, Finance, Global Business, Information Technology, Management, Marketing, and Statistics.

MGT 503 Human Resource Management and Organizational Behavior 3 Credits

Prerequisites: MGT 502 (allowed concurrent). Must be taken within first 9 semester credit hours.

As socio-technical systems, organizations are comprised of not only the techniques, tools, and systems that support the work but also the components that provide the structure to accomplish that work. In addition, the knowledge, skills, and behaviors of the people who perform the organization's work also play a critical role in the economic performance of the firm. This course provides students with the solid grounding in the business concepts and terminology necessary for success in the Master of Arts in Business program. This foundation is achieved by exploring the historical and contemporary theories, practices, and realities of individuals, groups and teams, as well as the tools and structures necessary to achieve optimal organizational performance of the organization as a whole in the dynamic twenty-first century.

MGT 539 Project and Program Management 3 Credits

Prerequisites: COM 525, MGT 502, and MGT 503

Successful organizations reach their goals through the application of project and program management processes. Project management focuses on shorter-term tasks, timelines and goals of a project. Program management involves strategic, corporate execution at a senior level, generally with larger scale impact to company finances and business goal achievement. Students will explore both project and program management and acquire the skills to manage smaller project initiatives as well as oversee program management endeavors. Concepts can be applied to existing organizations as well as to entrepreneurial initiatives.

MGT 540 Strategic Planning for Businesses and Entrepreneurs 3 Credits

Prerequisite: Must have 21 semester credit hours completed

Business organizations are consciously created, deliberately structured entities. In the complex, competitive, and dynamic marketplace of the twenty-first century, managers need to address and solve problems at both the organizational and the individual level. This problem-based, active learning course is designed to enable students to focus on not only acquiring the knowledge and skills necessary to recognize, interpret, and solve these issues, but also to develop the critical, reflective, and entrepreneurial thinking necessary to act as a change agent.

Using case-based scenarios, students will examine the elements of an organizations' system, its current position within that system, and the decisions necessary to generate a competitive advantage. Concepts will be applied to existing organizations as well as to entrepreneurial endeavors.

MGT 546 Strategic Management of Organizations as Complex Adaptive Systems 3 Credits

Prerequisite: MGT 501

This course provides the foundation for the strategic management of contemporary organizations and briefly surveys organizational theory for the characteristics of organizations and their adaptive mechanisms. In addition, systems theory is used to develop an understanding of organizations as complex, dynamic, learning systems that require feedback for continuous adaptation. The implications of this perspective for the strategic management of the firm are explored.

MGT 547 Strategic Management of Human, Structural, and Relationship Capital 3 Credits

Prerequisite: MGT 546

This course addresses the importance of intangible assets is justified by examining the broader changes in societies and economies in the past and through to the current unique dynamics of the knowledge age. The management of the strategic resources of the organization, with a focus on the intangible human, structural, and relationship capital, are explored. Human, structural, and relationship capital are then investigated in depth as critical means for achieving competitive advantage in the current environment.

MGT 548 Strategic Management of Knowledge and Innovation 3 Credits

Prerequisite: MGT 547

This course examines the generation of organizational knowledge and how that asset can be leveraged to help the organization innovate, adapt and create a competitive advantage. The dynamic learning processes of individuals, groups, and entire organizations are studied, illuminating the role of learning in the strategic management of the firm. The contemporary literature on innovation theory is surveyed, as are the organizational practices that facilitate innovation.

MGT 549 Managing Strategic Renewal and Change 3 Credits

Prerequisite: MGT 548

This course examines the processes that support the evolutionary and revolutionary changes necessary for achieving and maintaining competitive advantage. The activities within the change processes, and the different roles needed to perform them, are studied. The various ways in which strategic change and renewal are integrated into the broader processes of strategic management are explored.

MGT 555 Global Human Resources Management 3 Credits

Prerequisite: None

This course focuses on the overall Human Resource function. How organizations acquire, develop and retain an effective workforce will be explored; developing skills in managing employees rather than on training personnel specialists. Topics include requirements analysis, designing work for individuals and

Course Descriptions

teams, selection and training, compensation and recognition, organization development and health, safety and security. Additionally, consideration is given to employee/labor relations, diversity, and the contracting of employees and employee services in a global environment.

MGT 557 Labor Relations 3 Credits *Prerequisite: MGT 555*

This course deals with developing and maintaining effective management-labor relationships. Students become familiar with the history and trends of the labor movement, collective bargaining unit, grievance resolution, and employee involvement in company management.

MGT 558 Managing Employee Development and Training 3 Credits *Prerequisite: MGT 555*

Assessing employee and training strategies from a management perspective are explored in this course. Students focus on the development of an organization training strategy through innovation, needs analysis, training design, and program evaluation. The course also surveys training methodologies, instructional design, and e-training and related technologies for effective management of programs.

MGT 559 Managing Total Compensation 3 Credits *Prerequisite: MGT 555*

This course is designed to review the importance of total compensation in today's business environment. The course content will focus on management's role in administering equitable, incentive-based compensation practices and plans and employee benefits programs. Students will have the opportunity to explore contemporary approaches to total compensation, including topics such as performance-based pay practices; job analysis and evaluation; internal consistency and external competitiveness; salary surveys; incentive systems; performance appraisals; and benefits programs. Discussion of relevant regulatory practices, laws, and the importance of strategic compensation will also be covered. Students completing the course will be expected to have acquired an understanding of how total compensation influences employee motivation and productivity.

MGT 565 Operations Management 3 Credits *Prerequisite: QM 520*

This course covers the management and integration of production resources. Students learn how to deal with increasing effectiveness and efficiency in the selection of site and facilities; process; equipment and layout; organization and training; and structure and methods of distribution.

MGT 595 Study Abroad 3 Credits *Prerequisite: Written permission of the department chair*

The Walsh Study Abroad course offers students an opportunity to study and travel in countries around the world. Students are able to experience new cultures in a unique learning environment. Destinations and course specifics will vary. Please refer to the current course registration packet for available options.

MGT 610 Human Resource Management Capstone 3 Credits

Prerequisite: MGT 670

This capstone course in the HRM Specialization integrates all aspects of human resource management principles, theories, and current practices to apply, synthesize and integrate the body of knowledge required in six areas required for Certification in Professional Human Resources (PHR) and Senior Human Resources (SPHR) by the Human Resource Certificate Institute (HRCI) of the Society for Human Resource Management (SHRM). Students apply critical thinking, analysis, and evaluation of the human resource functions in business management, strategy, organizational design, workforce planning, training, human resource development, compensation, benefits, employment law, employee and labor relations, and risk management. Students will gain an in-depth preparation for specific issues and current practices in the human resource management functional areas to develop acumen in HRM skills and acquire competencies required for certification of human resource professionals in the field.

MGT 650 Capstone – Business Planning 3 Credits *Prerequisite: Must have 24 semester credit hours*

This capstone course serves as the culmination of the student's graduate studies, providing an opportunity to integrate, synthesize, and apply the principles, knowledge, skills, and practices acquired across the MA in Business program. Using an activity-based approach, students will apply the theories acquired to create a written business plan to acquire the necessary resources to initiate an entrepreneurial endeavor that either expands an existing organization or creates a startup venture. In addition, students will develop and deliver a formal presentation marketing the proposed business plan that can be pitched to prospective investors.

MGT 670 Designing and Leading Competitive Organizations 3 Credits

Prerequisites: MBA: Completion of a minimum of 30 semester credit hours; MSM: Completion of a minimum of 24 semester credit hours; MSITL: Completion of a minimum of 27 semester credit hours; Dual MBA/MSF: Completion of a minimum of 45 semester credit hours; Dual MBA and MSM/MSMKT/MSITL: Completion of a minimum of 48 semester credit hours

Building on the conceptual knowledge developed throughout the program, this course explores the entire organizational system; the strategic decisions necessary to determine an organization's identity, its competitive advantage, scope, and positioning as well as the organization's placement in the industry, national, and global environments. In addition to this macro view of the organization, this course also examines the managerial decisions necessary to structure the organization to execute its strategy and the actions and processes needed to align, motivate, and lead the human capital charged with implementing organizational change.

Course Descriptions

MGT 680 Strategic Management: Audit of an Organization 3 Credits *Prerequisite: MGT 670*

This course serves as the culmination of the student's graduate studies, providing an opportunity to integrate, synthesize, and apply the principles learned across the MBA and MS programs. In this experiential, performance-based course, students will refine and advance their knowledge and skills through the performance of a systematic strategic audit. This activity-based approach to a contemporary business case will not only sensitize students' to the real-world challenges businesses face but will also allow them to demonstrate their ability to assess organizational success in an ambiguous, dynamic, and complex 21st century environment. Using a structured approach, students will identify the entire spectrum of critical elements that comprise the organization, comprehensively analyze the systemic context of the corporation, assess the company's relative degree of success, and recommend sound strategic alternatives to ensure future organizational success.

Marketing

MKT 202 Principles of Marketing 3 Credits *Prerequisite: None*

This course examines the principles, concepts, and practices of marketing products and/or services in organizations. Students will learn how the marketing mix (i.e., product, price, promotion, and distribution) impacts the achievement of corporate goals and objectives. Students will also assess legal, regulatory, consumer/socioeconomic, internal, and external environmental factors; forecasting; and resource availability and utilization considerations in the marketing-management-decision-making processes.

MKT 307 Marketing Management 3 Credits *Prerequisite: MKT 202*

This course studies market analysis concepts and provides the methods and tools for establishing appropriate information used in effective marketing decision-making. Students will expand their knowledge of basic marketing principles; discuss the tools for marketing problem analysis, and examine strategically oriented cases. Students will learn analysis, planning, and implementation, and will prepare an original marketing plan. Analytical decision-making is emphasized in this course.

MKT 309 Advertising and Promotional Management 3 Credits *Prerequisite: MKT 202*

This course examines the role of managing the promotional aspect of the marketing function from the perspective of marketing leadership. Students review the theory of developing a promotional mix based upon consumer behavior and communication.

Advertising, sales promotion, public relations, and the management of the total marketing mix will also be explored.

MKT 415 Consumer and Buyer Behavior 3 Credits *Prerequisite: MKT 202*

This course addresses the economic, psychological, sociological, and anthropological variables associated with consumer and buyer behavior. Students learn the basic factors influencing consumer behavior; the models used to explain this behavior; and the implications of these marketing concepts and public policy issues. Discussion and analysis of consumer behavior attributes are also explored, including motivation, perceptions, attitudes, beliefs, personality, reference groups, demographics, lifestyle, cultural factors, and others.

MKT 425 Sales Management 3 Credits *Prerequisite: MKT 202*

This course examines the organization and administration of a firm's selling efforts. Students will discuss recruitment selection, training, compensation, evaluation, budgeting, market assessment, segment analysis, territory alignment and quotas, and development and motivation of the sales force.

MKT 435 Marketing Research 3 Credits *Prerequisites: MKT 202 and QM 202*

This course introduces market research concepts and techniques for collection, analysis, and interpretation of data for effective marketing decisions. Students learn problem definition; research design; questionnaire construction; sampling; attitude scaling; and statistical analysis. Students will conduct research and also evaluate and present their findings.

MKT 445 e-Marketing Communication 3 Credits *Prerequisite: MKT 202*

This course surveys the use of the Internet as a global marketing communication tool. Emphasis is on using the Internet and new technology channels to interact with customers, locate marketing and corporate information, as well as to disseminate product and service information. Students will be introduced to marketing techniques using a wide range of technology platforms, including email, discussion groups, and the World Wide Web. The final project is the analysis or construction of a simple Website.

MKT 453 Social Media Strategies 3 Credits *Prerequisite: MKT 202*

Online word of mouth, social search, buzz, and the influence of networks are changing the way businesses market to new and existing customer bases. As marketers, we must be ready to leverage social media and its many benefits to help our organization drive ROI, cut marketing costs, and enhance customer relationships. This class emphasizes how to utilize social media from marketing, PR, customer, and sales perspectives. Lastly, we'll take a further look at social etiquette, policy, content strategy, tools, metrics, and legal implications.

Course Descriptions

MKT 460 Strategic Marketing 3 Credits

Prerequisites: MKT 309, MKT 415, and MKT 435

This capstone course enables students to apply all of the knowledge obtained during the marketing degree process to problems in high-level marketing decision-making. Through the analysis of cases, the student will design strategies to address a variety of marketing situations including marketing as a business value creation process, target market selection and positioning, development of integrated marketing programs, creation and cultivation of brand identity, and the establishment of long-term marketing advantages.

MKT 483 Directed Study in Marketing 3 Credits

Prerequisite: Written permission of the department chair

This course is designed to allow the student an opportunity to investigate a topic not otherwise studied in the curriculum. The directed study can be approved for 1, 2, or 3 semester hours of credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

MKT 487 Not-for-Profit Marketing 3 Credits

Prerequisite: MKT 202

This course focuses on the necessary skills and effort involved in managing a non-profit organization. Students will develop hands on experience at the work site under the supervision of the instructor. Scheduled trips to non-profit businesses located in the Detroit metropolitan area are conducted.

MKT 488 Marketing Internship 3-9 Credits

Prerequisites: MKT 202; Personal interview and written permission of Department Chair required. Students must have a minimum GPA of 3.000

This course provides the student with an opportunity to further develop their practical knowledge of marketing. Students will conduct an internship for credit and up to 40 hours of weekly work assignments. BBA-Marketing students are allowed a maximum of 9 credit hours in internship courses toward graduation requirements.

MKT 525 Marketing and Branding 3 Credits

Prerequisites: COM 525, MGT 502, and MGT 503

This course prepares students to connect a business with prospective customers and clients through the study of contemporary marketing techniques. The primary concepts in the course include 1) the development of a brand to build a distinctive image and to establish the basis for market value among consumers; and 2) an assessment of marketing strategies to communicate that image and corresponding value proposition to potential customers. Branding and marketing are essential concepts for professional to effectively translate their talents into an economy where markets offer a wide variety of competing choices. Students in this course will participate in and write about four essential marketing experiences and complete a branding project.

MKT 541 Public Relations Strategies 3 Credits

Prerequisite: MKT 550

This course involves students examining the role, process, strategy, tactics, and application of public relations from an integrated perspective, including the similarities and differences compared to advertising, marketing and journalism. Students will be exposed to the legal, ethical, social responsibility, and professional standards of the field and explore how persuasion, public opinion, and crisis communications are influenced in a dynamic, technology driven global society. Students will examine research techniques as a method to systematically gather information about an organization's environment, stakeholders, and competitors. Emphasis will be on developing public relations documents including media releases, pitches, and social media communications. Students will work in teams to develop and propose a full public relations program plan for an actual client.

MKT 542 Consumer Insights 3 Credits

Prerequisite: MKT 550

This course explores the relationship between consumer decision making and the creation of a brand's competitive advantage.

Students will explore how an understanding of merging trends can enhance marketing propositions and create brand value. Methodologies for generating and evaluating consumer insights, including qualitative and quantitative research techniques, will be explored.

MKT 543 Creativity and Innovation 3 Credits

Prerequisite: MKT 550

Creativity and innovation are the essential contributors to success for many of today's organizations. Some of the most significant gains in shareholder value in recent years are due to a culture of creative innovation. Many consider a culture of creativity and innovation as the only sustainable competitive advantage available to firms. This course is designed to explore factors that stimulate and inhibit creativity in individuals, groups, and organizations and to introduce you to the practices necessary to stimulate and manage innovation. The initial part of the course will examine creativity, focusing on the social conditions which lead to new ideas and technologies. The second part of the course will consider the way in which new ideas and technologies are instituted and resisted. Ultimately, this course will focus on developing new ways of thinking, which are different from those typically learned in Graduate Business programs.

MKT 550 Marketing Fundamentals 3 Credits

Prerequisite: None

This course examines how a business conveys the value of its product and services to customers. Students examine various methods to identify customer needs; product design; customer and product service; and communicating with current and potential customers. Students also analyze competition; consumer analysis; product pricing and promotion; channels of distribution; and company capabilities.

Course Descriptions

MKT 551 Consumer Behavior

3 Credits

Prerequisite: MKT 550

This course explores the factors affecting behavior in the acquisition of products and services. Students learn the general principles of individual, group, and family behavior as they relate to specific demographic differences and similarities within a given population. Students learn to identify methods of establishing consumer behavior patterns to project trends and to formulate appropriate marketing decisions.

MKT 555 Marketing Application and Metrics

3 Credits

Prerequisite: MKT 550

This course is designed to provide the knowledge and skills necessary to develop marketing strategy at the enterprise level. The course will focus on issues such as the selection of which businesses and segments to compete in, how to allocate resources across businesses, segments, and elements of the marketing mix, as well as other significant strategic issues, such as philanthropy and ethics in marketing. Emphasis will be placed on designing and measuring the effectiveness of marketing strategies and reinvention of market-focused initiatives. The participants will engage in a team-based set (2) research case studies. In addition, there are several opportunities to interject their personal thoughts in a non-graded self-reflection manner.

MKT 560 Brand Management

3 Credits

Prerequisite: MKT 550

While products and services can often be copied, consumer attitudes are much more difficult to replicate. This course provides insights into how effective brand strategies can be created to establish and strengthen consumer attitudes and the implications for brand management practitioners. Through an integration of theory and practice the course will provide a perspective on the brand management function as part of corporate marketing. Contemporary examples of brand management will be discussed and critiqued.

MKT 588 Marketing Internship

3 Credits

Prerequisite: MSMKT: Completion of a minimum of 27 semester credit hours

Students are allowed to propose internships that they have arranged to the program director or students will be offered opportunities arranged by the college. Practicums may be paid or unpaid depending on the circumstance of the project.

MKT 589 Consulting Project

3 Credits

Prerequisite: MSMKT: Completion of a minimum of 27 semester credit hours

This required MSMKT course allows students to apply their accumulated skills and experiences into a supervised practicum. This practicum can take the form of an internship or consulting project that is approved by the program director. Students are allowed to propose internships that they have arranged to the program director or students will be offered opportunities arranged by the college. Practicums may be paid or unpaid depending on the circumstance of the project.

Quantitative Methods

QM 202 Statistical Methods for Business

3 Credits

Prerequisite: None

An in-depth study of descriptive statistical concepts, techniques, and tools applicable to business and business decision-making. Methods of collecting, summarizing, and describing data and related measures of central tendency and dispersion are examined. Students describe and analyze data using measures of central tendency and descriptive statistical tools, including graphs and other comparative techniques. Topics include data types; probability; sampling; sampling distributions; and estimation.

QM 301 Statistical Inference for Management Decisions

3 Credits

Prerequisite: QM 202

Building upon the content of QM 202, this course focuses upon data interpretation through the use of inferential statistics. By the end of the course, each student will demonstrate the ability to select and use inferential statistical tools to analyze a variety of datasets from varying business-based application settings, and will justify, report, and interpret the results of such analyses.

Students will apply these skills to critique and interpret research reports that are represented within business literature from various business settings. Students will also be introduced to quantitative methods involving differing probability distributions that require the use of less typical data analysis tools such as non-parametric statistical tests. Hypothesis testing with parametric tests include Z, T, and F correlations and regression analysis is also covered.

QM 520 Business Analytics

3 Credits

Prerequisite: None

This course in business analytics develops important skills in data analysis, modeling, and decision making under uncertainty. It is designed to train students to use valid inferences data to inform their decision. The topics covered in the course include exploratory data analysis, probability, analysis, estimation, simulation, hypothesis testing, and regression analysis. Business Analytics emphasizes application of analytical techniques through its lectures, case analysis and discussions, and computer exercises. Effort is made to translate the statistical results into language understood by non-technical audiences and similar communication is expected from students. Real-world cases of successes and failures with analytics-based business strategies are considered. This course presents topics from statistics and decision theory that can help clarify managerial problems and aid in selecting appropriate courses of action to enhance decision-making ability. The focus is on analysis, interpretation, and application of data collected for management decision making. Topics include sampling, statistical inference and hypothesis testing, analysis of variance, chi-square, correlation and regression analysis, and applications to statistical process and quality control (SPC) and industrial experimentation (DOE).

Taxation

TAX 490 Essential Tax Skills in the New Economy 3 Credits

Prerequisite: None

This course is a study of the general principles of federal income taxation. Consideration will be given to both the taxation of individuals and to the taxation of business. Students will be able to apply their knowledge of these general principles to analyze introductory level tax issues faced by individuals and their businesses.

TAX 495 Tax and Business Taxation I 3 Credits

Prerequisite: ACC 202 or ACC 300

This course is a study of the general principles of federal income taxation. Consideration will be given to both the taxation of individuals and to the taxation of business. Students taking this course are strongly advised to take TAX 496 the next semester enrolled.

TAX 496 Tax and Business Taxation II 3 Credits

Prerequisite: TAX 495

This course is a continuation of TAX 495, and will consider more advanced topics in both general and business taxation. Students taking this course are strongly advised to take TAX 497 the next semester enrolled.

TAX 497 Tax and Business Taxation III 3 Credits

Prerequisite: TAX 496

A continuation TAX 495 and 496. Advanced topics to be considered include advanced partnership, taxation, income taxation of trusts and estates, estate and gift taxation, and corporate distributions, redemptions, and liquidations.

TAX 500 Advanced Tax Research Writing, and Citation Methodology 3 Credits

Prerequisites: TAX 501 and TAX 599

A sophisticated and high-level study of tax writing and the methodology of federal tax research. Consideration will also be given to the proper form of citation for various legal authorities encountered during tax research and to the techniques required for the adequate reporting of research results. The use of the Internet and CCH Tax Research Network™ will also be studied. It will be assumed that all students taking this course have a thorough knowledge of all but the most advanced research techniques. When taken by an MST student, the course must be taken no later than as the sixth three-credit-hour course.

TAX 501 The Role of Legal Authorities in Taxation 3 Credits

Prerequisites: TAX 595 (may be taken concurrently) MST students should take this course or TAX 599 as their first course in the MST program.

This course is a study of the basic principles of law and taxation. Students study statutory construction, case analysis, administrative precedent, and the role and function of legislative

history as applied in the federal law context. Basic concepts of law as applied to the federal tax system are illustrated throughout the course.

TAX 507 Tax Accounting 3 Credits

Prerequisites: TAX 501 (may be taken concurrently) and TAX 599

This course is a systematic study of the basic concepts of tax accounting. Students study periods and methods; changes in periods and methods; depreciation and cost recovery; inventories including dollar value LIFO; and section 482 allocations.

TAX 509 Sales and Exchanges of Property 3 Credits

Prerequisites: TAX 501 (may be taken concurrently) and TAX 599

A study of the Internal Revenue Code as it applies to sales and exchanges of personal and real property. Particular emphasis is given to capital gains and losses; Section 1231 gains and losses; and to non-recognition transactions, including like-kind exchanges; involuntary conversions; sale of a residence; and foreclosures. Installment sales, taxable sales of businesses, and sales involving securities and commodities are also considered in detail. The at risk rules and the passive activity loss rules will also be studied.

TAX 510 Basic Concepts in Corporate Tax (Corporate Tax I) 3 Credits

Prerequisites: TAX 501 and TAX 599; (TAX 507 and TAX 509 are recommended, but not required)

Basic concepts involved in federal law as it applies to the formation and related operations of corporate enterprises and associations that are treated as corporations. Topics include computing the corporate tax, controlled groups, tax-free incorporations, dividends, earnings and profits, and Subchapter S Corporations. An introduction to consolidated tax returns will also be included. Students will be required to prepare a Form 1120 and an AMT Schedule.

TAX 525 Advanced Concepts in Corporate Taxation including the Consolidated Tax Return (Corporate Tax II) 3 Credits

Prerequisites: MST: TAX 510; MAC/MAC.W: TAX 596

This course covers advanced topics in federal tax law as it applies to corporations. Students study redemptions, liquidations, mergers and other reorganizations, corporate divisions, carryovers of corporate tax attributes, taxable acquisitions and the rules for filing a consolidated corporate tax return.

TAX 531 Partnership and LLC Taxation 3 Credits

Prerequisites: TAX 501 and TAX 599; (TAX 507 and TAX 509 are recommended, but not required).

This course examines the federal income tax treatment of partnerships and partners. Students study partnership formation, problems of partnership operation including distributions, sales and exchanges of partnership interests, partnership terminations and liquidations, special basis adjustments, and the role of partnership as investment vehicles. The treatment of limited liability companies and limited liability partnerships are also examined. Students will be required to prepare a Form 1065.

Course Descriptions

TAX 532 Income and Transfer Tax Consequences for Estate and Trusts 3 Credits

Prerequisites: MST: TAX 501 and TAX 599; MAC/MAC.W: TAX 596

This course is a study of the estate gift, and generation-skipping transfer taxes and the income taxation of estates and trusts. Emphasis is placed on the after-death planning, affirmative uses of trust rules, treatment of specialized trusts such as irrevocable trusts, insurance trusts, charitable trusts, and grantor trusts.

TAX 540 Tax Practice and Procedure 3 Credits

Prerequisite: TAX 501

This course is a study of federal tax practice and procedure. Topics to be considered include audits, administrative appeal procedures, tax forums, organization of the Internal Revenue Service, ruling procedure, statutes of limitations, interest and penalties, assessment, collection (including offers in compromise, liens, levies, and transferee liability), and the Freedom of Information Act. Tax fraud is covered briefly.

TAX 550 International Taxation 3 Credits

Prerequisites: TAX 500, TAX 501, TAX 510, TAX 531, and TAX 599

This course will incorporate high-level discussion, application and presentation of current event tax topics across a variety of subjects taught in the core MST program. Emphasis will be placed on the synthesis of complex tax concepts and the ability to demonstrate, recognize and evaluate the technical policy, economic and practical application aspects of the topics.

TAX 560 Planning and Current Issues in Taxation 3 Credits

Prerequisites: TAX 500, TAX 501, TAX 510, TAX 531 and TAX 599

This course will incorporate high-level discussion, application and presentation of current event tax topics across a variety of subjects taught in the core MST program. Emphasis will be placed on the synthesis of complex tax concepts and the ability to demonstrate, recognize and evaluate the technical policy, economic and practical application aspects of the topics.

TAX 583 Directed Study in Taxation 3 Credits

Prerequisite: Written permission of the program director

A student wishing to investigate a topic not otherwise studied in their curriculum may elect a 1 to 3-semester-credit-hour directed study course. In general, a directed study will earn general elective credit and may only be used to substitute for required coursework with the permission of the department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than 6 semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

TAX 595 Tax and Business Taxation I 3 Credits

Prerequisite: ACC 500 (may be taken concurrently); MST: None

This course is a study of the general principles of federal income taxation. Consideration will be given to the taxation of individuals and to the taxation of business. This course is substantially similar in content to TAX 495. However, additional assignments

on tax research will be required. Students taking this course are strongly advised to take TAX 596 the next semester enrolled.

TAX 596 Tax and Business Taxation II 3 Credits

Prerequisite: TAX 595 Undergraduate: TAX495. Not open to MST students.

This course is a continuation of TAX 595 and will consider more advanced topics in both general and business taxation. This course is substantially similar in content to TAX 496. However, an additional research assignment will be required, as well as an additional class on tax research and writing.

TAX 598 Tax Return Seminar 3 Credits

Prerequisite: MAC/MAC.W: TAX 596; MST: TAX 510 and TAX 531

This course is a practical seminar to introduce different types of tax return filings. The following U.S. Income Tax Forms will be prepared and analyzed: Form 1040, U.S. Individual Income Tax Return, Form 1120, U.S. Corporate Income Tax Return, Form 1120 S U.S. Income Tax Return for an S Corporation, Form 1065, U.S. Return of Partnership Income, Form 4797, Sales of Business Property, Form 8824, Like-kind Exchanges, Schedule D, Capital Gains and Losses. The related tax principles to accurately prepare basis returns will be emphasized. Related practice and procedure requirements in dealing with the Internal Revenue Service will also be addressed.

TAX 599 Introduction to Tax Research 3 Credits

Prerequisite: TAX 595 (may be taken concurrently); MST students should take this course or TAX 501 as their first course in the MST program.

An introduction to the basic concepts and techniques of tax research, including the use of the Walsh College Tax Portal and RIA Checkpoint.® The relative value of statutes, judicial precedents, administrative interpretations, and legislative history as sources of authority will also be studied at an introductory level; however, emphasis will be placed on the techniques for discovering the sources of authority in tax law.

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CMA

For a complete listing of Walsh College Clinical and Adjunct faculty, please visit www.walshcollege.edu/faculty.

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Academic Calendar

Dates pertain to 11 week courses. Shorter courses may have different dates.

Check your syllabus for specific information. Registration for Fall 2018, Winter 2019, Spring 2019, and Summer 2019 will begin on July 30, 2018 for all students.

Fall 2018

Classes Begin	September 19
Last Day to Register or Add Classes	September 25
Last Day for 100% Tuition Refund	September 26
Last Day to Drop Classes	October 2
Last Day for 50% Tuition Refund	October 2
Withdrawal Period Begins	October 3
Winter 2019 Graduation Application Deadline	November 1
Last Day to Withdraw	November 20
Thanksgiving Recess (No classes)	November 21 – 25
Final Exam Week	December 3 – 8
Semester ends	December 8

Winter 2019

Classes Begin	January 7
Last Day to Register or Add Classes	January 13
Last Day for 100% Tuition Refund	January 14
Martin Luther King, Jr. Day Observance (No Classes)	January 21
Last Day to Drop Classes	January 20
Last Day for 50% Tuition Refund	January 20
Withdrawal Period Begins	January 21
Spring 2019 Graduation Application Deadline	February 1
Last Day to Withdraw	March 11
Final Exam Week	March 19 - 25
Semester ends	March 25

Academic Calendar

Spring 2019

Classes Begin	April 1
Last Day to Register or Add Classes	April 7
Last Day for 100% Tuition Refund	April 8
Last Day to Drop Classes	April 14
Last Day for 50% Tuition Refund	April 14
Withdrawal Period Begins	April 15
Summer 2019 Graduation Application Deadline	May 1
Last Day to Withdraw	June 3
Memorial Day Recess (No classes)	May 27
Final Exam Week	June 11 - 17
Semester ends	June 17

Summer 2019

Classes Begin	June 24
Last Day to Register or Add Classes	June 30
Last Day for 100% Tuition Refund	July 1
Independence Day Recess (No classes)	July 4
Last Day to Drop Classes	July 7
Last Day for 50% Tuition Refund	July 7
Withdrawal Period Begins	July 8
Fall 2019 Graduation Application Deadline	August 1
Last Day to Withdraw	August 25
Labor Day Recess (No Classes)	September 2
Final Exam Week	September 3 - 9
Semester ends	September 9

* Due to Independence Day, a make-up session will be required for Thursday classes only.

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Notice of Nondiscrimination

The College strives to maintain an environment free of discrimination and harassment. The College prohibits discrimination or harassment based on any protected status on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. The College complies with all applicable federal and state laws regarding nondiscrimination including, but not limited, to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination and Employment Act of 1967, Michigan's Elliott-Larsen Civil Rights Act and Michigan's Persons With Disabilities Civil Rights Act.



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