



GRADUATE CATALOG 2026-2027

Pfeiffer University
PO Box 960
48380 US Highway 52
Misenheimer, NC 28109
800-338-2060

Pfeiffer University/Albemarle
245 East Main Street
Albemarle, NC 28001

Accreditation

Pfeiffer University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and master's degrees. Pfeiffer University may also offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Pfeiffer University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

This Catalog is not to be regarded as an irrevocable contract between a student and Pfeiffer University. The information in this catalog applies to the academic year 2026-2027 and is accurate and current, to the best of Pfeiffer's knowledge, as of June 2026. Pfeiffer University reserves the right to change fees, programs of study, academic requirements, faculty, the academic calendar, and other items described herein without prior notice, in accordance with established procedures.

Revised June 2026

Notice of compliance with federal law

Title IX

Pfeiffer University is committed to providing equal access to its educational programs, activities, and facilities to all otherwise qualified students without discrimination on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or any other category protected by applicable state or federal law. An equal opportunity employer, Pfeiffer affirms its commitment to nondiscrimination in its employment policies and practices. In compliance with Title IX (20 U.S.C Sec. 1681 et seq.) Pfeiffer University prohibits sex discrimination, including sexual harassment. For student-related disability discrimination concerns, contact the disability services coordinator at 704-463-3366. For all other concerns, including any arising under Title IX, contact the director of human resources, who is also Pfeiffer's Title IX Coordinator, 704-463-3067.

Title VII

Pfeiffer University employs individuals and admits students of any race, color, or national origin to all rights, privileges, programs, and activities generally accorded or made available to students at the University. It does not discriminate on the basis of race, color, or national origin in the administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other university-administered programs.

Furthermore, Pfeiffer University trustees have determined that students are not denied admission, rights, privileges, programs, or activities on the basis of religion, veteran status, sex, sexual orientation, or ethnic origin; nor will the University discriminate on the basis of religion, veteran status, sex, sexual orientation, or ethnic origin.

Section 504

Pfeiffer University does not discriminate against employees, students, or applicants who are disabled. This policy is in keeping with Section 504, the Rehabilitation Act of 1973 as amended.

Age Discrimination Act

Pfeiffer University does not discriminate against students or applicants on the basis of age. This policy is in keeping with the Age Discrimination Act of 1975 and with the EEOC Age Discrimination Act.

International Students

Pfeiffer University is authorized under Federal law to enroll non-immigrant alien students. At the present time, the Graduate School is not enrolling any new international students.

Exchange Visitors

Pfeiffer University has been designated by the U.S. Department of State as a sponsor of exchange visitor programs.

FERPA

Pfeiffer University further complies with the provisions of the Family Educational Rights and Privacy Act of 1974, as amended. This act, as it applies to institutions of higher learning, ensures that students have access to certain records that pertain to them and that unauthorized persons do not have access to such records. A copy of the act and the University's policy regarding student educational records and information is available upon request at the Office of the Dean of Student Development.

Information on Crime Statistics and Graduation Rates

This information is available upon request from the Dean of Students in the Student Development Office.

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Mission Statement

Pfeiffer University delivers a transformational, personalized education wherein students are shaped by a gifted, diverse, and committed community of mentors. Graduates are prepared to lead, have the disposition to serve, and possess the wisdom and skills to facilitate health and prosperity throughout the region and the world.

Pfeiffer University Health Sciences Center

245 East Main Street
Albemarle, NC 28001

Pfeiffer University Misenheimer (main) Campus

48380 U.S. Hwy 52 N
Misenheimer, NC 28109
Phone: 704-463-1360
FAX: 704-463-1363

Website: [Pfeiffer University Website \(www.pfeiffer.edu\)](http://www.pfeiffer.edu)

Table of Contents

The Pfeiffer University catalog for Graduate programs is a reference manual for current students, faculty, staff, and others. It describes the University programs for the 2026-2027 academic year and provides other information about Pfeiffer's graduate programs. The largest section of the catalog contains, in alphabetical order, the areas of study available. It defines some terms commonly used at Pfeiffer and describes the programs that are offered, the requirements for each, and special services available; a listing of the faculty, staff, and trustees of Pfeiffer University; the history of the university; the academic calendar for 2026-2027; and other information.

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General Information and Policies for Graduate Programs

About Pfeiffer

Pfeiffer is a comprehensive United Methodist-related University, with multiple campuses that are committed to educational excellence, service, and scholarship. We value diversity and promote the attainment of full academic and personal potential through accessible traditional undergraduate and graduate programs. The church-related vision of the University encourages our students to embrace the Christian values of human dignity, integrity, and service as they become servant leaders and lifelong learners.

Rolling Admission

Pfeiffer has a rolling admission policy. The Office of Enrollment Management reviews each application as soon as all required documents are received and informs the student of the admission decision as soon as possible.

Campus Visits

Prospective students are welcomed and encouraged to visit the campus. Applicants should contact the Office of Admissions to arrange a visit.

Graduate Programs Overview

The academic departments at Pfeiffer offer excellent graduate experiences. These include Master's degrees in Business Administration, Organizational Change, Business Administration/Organizational Change, Health Administration, Health Administration/Business Administration, Health Administration/Organizational Change, Human Resources, and Teaching, all offered online. The Master of Science programs in Physician Assistant Studies and Occupational Therapy Programs are offered in Albemarle, NC.

Graduate students in the online programs generally take two/three courses during the fall and spring and two courses during the summer. Graduate students in the Physician Assistant Studies and Occupational Therapy Studies programs take a full schedule of courses prescribed by those programs.

For more information, contact:

Pfeiffer University Office of Admissions

PO Box 960

48380 US Hwy 52 N

Misenheimer, NC 28109

Phone (704) 463-3104

gradadmissions@pfeiffer.edu

Admissions Requirements for Graduate Degree-Seeking Candidates

Admission to the Online Graduate Programs

Students who apply for admission to one of the online graduate programs must document that they have:

- Completed a baccalaureate program at an accredited college or university with a satisfactory grade point average.
- A completed application
- Official transcripts demonstrating completion of a baccalaureate degree and all graduate coursework attempted
- Complete other requirements as listed under specific programs
- Once admitted to a graduate program, students may not transfer to a different graduate program without meeting the requirements of the new program.

For additional requirements, refer to the specific graduate degree program within this catalog.

Note: For additional requirements, refer to the specific graduate degree program within this Catalog.

Conditional Acceptance to Graduate Programs

Applicants who hold a baccalaureate degree, but do not meet the formal requirements for graduate admission, may be granted conditional admission. Full graduate standing is granted when these students satisfactorily complete prescribed courses or otherwise remove deficiencies. When admitted on conditional acceptance, graduate students must complete any outstanding prerequisite course requirements within their first twelve semester hours taken at Pfeiffer University. All graduate students are expected to maintain a minimum GPA of 3.00 during their academic career at Pfeiffer.

Individuals considering applying to one of the Graduate Programs at Pfeiffer University can apply online at: www.pfeiffer.edu/applynow or by contacting:

Pfeiffer University

Office of Admissions

48380 US Hwy 52 N

Misenheimer, NC 28109

Phone (704) 463-3104

gradadmissions@pfeiffer.edu

Graduate Transfer Credit Policies

Pfeiffer University accepts courses earned at other institutions provided that:

- The grade earned in the course was a B or higher.
- MBA, MHA, and MSOC students may transfer up to nine (9) semester hours of comparable business-related graduate-level work into these programs.
- MAT-Master of Arts in Teaching students may transfer up to nine (9) semester hours of comparable education-related graduate-level work into these programs.
- MHA joint degrees-MHA/MBA students may transfer up to a total of twelve (12) semester hours of comparable business-related graduate level studies and comparable health administration-related graduate level studies into the Pfeiffer program.
- MHA joint degrees-MHA/MSOC students may transfer up to a total of twelve (12) semester hours of comparable organizational management-related graduate level studies and of comparable health administration-related graduate level studies into the Pfeiffer program.
- MBA joint degrees -MBA/MSOC students may transfer up to twelve (12) semester hours of comparable business-related graduate level studies and of comparable organizational management-related graduate level studies into the Pfeiffer program.
- MSCMHC students may transfer up to a total of nine (9) semester hours of comparable mental health counseling program-related graduate-level coursework. This is subject to review and approval by the department.
- MSOT Program students may transfer up to six (6) semester hours of comparable occupational therapy program-related graduate level course work. This is subject to review and approval by the department. Graduate transfer

credits will only be considered for graduate-level courses completed with a grade of “B” or higher within the last five (5) years.

- MSPA does not accept transfer credits into the Master of Science in Physician Assistant Studies program.

Transient Students

Students enrolled in a graduate program at another regionally accredited college or university who want to take courses at Pfeiffer University may take a maximum of 6 semester hours. An application must be completed and submitted to the **Office of Admissions** three weeks before course enrollment.

Credits for Correspondence Courses and Workshops

Credits earned in workshops or Continuing Education credits cannot be counted toward a bachelor’s or master’s degree. Except for certain credits completed while in military service, credits earned in correspondence or through work/life experience may not be used to satisfy a degree requirement.

Non-Degree Seeking Candidates (all programs)

- Submit a completed application.
- Have an official transcript demonstrating completion of a baccalaureate degree and transcripts documenting all graduate coursework attempted previously sent to the Office of Admissions.

Applicants who, at the time of their application, did not intend to pursue the master’s degree, but who later decide to pursue that degree, may count no more than twelve (12) graduate hours taken as a non-degree student toward the master’s degree program. Non-degree students must meet the same academic standards as degree-seeking students in order to continue enrolled in graduate courses with the University.

Re-Admitted Students

- Students returning to Pfeiffer University after an absence of two (2) or more semesters must reapply to the university at: <http://explore.pfeiffer.edu/applynow/inquiryform>.
- Readmitted students follow the graduation requirements of the catalog that is in effect at the time of their return, or a subsequent catalog.
- A student who was admitted to a graduate program and would like to be re-admitted to a different graduate program must meet the requirements of the new program.
- Students who left while on academic probation or suspension should have a mathematical chance that the GPA will rise to meet the Academic Good Standing Scale during an additional probationary period. Students are strongly advised to repeat any course with an unsatisfactory grade as soon as they return to the university.
- If a student was placed on Academic Suspension at the time they completed their last registration, the student must submit a Letter of Explanation to the Director of Graduate Admissions explaining the reasons for academic difficulties in the past, and any steps the student is planning to take to improve their academic standing. The student must also meet with an academic advisor to prepare a study plan that will ensure success upon readmission to the University.
- If a student has attended another college or university since their last enrollment date at Pfeiffer University, official transcripts from each college attended must be sent to the Office of Graduate Admissions. If the student has not attended Pfeiffer University for 3 or more years, he/she must resubmit transcripts demonstrating completion of a baccalaureate degree and any graduate coursework previously attempted to the Office of Admissions.
- Re-admission is at the discretion of the University.
- Previously suspended students returning or readmitted must appeal for the reinstatement of their financial aid.

Costs and Financial Policies

It is not anticipated that costs in this Catalog will be increased. However, Pfeiffer University reserves the right to make necessary adjustments in fees at any time.

Graduate Tuition and Fees: 2026-2027 (PA and OT Tuition in separate table)

Full-time status is defined as carrying a course load of 6 semester hours during the Fall or Spring semester. Changes in course loads during the semester that result in changes in a student's full-time or part-time status will be reflected in tuition adjustments on the student's account.

Tuition Charges and Fees	Per Semester Hour
Tuition	\$400.00
Audit Fee+	\$400.00
Other Graduate Charges and Fees	
Advanced Tuition Deposit	\$150.00
Application Fee	N/A
Re-admission Fee	N/A
Late Payment Fee	\$150.00
Course Reinstatement Fee	\$75.00
International Trip	TBD
Graduation Fee	\$95.00
Late Graduation Fee (in addition to the grad fee)	\$75.00
Returned Check Fee – per check	\$25.00
Reflectivity Fee (EDUC 679)	\$100.00
Clinical Teaching Experience Fee (EDUC 629A)	\$200.00
Transcripts	\$10.25

+Audits allowed only when space is available in class. No academic credit is earned in an audit registration

Physician Assistant Studies Tuition and Fees

COMPREHENSIVE FEE TUITION AND FEES: Spring 2025 Cohort ~ 2025-2027							
	Spring 2025	Summer 2025	Fall 2025	Spring 2026	Summer 2026	Fall 2026	Spring 2027
Tuition	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230
Orientation Fee	\$1,000						
Fees	\$2,100	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Equipment Fees	\$800						
Clinical Support Fees	-	-	-	-	\$3,600	\$3,600	\$3,600
Comprehensive Program Tuition and Fees	\$16,130	\$14,030	\$14,030	\$14,030	\$17,630	\$17,630	\$17,630
TOTAL							\$ 111,110

COMPREHENSIVE FEE TUITION AND FEES: Spring 2026 Cohort ~ 2026-2028							
	Spring 2026	Summer 2026	Fall 2026	Spring 2027	Summer 2027	Fall 2027	Spring 2028
Tuition	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230	\$12,230
Orientation Fee	\$1,000						
Fees	\$2,100	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Equipment Fees	\$800						
Clinical Support Fees	-	-	-	-	\$3,600	\$3,600	\$3,600
Comprehensive Program Tuition and Fees	\$16,130	\$14,030	\$14,030	\$14,030	\$17,630	\$17,630	\$17,630
TOTAL							\$ 111,110

COMPREHENSIVE FEE TUITION AND FEES: Spring 2027 Cohort ~ 2027-2029							
	Spring 2027	Summer 2027	Fall 2027	Spring 2028	Summer 2028	Fall 2028	Spring 2029
Tuition	\$13,500	\$13,500	\$13,500	\$13,500	\$13,500	\$13,500	\$13,500
Orientation Fee	\$1,000						
Fees	\$2,100	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Equipment Fees	\$800						
Clinical Support Fees	-	-	-	-	\$3,600	\$3,600	\$3,600
Comprehensive Program Tuition and Fees	\$17,400	\$15,300	\$15,300	\$15,300	\$18,900	\$18,900	\$18,900
TOTAL							\$ 120,000

2026-2028 Occupational Therapy MSOT Tuition and Fees

Tuition	1st Year	2nd Year	TOTALS
Fall 2025	\$10,792.00		
Spring 2026	\$10,792.00		
Summer 2026	\$10,792.00		
Fall 2026		\$10,792.00	
Spring 2027		\$10,792.00	
Summer 2027		\$10,792.00	
TOTAL Tuition	\$32,376.00	\$32,376.00	\$64,752.00

ADDITIONAL FEES	1st Year	2nd Year	TOTALS
MSOT Program Fee	\$1500.00	\$1500.00	\$3,000.00
Clinical Year Rotation Fee		\$2,000.00	\$2,000.00

Payment of Tuition and Fees

Tuition and fees, and all other costs, are due and payable on or before the beginning of each semester or summer session. For the convenience of students and their families, Pfeiffer offers several methods of payment for charges not covered by financial aid. Cash, personal check, VISA, American Express, Discover, and MasterCard credit/debit cards are accepted.

Important: Credit/Debit card payments and electronic check payments can be made online through My.Pfeiffer.

Payment Plan

An interest-free monthly installment plan is available for the payment of tuition and fees due at the time of registration. This plan is currently managed by a third-party vendor. Enrollment in the payment plan can be done by logging on through My.Pfeiffer. Early enrollment and establishment of the plan is strongly encouraged. The Management Company assesses enrollment fees, which are payable at the time of enrollment. Late fees will be assessed if payments are not received in accordance with the terms of the plan. Additionally, the management company will terminate your plan for nonpayment. In such a case, the balance owed to Pfeiffer University will be due and payable.

If a student has not honored prior payment plan terms, Pfeiffer University reserves the right to deny that student the benefit of a payment plan.

Credit Balances

A credit balance on the student account is paid to the student within 14 days of the credit's origination, provided the credit is a result of Title IV funding.

Withdrawal Refund Policy – Full-time and Part-time Students

Pfeiffer University has established a fair and equitable refund policy in accordance with the requirements of the University's accrediting agency and the U.S. Department of Education. This policy pertains to all students who cease attendance in all classes, either through official withdrawal or without notification. It is always the student's responsibility to withdraw from unwanted courses. Withdrawal forms are available at My.Pfeiffer and at the Registrar's Office: registrar@pfeiffer.edu.

Withdrawal Effect on Financial Aid Package

When a student enrolls, the student receives an aid package for the entire semester. On the date when the semester is 60% complete, the student has earned 100% of this package. If a student withdraws before this date, known as the 60%-point, Pfeiffer University is required to determine the amount of federal financial aid the student has earned from the time of enrollment to the point of withdrawing. The Office of Financial Aid performs a calculation known as Return of Title IV, which was developed by the US Department of Education and is defined below. Federal aid administered under Title IV of the Higher Education Act of 1965 includes PELL Grants, SEOG, Perkins Loans, Direct Loans, and PLUS loans.

In addition to federal funds, Pfeiffer University also applies this same methodology to calculate the amount of state aid, institutional aid, and other scholarship awards that have been earned by the student.

Outside scholarships (those received from non-federal, non-state, or non-Pfeiffer agencies or organizations) are also subject to the calculation. Any unearned portion of a scholarship will be returned to the granting agency or donor.

Withdrawal Effects on Charges

Refunds of tuition charges are based on the last date attended. If the student does not officially withdraw, the University will attempt to establish the last date of academic activity; if no clear date is determined, the midpoint of the semester will be the default date. No refund is allowed for fees, books, or other charges. Tuition is earned at the same rate as financial aid.

Return to Title IV Calculations

- $\text{Number of Days Completed} = \text{Last Date Attended} - \text{Date Semester Began}$
- $\text{Percentage of Aid Earned} = \frac{\text{Last Date Attended} - \text{Date Semester Began}}{\text{Total Days in Semester}}$
- $\text{Aid to be Returned} = (100\% - \text{Percentage of Aid Earned}) \times \text{Aid Disbursed to Student for Institutional Charges}$
- $\text{Percentage of Tuition Earned} = \text{Percentage of Aid Earned}$
- $\text{Tuition to be Refunded} = (100\% - \text{Percentage of Tuition Earned}) \times \text{Total Semester Tuition Charges}$

These calculations determine the amount of financial aid the student has earned during the semester, the unearned aid to be returned, the tuition earned by the University, and the amount to be credited back to the student account. Federal regulations have mandated that the amount of unearned aid will be returned in this prescribed order:

- 1) Unsubsidized Federal Direct Loans
- 2) Subsidized Federal Direct Loans
- 3) Federal PLUS Program
- 4) Federal Perkins Loan Program
- 5) Federal Pell Grant Program
- 6) Federal SEOG Program
- 7) Other Title IV Programs
- 8) Other federal programs
- 9) State programs
- 10) Private or Institutional Assistance
- 11) The student

The student should realize that a balance might be owed to the University after aid is returned. The student should contact the Business Office to establish payment arrangements or pay the balance in full.

Example

The Spring Semester began on 1/15/20xx and ended on 5/3/20xx. The total number of days in the semester minus scheduled breaks of 5 days or more is 109. A student last attended on 2/3/20xx. The number of days completed in the semester was 19. 19 days completed divided by 109 total days in the semester yields 17.4% of the semester that was completed by the student. Therefore, the student earned 17.4% of federal, state, institutional, and all other scholarship aid; the university earned 17.4% of the tuition. 82.6% of the aid disbursed to the student would need to be returned; 82.6% of the tuition would be credited back to the student's account.

Student Suspension/Dismissal

In unusual and unfortunate circumstances, a student may be suspended or dismissed during the semester for academic or disciplinary problems or nonpayment of accounts. In such cases, a student will not receive a refund of charges. If the suspension/dismissal is before the 60% point in the semester, all sources of financial aid awards (federal, state, institutional, and any other scholarship) will be adjusted using the Return to Title IV calculation.

Unpaid Accounts

Students with an unpaid balance will not be permitted to pre-register for the next semester. Transcripts and final grade reports will not be issued unless all charges are paid in full. Degree candidates will not be permitted to participate in graduation ceremonies and will not receive a diploma until all tuition, fees, and fines are paid in full.

Unpaid accounts may be given to a collection agency. If financial obligations are not fulfilled, the student agrees to reimburse Pfeiffer University the fees of any collection agency, which may be based on a percentage of a maximum of 34% of the debt, and all costs and expenses, including reasonable attorney's fees, we incur in such collection efforts.

If a student disputes the unpaid balance, written documentation supporting the claim must be provided to the Business Office for investigation. Any communication with a University official should be documented with names, dates, and details of the conversation. Copies of forms from professors, advisors, counselors, etc., that substantiate your claims should be provided.

Returned Checks

Checks that are returned to the Business Office for any reason must be taken care of immediately. There is a service charge of \$25.00 for each returned check. Returned checks will only be deposited twice. People whose checks are returned more than twice lose their check-cashing privileges. The maker of the returned check will be contacted by the Business Office. Continued failure to pay the debt will result in legal action.

General Financial Aid (FA) Information

Each year, Pfeiffer awards approximately \$25 million in assistance to over 90% of the student body. Financial assistance at Pfeiffer University is available to students from three different sources: federal, state, and institutional. Financial aid is awarded in a "package" or combination of different types of assistance from various sources. Scholarships, grants, loans, and campus employment are integral parts of the financial aid program.

Assistance is based upon two criteria, need and merit. Need-based assistance is determined by information from the Free Application for Federal Student Aid (FAFSA). Merit-based assistance is determined by academic and artistic achievement.

Satisfactory Academic Progress is required for awards and scholarships. For information about Financial Aid and Satisfactory Academic Progress, read the section entitled Satisfactory Academic Progress/Academic Standing in the Academic Policies section of the catalog.

In addition, Pfeiffer University students must maintain a "full-time" course load to be eligible for the various scholarships and awards. **Students must reapply each academic year for Financial Aid.**

FA Application Procedure

1. Apply for admission to Pfeiffer University.
2. Complete the required FAFSA as soon as possible after October 1st. When completing the FAFSA be sure to authorize the release of the information to both Pfeiffer University and the agencies in your state. The FAFSA must be completed online at www.fafsa.ed.gov. The school code is 002955.
3. Financial aid eligibility is determined after a student has been offered admission and after the FAFSA has been received and processed. Financial aid information is sent electronically to students and may be accessed via the my.pfeiffer.edu student portal.
4. Financial Aid is disbursed at the beginning of each semester as credits against tuition first, and room and board costs second.
5. Students eligible for educational benefits through the Veterans Administration, the Social Security Administration or Vocational Rehabilitation should apply directly to these agencies and inform the Office of Financial Aid.

Scholarships and Grants

These are non-repayable gifts that can be based on need and/or merit. Need-based eligibility is determined by FAFSA data and/or academic achievement.

Possible sources include:

- Federal Pell Grant (need-based)
- Federal SEOG (need-based)
- Community and external scholarships

Loans

Loans available to Pfeiffer University students (based upon eligibility) include:

- Federal Direct Loans (subsidized and unsubsidized)
- United Methodist Student Loans
- Private and alternative Loans from outside organizations, agencies, and individuals

First-time borrowers must complete entrance loan counseling and a master promissory note before loans can be disbursed.

Time Payment Programs

Information is available from the Business Office by calling 704-463-3019.

FA Contact Information

The Financial Aid Office is open 8:00 a.m. to 5:00 p.m., Monday through Friday.

For more information about financial aid, contact:

The Office of Financial Aid
Pfeiffer University
P.O. Box 960
Misenheimer, NC 28109
financial.aid@pfeiffer.edu
704 463-3060

VA Education Benefit Programs and GI Bill/VA student information

Eligibility for GI Bill education benefits is determined by the military service member's length of service and/or circumstance (disability or death) of the veteran, active-duty service member, reservist, and National Guardsman. Eligibility of family members and/or of the service member is based on the criteria set forth by the U.S. Department of Veterans Affairs and Veterans Benefits Administration (VBA).

Requirements for Enrollment Certification and Financial Clearance

All students seeking verification of military/VA education benefits must apply for those benefits at:

<https://explore.va.gov>

Your application for education benefits links your information to your school and any benefits assigned, based on the specific Chapter of entitlement. **VBA will send a Certificate of Eligibility (COE)** directly to the service member or dependent. Students seeking to utilize GI Bill/military/VA education benefits for enrollment and financial clearance must provide a copy of the COE to Pfeiffer's VA Certifying Official. The COE will also note any eligibility and qualification for the Post-9/11 Yellow Ribbon program.

New students attending under any GI Bill education chapters (CH-33, CH-33/Y, CH-35, CH-31, CH-1606) must complete an **Enrollment Certification request form**. This internal Pfeiffer form must be completed before the first day of class. Contact Pfeiffer's VA Certifying Official (heidi.abbott@pfeiffer.edu) for questions about your enrollment certification process, confirming your attendance, or assistance with financial clearance.

Tuition, fees, book costs, and any housing stipends are governed by the VA education benefit program.

Benefits and current rates for VA education benefits are updated during July and October each year and posted to the VA website. **Information on specific benefit rates of payment can be found at:**

<https://www.va.gov/education/benefit-rates>

Traditional undergraduate students **attending under Post 9/11-Chapter 33 or Chapter 31 cannot participate in Pfeiffer's Follett Access program for books**, and must contact the bookstore directly to waive this option. Please contact the bookstore for more information about this process.

Undergraduate students attending under GI Bill education benefits must declare their major by their Sophomore year.

Academic Standing for Students Attending Under VA Education Benefits

Satisfactory academic progress will be determined at the end of every semester (For more information, see Satisfactory Academic Progress (SAP) information within the published university catalog.) VA educational benefit recipients must meet both a "qualitative" and a "quantitative" standard to maintain eligibility for VA educational benefits.

Students attending must earn at least 67% of the hours that they attempt towards the degree. A student attending through VA education entitlement benefits must meet the same academic standards noted under Pfeiffer's Academic Policies.

Students academically suspended will be terminated for VA purposes. Any change in enrollment status or program of study must be reported to the VA Certifying Official.

Attendance Policy for Students Attending Under VA Education Benefits

Student attendance is required during the first six (6) days of class. Students are expected to attend and participate in all class sessions to ensure academic success. Attendance policies are noted by faculty members and should be printed in the syllabus as well as announced as such to the class. It is the responsibility of the student to know and understand any attendance policy for any course they are enrolled in.

STUDENTS are required to notify the VA Certifying Official if they add courses, drop courses, or stop attending courses. VA benefits are calculated and paid per diem. Non-attendance could require the student to make repayment to the VBA's Debt Management Center. Attendance and the last known date of work for course registration are recorded in the student database file. Student registration records, the student academic transcript, and the student statement are used during VA compliance audits to confirm attendance as well as non-attendance.

Pfeiffer University recognizes the **unique situations that Veteran and/or military service members may be subject to in relation to military orders. Pfeiffer maintains a "military service leave" of absence policy to protect**

students from undue hardship caused by forces outside of the student's control, such as military service obligations for deployment or training.

Definition: For purposes of this policy, a “military service leave” is a university approved withdrawal from all in-progress classes, necessitated by military order for deployment or training (voluntary or involuntary) in the US armed forces (including service members of National Guard or Reserve) that will be for a period of more than 7 days during a semester – but no more than 10 days of instruction, within the semester.

The military service member, student, or Veteran student must provide advanced notice of deployment or training orders along with their intention of taking a “military service leave” of absence to Pfeiffer’s VA Certifying Official and/or Pfeiffer’s Registrar. The student must also be proactive in contacting each of their instructors about the deployment or required military service training. Pfeiffer University’s policy notes that absences caused by deployment or training orders will not count toward the total number of absences allowable per the attendance policy of each class in which that student is enrolled. Failure of a military service member student or Veteran not providing official orders for deployment or training will not receive a notation of a “military service leave” of absence.

If the military deployment or training will last more than 10 days within the semester, the university will note that the student has withdrawn for military service under the military service leave policy. Students who are granted a military service leave under this type of “withdrawal” (extending over 10 days during the semester) will receive a 100% refund of tuition and fees charged for the semester, if said withdrawal is noted before the reported census date for federal enrollment reporting guidelines. If payments for tuition and fees were processed and received after Pfeiffer’s enrollment certification to VBA, and those tuition and fees were paid directly to the student’s account, and the student received a tuition and fee refund from the business office, funds must be returned to VBA/VA instead of being refunded to the student.

Pfeiffer’s team (VACO/Registrar, instructors of said student, and financial services) will collectively discuss each case to determine the best way to assist the veteran or military service member, to meet the requirements of their deployment or military training. Pfeiffer’s team will communicate with the student regarding any additional forms or academic planning required by instructors and advisors to assist the student in completing their program objectives.

Pfeiffer University acknowledges that some classes, such as biology and clinicals in nursing and allied health programs, have unique content; it may not be possible for a student to receive an extension on the assignments in these courses.

If the GI Bill student, Veteran, or service member remains deployed for an entire semester – or up to a period of one academic year – Pfeiffer will waive the requirement for re-application processing and fees, as long as the student returns to the same program of study.

For more information about academic policies, the withdrawal process, or tuition and fee information, please consult our online catalog for current policy guidelines and updates during the academic year.

Military (ACE) Credit Approval and Academic Assessment

The American Council on Education (ACE) can determine the college credit for military training and/or experience. The ACE Military Guide is used to award college credit to military-connected learners, based on the MOS, rank, training, and the requirements and qualifications of known military standards. Through a Department of Defense (DoD) contract for the U.S. Armed Services, ACE is the sole source of information for courses and occupations evaluated for the military. Pfeiffer requires the Joint Services Transcript (JST) to review and enter any eligible credits within the student’s academic record.

Office of Information Technology

Pfeiffer University is dedicated to providing professional technical assistance to its students through a local IT Help Desk. Our team of knowledgeable Pfeiffer IT staff members is available to assist you from Monday to Friday, between the hours of 8 AM and 5 PM. We understand the importance of prompt and reliable support, which is why we offer multiple channels to connect with Pfeiffer Tech Support. To reach us, you can dial 704-463-3002, where our helpful support staff will be ready to assist you. Alternatively, you can also send an email to techsupport@pfeiffer.edu. We strive to respond to your inquiries promptly and efficiently.

In addition to these contact options, we have a dedicated online platform to streamline your support experience. By visiting <https://techsupport.pfeiffer.edu>, you gain access to a wealth of information, including a support request system and frequently asked questions. This comprehensive resource aims to address your concerns and provide solutions to common issues.

Kindly be aware that support for student-owned computers at Pfeiffer University is limited to network connectivity within the university campus and assistance with University-provided applications accessible through the Pfeiffer SignOn Portal, found at <https://signon.pfeiffer.edu>. The Pfeiffer SignOn Portal offers a convenient way to access all Pfeiffer Applications from a single screen using your Student ID and password. In addition, if needed, you can utilize the portal to reset your password or locate your student ID.

For face-to-face assistance, we invite you to visit our office located in Jordan Hall, Office 103. Our knowledgeable staff is available to provide walk-in assistance, hands-on instruction, and more during our office hours. At Pfeiffer University, we are committed to ensuring that your technology needs are met effectively and professionally. Don't hesitate to reach out to us for any assistance you may require.

Technology Requirements

Pfeiffer University places a strong emphasis on electronic coursework, and it is essential for all students to fulfill technical competencies in order to meet graduation requirements. A significant portion of coursework is conducted online, often involving team collaborations and requiring student mobility. Consequently, having a suitable laptop computer is crucial for academic success at Pfeiffer.

To ensure a smooth learning experience, the University highly recommends that all students invest in a laptop computer and Internet connectivity that meet the minimum requirements detailed below. Furthermore, it is mandatory for any student enrolling in an online class to possess a laptop computer and Internet connectivity that meet these minimum standards.

Windows Systems

- Windows 10 or later
- Intel Core i5 or i7 processor
- 8 GB RAM minimum
- 250 GB hard drive minimum (SSD preferred)
- Webcam

Macintosh Systems

- OS 12 (Monterey) or later
- Any latest generation Macbook

Pfeiffer University operates its network infrastructure using Microsoft's Active Directory system. It's important to note that while certain services are offered specifically for Windows users, they may not be fully available or compatible with Macintosh users. Pfeiffer provides Microsoft 365 Education Suite to all active students, including email, word processing, spreadsheets, presentations, and cloud storage.

Student responsibility includes ensuring the installation of appropriate security software. Windows users generally receive adequate software from Microsoft as part of their operating system. On the other hand, Macintosh users are advised to explore commercially available security products designed specifically for Mac systems.

Having broadband Internet access is essential for all Pfeiffer students. Non-residential and online students are required to coordinate with a local Internet Service Provider (ISP) to obtain the necessary service. Conversely, residential students enjoy the convenience of broadband connectivity already provided in their residence halls and other campus locations. Furthermore, wireless access is available in numerous campus areas for students to utilize.

Computer Purchase Program for Students

Student discounted pricing on computer purchases listed below:

[Apple Direct on the web](#): Available to current and newly accepted college students and their parents, as well as faculty, staff, and homeschool teachers of all grade levels.

[Lenovo Direct on the web](#): If you're a college or university student of any level, you can get exclusive savings by verifying through ID.me in cart.

[Dell Direct on the web](#): Members gain access to specialty pricing, exclusive offers, and Early Access for special events. Love your purchase or return it within 30 days.

[HP Direct on the web](#): University student and teacher discounts with up to 40% everyday savings. Plus, get free shipping and easy returns.

[Pfeiffer University Campus Store](#): Computer Systems and Accessories are available online and in person at the Campus Store located at in Stokes Student Center at the Misenheimer campus.

Pfeiffer University SignOn, Email, and Blackboard Accounts

Access to the Pfeiffer applications and lab computers requires a Student ID and Password. Pfeiffer account creation with SignOn Portal is sent to the student's home email address shortly after the student deposits and declares the intention to attend the University.

All Pfeiffer University students must use the assigned Pfeiffer University email for communications. Email account access information is sent to students' home email addresses as part of the Candidate enrollment process.

Blackboard is the University's online learning platform accessible through Pfeiffer's SignOn portal. Students can access their respective courses five days before the first day of the semester and will lose access forty-five days after final grades are submitted. Note: The grade appeal deadline is 30 days after the end of the semester.

Academic Assessment

Academic Assessment – General Information

Pfeiffer University is committed to continuous improvement in all areas. To that end, assessments are administered to students, faculty, staff, administration, and external constituencies regularly. In addition to these campus-wide evaluation procedures, each academic program has adopted learning outcomes designed to measure the effectiveness of instruction in the majors offered in all programs.

Advisory Boards

Program advisory boards, composed of individuals who are experts in the program field, will meet at least annually to review and provide feedback to many of the graduate programs.

Surveys

Surveys for Graduate Programs:

- **Faculty Self-Evaluations** - The primary purpose of these evaluations is to assist faculty members in assessing their teaching performance and involvement in other professionally related activities.
- **Student Evaluation of Instruction** - The evaluation of individual courses is an ongoing activity. The information in these reports should be used by faculty to aid them in course planning. With the individual faculty member's consent, they may also be used by the University in a well-defined program of faculty improvement when it has been initiated by the instructor and the administration of the university.
- **Student Review of University Programs and Services**- This survey is an opportunity for students to voice their opinion about University Programs and Services. It is conducted on an annual basis to foster continuous improvement.
- **Administration/Faculty/Staff Review of University Programs and Services** -This survey is conducted to provide an opportunity for Pfeiffer employees to voice their opinion about University Programs and Services. It is conducted on an annual basis to foster continuous improvement.

- **Survey of Graduates and Employers of Graduates** - Periodically, graduates of Pfeiffer are asked to complete surveys that enable the University to determine graduates' attitudes toward the educational preparation they received at Pfeiffer after they have become actively involved in their chosen occupations, graduate or professional programs. The university also periodically surveys employers of Pfeiffer graduates. Employers can furnish a unique perspective on institutional effectiveness.
- **Planning and Assessment** - The institution annually engages in ongoing institution-wide research-based planning and evaluation to ensure that the university is effectively accomplishing its mission.

Academic Support

Pfeiffer Library

The Gustavus A. Pfeiffer Library resources include approximately 100 online databases, which provide close to 63,000 full-text journals, 69,000 streaming audio and video files, and over 250,000 e-books that are searchable in an online catalog, along with four book stack levels containing over 110,000 print volumes and over 100 print journal titles. All online resources are available off campus as well. The library has a staff of four full-time librarians and one paraprofessional to assist students with research and other library needs, along with a 24-hour Ask-A-Librarian service. A computer lab is located on the 1st floor, tablets and laptops are available to check out, and a photocopier/printer is in the computer lab. The University Archives are also in the library building. Requests for books and journal articles not available in the library may be made to other libraries through the use of Interlibrary Loan. For information, ask at the Circulation Desk. The librarians can arrange for intra-library loans with the 125,000-volume collection on the Misenheimer campus and for inter-library loans with state, regional, and national libraries. Pfeiffer will also reimburse online graduate students for Friends of the Library or other membership fees to an academic library near them. For more complete information regarding library resources and services, refer to the website at <https://library.pfeiffer.edu>.

Writing Support

Each student has access to an enhanced student account with Grammarly. By using their Pfeiffer University e-mail address, students will automatically receive all services for free. For synchronous writing assistance, create an account with pfeiffer.upswing.io and select tutoring. By choosing writing, each student can meet with a writing tutor. For asynchronous writing assistance, use the same website to select writing. Each student can upload a document to be reviewed with feedback within 12 hours.

Tutoring Support

For tutoring support, please create an account with pfeiffer.upswing.io to select tutoring with a synchronous tutor for nearly every course. Faculty also have an open-door policy and are available for assistance.

Services to Students

Student Services

Open-door tradition - The open door is a long-standing tradition at Pfeiffer University. The administrative staff and faculty welcome opportunities to talk with students about any matter. Most faculty and staff keep posted office hours, but in some cases, an advanced appointment may be needed.

Student Conduct Statement

In applying for admission to the Graduate program, the student accepts the responsibility to observe proper decorum while on the University premises and when representing the University on official occasions. Students also agree to abide by an academic code of conduct, which includes honesty and integrity in all matters related to the pursuit of formal and informal education encouraged and promoted by Pfeiffer University.

Students will be informed in writing of the consequences of violations of the code of conduct. Consequences may include suspension or dismissal from the program. Decisions to suspend or dismiss may be appealed in writing within 72 hours to the Academic Affairs Committee. The appeal will be based upon a review of the written record. Students will be notified in writing of the decision of the Academic Affairs Committee.

Honor Code

Students enrolled in Pfeiffer University are expected to abide by an academic code of conduct that includes honesty and integrity in all matters related to the pursuit of formal and informal education encouraged and promoted by Pfeiffer University.

Students will be informed in writing of the consequences of violations of the code of conduct. Consequences may include suspension or dismissal from the program.

Decisions to suspend or dismiss may be appealed in writing within 72 hours to the Academic Affairs Committee. The appeal is based upon a review of the written record. Students are notified in writing of the decision of the Academic Affairs Committee.

Violations of the Honor Code

All cases involving the following behaviors are considered violations of the Honor Code:

(Further details are available under Academic Policies and Procedures in the student handbook.)

- Cheating in any form in academic matters, defined as willful participation in the unauthorized exchange or use of information while working on an examination or project designed to evaluate individual performance.
- Plagiarism, the appropriation and passing off as one's own writings or ideas of another.
- Attempting to cheat or plagiarize.
- Failure to report observed violations.
- Lying, stealing, or other conduct violations related to academic issues and situations.

Note: The Honor Code is understood to apply to all academic requirements of the university, including assessment testing, internships, entrance examinations, and classroom instruction.

Student Responsibilities

The following student responsibilities apply to all Pfeiffer University students:

- You must demonstrate adherence to the Honor Code by signing the Honor Pledge. The statement "I have neither given nor received unauthorized help" may be required on all work submitted for academic credit. If a faculty member requires the statement in writing, he/she may refuse to extend credit for work on which it does not appear. On work where the written statement is not required, faculty members still assume the student's compliance with the Honor Code.
- To report violations of the Honor Code. (Any student who witnesses a violation of the Academic Honor Code as defined and does not report the violation will be subject to action under the Honor Code.)
- To appear at hearings when charged with a violation or asked to appear as a witness.
- To respond fully and truthfully to legitimate questions or requests for information concerning Honor Code matters.

Student Disability Accommodations

All students requesting reasonable accommodation for special academic needs must:

- Obtain and complete a Disabilities Disclosure and Request Accommodation form
- Provide professional documentation to support the request
- Sign written release statements for the transfer of information to designated parties
- Contact Dr. Chip Palmer, Director of Student Support and Academic Success at (704) 463-3367
- In the event of a student's desire to file a disability-related grievance, a written description of the complaint should be sent to the person above. A panel will review the grievance.
- Please schedule an appointment with the Director of Student Support and Academic Success to discuss these issues.

Career Counseling Services & Internships

Pfeiffer University provides a variety of services aimed at helping students and alumni fulfill their career goals. Additionally, students have access to the Charlotte Business Journal portal for industry insights, professional jobs, and networking. The Office of Career Counseling is situated on the Misenheimer Campus and is staffed by a full-time professional who is available by appointment to assist with job searches, resume and cover letter writing, interview skill development, and myriad other services. To make an appointment, email careers@pfeiffer.edu.

Counseling Services

Students experiencing issues such as work-life balance, stress, family pressures, time management, etc., often struggle with keeping up with their academics. Students may benefit from counseling services. Pfeiffer University contracts with UWill to provide counseling services to students across all divisions of the institution. These services are free to enrolled students and are accessible virtually, day or night. To set up a profile, use your Pfeiffer email at <https://app.uwill.com/>. You can choose from immediacy, gender, language, ethnicity, and clinical need. If you have questions about accessing these services, contact support@uwill.com. Call (833) 646-1526 for help 24/7/365 (if you are experiencing a medical emergency, call 911).

Registration and Withdrawal Policies

Graduate Registration and Withdrawal Policies

Students are expected to register on or before the date designated in the academic calendar. Early registration is encouraged to ensure available space in desired classes. Advisors assist students in arranging a class schedule consistent with their interests and needs.

After the semester has started, registration for credit is limited to the add/drop period published on the university calendar.

Students must be in attendance to be considered registered. Students must also clear the Business Office or have a payment plan in place to be considered registered.

Course Load

A full-time graduate load is 6 to 9 credits, depending on the program requirements in the online graduate programs.

Auditing a Course

If a student desires to attend a class without credit, the student may enroll as an auditor if the class level is below maximum capacity. Auditors are expected to attend class, but no credit towards a degree will be awarded. Auditors are exempt from exams and other assigned projects and papers, but they may participate in regular classroom activities. Auditors must be accepted through the Admissions Office and must be duly registered. The name of the auditor will appear on the classroom roster, and the mark of AU (for Audit) will be recorded on the grade report and transcript. The AU mark will not affect the academic average. The charge for auditing is stated in the "Costs and Financial Policies" section of the catalog. The decision to take a course for credit or as an audit and the charge for the same cannot be changed after the "Add/Drop" period has concluded (the first week of classes).

Course Substitutions

Internal Course Substitution Policy - The substitution of an internal course requirement by another may be approved under the following circumstances:

1. The student completed another course, which resulted in similar learning outcomes as required from the course to be substituted, **or**
2. The course is no longer offered or will not be offered in time to be completed by the student before the student's graduation, **and** the student can take another course, which will result in similar learning outcomes as required from the one to be substituted.

Course substitutions are limited to 6 SH. In rare circumstances, exceptions to the 6 SH may be approved by the Dean and/or Provost. Advisors must report any course substitutions using the *Course Substitutions Form*. This form must be signed by the advisor and the major program coordinator and forwarded to the Dean's office for final approval. The Dean will send the approved forms to the Registrar's Office for processing. The deadline for this process is as soon as the need for a substitution is determined (preferably one year before graduation).

Prerequisites/Corequisites

Prerequisites are conditions that students must meet before registering for a particular course. These may include satisfactory completion of other courses or requirements, such as being a declared major in that area. Co-requisites may be taken during the same semester as the course for which the co-requisite is required.

Special Topic Courses

Groups of students wishing to study an area not normally offered in the Pfeiffer curriculum may do so in most disciplines by taking Special Topics courses. Special Topics content and numbers may vary depending on the level. Courses of this type are taught as regular courses and are normally placed on the schedule.

Incomplete Grade

At the discretion of the instructor, an incomplete (I) grade may be assigned when a student, who is otherwise passing the course, yet has not, due to circumstances beyond the student's control, completed all the work in the course. When the I grade is submitted to the Registrar, the instructor must also submit an Incomplete Grade Form, which contains, among other things, a reason for the I and lists the assignments to be completed. I grades are calculated as an F in the student's GPA and SAP calculations until replaced by a final grade.

Incompletes will become F grades automatically if the I grade is not removed by the deadline published for this purpose in the University Catalog. This is true whether the student is in attendance the following term at Pfeiffer University. Exceptions apply only under the following circumstances:

- For internships and practicum courses: a deadline must be included as part of the "Incomplete Agreement."
- When the student requests an extension with the instructor's approval due to a prolonged illness that can be documented with medical records, or due to military deployment.

Important: Students must not re-enroll in a course for which they have received an I grade. Students who choose to re-take the course, will have the I grade on the original course converted to F.

Dropping or Withdrawing from a Course

Students may officially drop a course during the first 6 calendar days of a regular semester without having the course appear on their record. After the add/drop period, Graduate students will be assigned a "W" if they withdraw from a course, up to the withdrawal deadline published in the University's Academic Calendar.

Students are advised to consult with the instructor and their advisor as soon as they make the decision to withdraw from a course, and if the decision to withdraw becomes firm, to process the appropriate *Course Withdrawal* form without delay. Withdrawal forms are available from the website at My.Pfeiffer and from the Registrar's Office: registrar@pfeiffer.edu. Withdrawals without notifying the Registrar will result in a failing grade (F) *.

Students may not withdraw from a course during the last 28 calendar days before the end of classes in a 16-week course. Students may not withdraw from a course during the last 7 calendar days before the end of an eight-week class.

Students who withdraw from courses to below full-time status (6SH) may have their financial assistance, including any VA benefits and scholarships, adjusted, which may result in a debt to the University. Students are advised to consult with the FA office and/or the VA Coordinator before dropping their enrollment status to less than 6SH.

* All W grades count as "Attempted" credits for GPA & SAP calculations.

Withdrawal from the University

After a conversation with their academic advisor, students may withdraw from the University at any point. However, depending on the time of the semester when a student withdraws from the University, the student may have financial assistance, including any VA benefits and scholarships adjusted, which may result in a debt to the University. Students are advised to consult with the FA office and/or the VA Coordinator before they withdraw from the University. *Withdrawal from the University* forms are available from the website at My.Pfeiffer and from the Registrar's Office: registrar@pfeiffer.edu. Students must submit withdrawal forms to the Registrar's Office in person, or email *Withdrawal from the University* forms to: registrar@pfeiffer.edu.

Students leaving the University without requesting an official withdrawal from the Registrar's office will receive failing grades (F) in each course for which they are registered and paid.

Medical Withdrawal

Students with medical documentation may be granted a medical withdrawal for the term and will receive a mark of W in all courses unless the attendance policy was violated prior to the medical problem. A medical withdrawal extends to all the courses in the term and not to individual courses. Students in need of a medical withdrawal must contact the Director of Student Support and Academic Success.

Student Record Policies

Policy on Student Records

Academic files are maintained for enrolled students in the Registrar's Office. These files are maintained for at least ten years after the student leaves Pfeiffer University. After ten years, all materials in the files may be destroyed, with the exception of academic transcripts. Academic transcripts are permanently retained, and copies are available for students upon request.

Transcripts for students enrolled before 1983 are maintained on paper in fireproof files. Backup is provided by microfilm maintained off campus in a safe deposit box. Transcripts for students enrolled since 1983 are on the computer. Backup is provided by electronic media maintained at off-campus sites.

Academic Transcripts

Pfeiffer University only issues official transcripts (in electronic or paper format). To request an academic transcript, go to www.studentclearinghouse.org and click on the **Transcripts** link at the top of the page. The fee per transcript is \$10.25. Additional charges may be included for electronic processing and will be calculated at the time of the order. All transcripts are processed through the National Student Clearinghouse.

*The National Student Clearinghouse acts as an agent of the University to process transcripts.

Definition of Semester Hour (SH)

A Semester Hour is defined as:

- 1- Not less than one hour of classroom or direct faculty instruction (contact hour**) and a minimum of two hours out of class student work each week for approximately 15 weeks for one semester or trimester hour of credit, or 10-12 weeks for one quarter hour of credit, or the equivalent amount of work over a different amount of time, **or**
- 2- At least an equivalent amount of work as required/outlined in item 1 above for other academic activities as established by the institution, including laboratory work, internships, practice, studio work, music classes, and other academic work leading to the award of credit hours.

*This policy also applies to all delivery systems and levels of academic instruction at the University, including graduate, undergraduate, and degree completion programs. Compliance with this policy is mandatory.

***Contact hour*: An amount of scheduled time spent in the classroom or under direct faculty instruction equal to 50 minutes. Pfeiffer University's credit hour standard is based on the Carnegie Model of one credit hour per one contact hour (50 minutes) of classroom instruction or direct faculty instruction over 15 weeks for a semester-length course. The final exam period, during week 16, is mandatory and encompasses an additional 2 contact hours for a total of 45 contact hours.

The Family Educational Rights and Privacy Act (FERPA)

The Family Educational Rights and Privacy Act (FERPA) is a federal law designed to protect the privacy of a student's educational records. The law applies to all educational institutions that receive any federal financial support. Pfeiffer University complies with the conditions and procedures of FERPA. FERPA gives certain rights to parents regarding their children's educational records. These rights transfer to the individual, who becomes an "eligible student" when he/she reaches the age of 18 or is attending any school beyond the high school level. At Pfeiffer, all enrolled students are considered "eligible", and these rights are guaranteed under FERPA. Relevant portions of FERPA that have the greatest application to Pfeiffer students are outlined below:

1. Students have the right to inspect and review their personal educational records maintained by the university. The University is not required to provide copies of record materials unless, for reasons such as great distance, students can't inspect records personally.
2. Students have the right to request a hearing to review University records believed to be inaccurate or misleading. If, after the hearing, the university refuses to affect the correction, the student has the right to place a statement in the records commenting on the contested information.

3. Generally, the University must have written permission from the student before releasing any information from a student's record. However, the law allows the University to disclose records without consent to the following parties: university employees who have a need-to-know; other colleges or universities to which a student is transferring; parents when a student over 18 is still dependent for purposes of financial aid determination; certain government officials to carry out lawful functions; organizations doing certain studies for the University; accrediting organizations; persons who have obtained court orders or subpoenas; persons who need to know in cases of health and safety emergencies; state and local authorities to whom disclosure is required by state laws adopted before 1974.
4. Certain information may be routinely released by the University to those who inquire. If the student requests in writing to the Vice President and Dean of Student Development before September 1 that this information not be released, it will remain confidential. Forms are available in the Student Development Office. If a request is not filed, Pfeiffer University assumes that neither eligible students nor parents object to the release of directory information. Directory information includes:
 - a. Student's name
 - b. Address
 - c. Telephone Number/Email address
 - d. Date and place of birth
 - e. Participation in officially recognized activities and sports
 - f. Major field of study/Enrollment status and level
 - g. Weight and height of athletic team members
 - h. Dates of attendance
 - i. Degrees and awards
 - j. Most recent previous educational agency or institution attended by the student
5. Students do not have access to records where conflict exists regarding the privacy rights of others. Examples of such records include financial information submitted in support of a financial aid application and confidential letters and statements of recommendation placed in their records in cases where students have signed a waiver of their right of access. Waivers normally are related to confidential recommendations concerning admission to college, job placement, etc.

A student wishing to review his/her records or who has questions about FERPA, should contact the appropriate office as listed below:

File	File maintained by:
Academic Records	Office of the Registrar
Academic Honor Offense Files	Office of the Provost
Admission File	Office of Enrollment Management
Enrolled Students	Office of the Registrar
Non-enrolled Students	Office of Enrollment Management
Financial Aid Files	Office of Financial Aid
Medical Records	Office of Student Development
Student Development/Conduct Files	Office of Student Development

Program Accreditations

Accredited by the North Carolina State Board of Education, Council for the Accreditation of Educator Preparation, Accreditation Council for Business Schools & Programs, American Association of Colleges of Nursing, Accreditation Review Commission on Education for the Physician Assistant, and Accreditation Council for Occupational Therapy Education.

In addition, Pfeiffer University is approved by the University Senate of the United Methodist Church as a United Methodist-Related Institution.

Master's (graduate) Programs

Graduate Programs serve working adults by providing graduate instruction at convenient times in classroom settings and online.

List of Master's Degree Programs

Business Administration
 Business Administration/Organizational Change Health Administration
 Health Administration/Business Administration
 Health Administration/ Organizational Change
 Human Resources Management
 Organizational Change
 Teaching
 Clinical Mental Health Counseling
 Occupational Therapy
 Physician Assistant

Graduate Academic Information and Policies

Advising

Graduate students are advised by graduate faculty who are available to assist them in planning their work; however, graduate candidates are responsible for monitoring their own academic performance.

Changing Graduate Programs

Once admitted to a graduate program, students may not transfer to a different graduate program without first applying to the new program.

Graduation Requirements for Master's Students

All Pfeiffer Graduate Degree programs require at least 30 semester hours. Specific requirements are listed by degree program below. Students must complete their graduate degree program with a minimum GPA of 3.0, a B grade average, on work attempted at Pfeiffer University. Not more than two (2) grades of C are allowed towards the satisfaction of graduation requirements.

Application for Graduation

Students in all programs are REQUIRED to complete an Application for Degree Audit by the scheduled date on the academic calendar based on their expected graduation.

- o The academic calendar and link to the online Application for Degree Audit are published at www.pfeiffer.edu/registrar

Once the online application for degree audit is submitted to the Registrar's office:

- The Associate Registrar/Degree Auditor will complete an official degree audit by no later than one semester before the anticipated graduation date.
- The official audit will be sent to the student's Pfeiffer email and the academic advisor for review
- The official audit will reflect current and pending coursework.
- The student and advisor are responsible for ensuring that any approved substitutions or updates to coursework are submitted to the Registrar's office promptly.

Time to Degree Limits

All degree requirements for all graduate programs must be completed within seven (7) years after enrolling in the program. The time to the degree also applies to any transferred courses.

Joint Degrees

Joint degrees are single master's degrees that include content across the disciplines of Health Administration and Business, or Health Administration and Leadership, or Business and Leadership. Upon completion of all **joint** degree requirements, one degree/diploma is issued identifying the two discipline areas included in the degree. Currently, Pfeiffer offers the following joint degrees:

- Master of Health Administration / Master of Business Administration
- Master of Health Administration / Master of Science in Organizational Change
- Master of Business Administration/ Master of Science in Organizational Change

If a student's declared program of study is the joint degree at the beginning of their coursework, the student must apply to and be accepted by both programs. Additionally, all requirements, including any additional prerequisites, for the joint degree must be completed before the degree is conferred. For example, if a student's "**Declared Program of Study**" is the joint MHA/MBA degree, they must apply to and be accepted **by both** Health Administration and Business. Upon completion of all required coursework, students receive their MHA/MBA, and it is noted on the official transcript.

Students who wish to change their **declared program of study** from a single MHA degree to a joint degree after beginning their initial coursework must complete and submit a **Graduate Change of Program Form**. It is recommended that students enrolled in a joint degree program in Health Administration and Business or Leadership complete all courses in one field before beginning the coursework in the second field to satisfy any joint degree program pre-requisites.

The MHA/MBA joint degree program is a sequentially designed curriculum; students must closely follow the order of courses as listed under the MHA/MBA Joint Degree Curriculum Requirements. Students are highly recommended to consult with their advisors in selecting courses for the joint degree to better meet their educational goals. A degree consists of a specified number of credits listed under each program.

Financial Aid Graduate Satisfactory Academic Progress /Academic Standing

Satisfactory academic progress (SAP) towards a Pfeiffer University degree will be determined at the end of every semester based on students' qualitative and quantitative progress at Pfeiffer.

- Qualitative progress is based on grade point average (GPA).
- Quantitative progress refers to the rate of hours attempted vs hours earned per the Graduate Academic Standing Scale below (students must earn at least 50 percent of the first 12sh hours attempted and 67% of the hours that they attempt for that point forward until the completion of the degree).
- Maximum time frame – students must complete their degree requirements within 150 percent of the published length of their academic program to remain eligible for federal financial aid. This is the maximum allowable time for receipt of financial aid regardless of whether the student did or did not receive financial aid during any period of his or her enrollment. In addition, students will be allowed to receive institutional financial aid for a maximum of 150 percent of their published program length.

Note: If a student changes programs, all of the courses in the old program will also be included in the student's SAP calculation.

Graduate Academic Standing Scale for all programs		
Hours attempted**	Required Hours Earned	GPA
1-6	67%	2.50
7-12	67%	2.50
13-18	67%	2.75
19-30	67%	3.00
31-36	67%	3.00
37-42	67%	3.00
43-49	67%	3.00
50-56	67%	3.00
57-62	67%	3.00
63-68	67%	3.00
69-74	67%	3.00
75-80	67%	3.00
81-86	67%	3.00
87-92	67%	3.00
93-99	67%	3.00

**Hours Attempted is equal to Semester Hours attempted at Pfeiffer (this includes any withdrawals), plus hours of transfer credit accepted towards the student's program.

Academic Standings are: Good Standing, Warning, Probation, Suspension, or Dismissal Status. Each standing is defined below. A student's academic standing applies to the following term.

Good Standing is defined as progressing towards graduation with a GPA of 3.0 or greater, and with the amount of earned hours indicated in the Graduate Academic Standing Scale. Students in Good standing should meet with their advisors a minimum of one time during the semester. Financial Assistance continues for students in this status.

Academic Warning (AW) is defined as progressing towards graduation with an overall GPA or amount of earned hours that is below the Graduate Academic Standing Scale. Students who have AW status should meet with their academic advisor(s) a minimum of two times during the semester. Financial Assistance will be granted for one term during which a student is on academic warning.

Academic Probation (AP) is given to students who, after one term on Academic Warning, are still not making satisfactory progress towards graduation per the Graduate Academic Standing Scale. An academic probation period consists of one academic term. Students with AP status must agree to follow an Academic Plan to avoid academic suspension. The Academic Plan is a signed contract between the students and the Office of Student Success. Students in this situation must meet all the conditions contained in the contract.

Students on AP status will be immediately suspended from financial assistance, including student loans. A student may appeal this suspension by following the steps under the Academic and Financial Appeals section. If the appeal is not awarded, the student has the option to pay out of pocket to register for classes the following semester.

Academic Suspension (AS) is imposed on students who fail to meet the conditions of the Academic Plan during their probation period or receive a third grade of "C" in the program. Students in this situation will receive a one-semester suspension. A student may appeal this suspension by following the steps under the Academic and Financial Appeals section. If the appeal is not awarded, the student cannot register for classes the following semester, no exceptions. After completing the semester of suspension, the student may apply for readmission. Please see the Academic and Financial Appeals section below.

Academic Dismissal is a permanent and irrevocable suspension from the University. This is most imposed on students who fail to recover from readmission from academic suspension or who receive a grade of "F" in the program.

Probation Appeals Process - Students on academic probation are automatically suspended from Financial Aid. The appeals process for students on Academic Probation (A1 and A2) is necessary only for Financial Aid purposes. The "Academic Probation" standing will remain in a student's record even if the FA appeal has been granted. Suspension Appeals Process - Students facing their first academic suspension have the right to appeal the suspension. A Suspension Appeal, when granted, brings about an extension of a student's Academic Probation standing. For a student's appeal to be considered, the student should have a mathematical chance that the GPA will rise to meet the Graduate Academic Standing Scale during an additional probationary period (two terms). Conditions under which an appeal may be filed: Appeals will be granted only if one or more of the following conditions exist:

- Death of a student's close family member (parents, grandparents, children, close friend, or spouse).
- Serious illnesses of the student or a close family member that can be documented.
- The student has a mathematical chance that the GPA will rise to meet the Graduate Academic Standing Scale during an additional probationary period (two terms).

A committee will evaluate all Academic and Financial Aid suspension appeals. An awarding of an academic appeal does not guarantee financial aid reinstatement. For more information on Financial Aid appeals, contact the Office of Financial Aid.

Online Courses

Students who have met the requirements for admission to the Graduate Programs or who are seeking to complete certain prerequisite courses are eligible to take online prerequisite or graduate courses. Students are required to have the computer hardware and software required to access the course information. The grading standards and all other academic policies of the Graduate Programs apply to online courses.

Change of Catalog

Students normally graduate under the provisions and requirements of the Catalog in effect at the time of their initial registration at Pfeiffer University, unless changes in curricula, graduation requirements, etc., make that impossible. Students may choose to graduate under the requirements of a subsequent Catalog. However, they must meet all the requirements of one Catalog and may not interchange requirements. Students who reenter after an interval of 2 or more semesters must meet the requirements of the Catalog in effect at the time of reregistration, or of a subsequent Catalog.

Graduate Attendance Policy

To ensure academic success, students are expected to attend and participate in all class sessions. Attendance policies are set for each course by faculty members and should be printed in the syllabus and announced at the beginning of each term. It is the student's responsibility to know and comply with the attendance policy in each course.

Grading Notations

The following are the grading standards in the graduate program:

A	— Superior
A-	— Excellent
B+	— Very Good
B	— Good
C	— Below Average
F	— Failure
AW	— Failure
I	— Incomplete

I Incomplete Grade = Although calculated for GPA purposes as an F, this grade may be assigned when a student who is otherwise passing the course has not, due to circumstances beyond the student's control, completed all the work in the course. I grades must be cleared before the midpoint of the semester following the semester in which the I was awarded, or the I will automatically become an F. See the Graduate Calendar for the official date of I removals.

IP In Progress = Students enrolled in MAPT 660, 661, or 652, MBA 790, 793, or 795, MHA 776, 790, or 795, or MSOC 790 have two (2) semesters to complete their coursework. The grade of IP is not calculated for the GPA. *If work is not completed within the one (1) semester following the semester in which the IP was awarded, the grade will automatically become an F unless prior arrangements with the instructor and Program Director have been made and approved by the Dean.*

W Withdrawal = Students may withdraw from classes without any academic penalty with the approval of the appropriate Program director.

AW Administrative Withdrawal = Students who are removed from a course by administration.

Only work attempted at Pfeiffer University is used in the calculation of the GPA.

Academic Probation/Dismissal

Graduate students must maintain a Grade Point Average (GPA) of 3.0, or a B, to continue with good academic standing. Students who do not maintain a 3.0 average are placed on probation. Students on probation must have an overall GPA of at least 3.0 in the term following being placed on probation. Failure to maintain this standard will result in suspension from the program. Students who receive a grade of F will be dismissed from the program immediately. In addition, only two grades of C may be applied toward graduate degrees at Pfeiffer University. If a student who has previously been suspended from the program fails a course or falls below a GPA of 3.0 for a second time, the student is dismissed from the program. Once dismissed, a student may not re-enter Pfeiffer.

Course Repeat Policy

When the course is repeated, the new grade becomes the official grade, even if it is lower than the previous grade. Previous grades will not be calculated into hours or averages. If a course taken at Pfeiffer is repeated elsewhere, the new work will be credited (if it has received the proper prior approval), but the Pfeiffer grade will stay on record and will be calculated in the Grade Point Average. The hours toward graduation will, however, be credited only once. If a course previously taken at another school is repeated at Pfeiffer, the prior grade will be removed from the transfer credit, and the Pfeiffer grade will be the official mark (even if lower).

Appeal for Grade Changes

All appeals for grade changes must be presented to the student's Program Director no later than 30 days from the final exam. Students wishing to register complaints concerning a final grade should follow these steps:

1. The student will discuss the grade with the instructor who issued the grade and attempt to resolve the matter.
2. If resolution is not achieved in step one
 - The student will submit a Request to Appeal Form
 - a letter registering his/her complaint to his/her Program director, and concrete evidence that the student can provide to further his/her request for a grade change.
 - This concrete evidence will show how the current grade is inappropriate and why the change is necessary.
 - Examples of such evidence: incorrect mathematical calculations of grades, examples of work marked incorrectly coupled with examples from the text or lectures that show that the work is indeed correct and incorrectly marked, evidence from the Blackboard administrator that work was submitted on time, although the student was not given credit for timely submission, or other such pieces of concrete evidence. This evidence will expedite the resolution process.
 - The Program Director will contact the instructor and discuss the matter.
 - The Program Director will convey, in writing, the outcome of the discussion to the student.
 - If the matter is not resolved, the Program Director will request that a Grade Appeal Committee be convened.
3. The Program Director will review and request that a Grade Appeal Committee be convened when the student is unable to resolve a grade dispute with his/her instructor and the Program Director.
4. The Director of Student Support and Academic Success will convene the Grade Appeal Committee.
 - The Grade Appeal Committee consists of the Director of Student Support and Academic Success, the Program director, the Dean of the Graduate School, and one or more faculty members. The Director of Student Support and Academic Success will serve as chairperson.
 - The request for appeal, written statement, and evidence provided in Step 2 will be reviewed in advance by the committee.
 - The committee will meet with the student to discuss the complaint. Neither faculty nor students are permitted to bring third-party representation or other individuals to a grade appeal hearing; however, written documentation may be submitted by other faculty members and/or students.
5. The committee will recommend a decision in writing to the Vice President for Academic Affairs (VPAA). The VPAA will review the grade appeal.
6. After considering all factors presented, the VPAA will render a decision. The decision of the VPAA is final. The VPAA will convey the decision by writing to the student. Copies of the correspondence will be provided to the committee members and the student's Program Director.

Graduate Program Requirements and Course Descriptions

Master of Business Administration

Pfeiffer University's Business Management and Leadership Program is approved by the *Accreditation Council for Business Schools & Programs* (ACBSP).

The Master of Business Administration (MBA) is an applied practitioner-oriented professional program. The MBA is grounded in three key elements: (1) applied theory and practice; (2) ethical reasoning; and (3) global awareness. Graduate students progress through an applied curriculum – and will (a) engage in real-time business decisions, (b) consult with organizations and provide marketplace-informed recommendations, and (c) create a holistic understanding of the intricacies of contemporary business. Graduates acquire core foundations of business expertise and application capacity. Through the MBA program, you will discover your key strengths to optimize business practice in the field of your choice.

Graduate Admissions to the MBA

For *Graduate Admissions*, see the *Admissions Requirements* section in this Catalog.

Additional (MBA) Admission Requirements

In addition to the general *Graduate Admissions* requirements outlined in this *Catalog*, the following MBA Admissions criteria must be met:

- Undergraduate GPA of 2.75 (on a 4.0 scale) or a Graduate Degree from an accredited College or University
- Minimum of 5 years professional work experience (preferred)

Enrollment in the MBA Program of Study

1. Any students who have received admission to the Graduate School may take courses in the MBA Program, regardless of their respective graduate course of study.
2. In addition, students who desire to pursue an MBA degree must also complete all academic prerequisites and matriculation requirements.
3. All credits (semester hours) used toward the completion of the degree must be no older than seven (7) years at the time of graduation.

Master of Business Administration (MBA)

Curriculum Requirements 33 Semester Hours (SH)

MBA 700	Business Foundation*	3SH
MBA 701	Organizational Communications	3SH
CHRM 700	Critical Thinking for Continuous Improvement	3SH
MBA 704	Accounting for Managers	3SH
MBA 765	Law, Ethics, and Corporate Governance	3SH
MBA 755	Business Agility	3SH
or		
MBA 760	Supply Chain Management	
CHRM 708	Negotiations and Conflict Resolution	3SH

MBA 703	Data Driven Decision Making	3SH
MBA 706	Managerial Finance	3SH
MBA 799	Strategic Management and Leadership	3SH
	1 elective	3SH

**MBA 700 is a required course in the program. Students who believe they have an exceptionally strong underpinning in foundational business concepts in business may take the Peregrine entrance test (at their expense) prior to enrolling in the program to have the course waived and an additional elective added in its place. A minimum score set by the program director on the Peregrine assessment is necessary for waiver consideration. The program director approves waiver requests.

Master of Business Administration (Sport Administration Focus) (SPA)

Curriculum Requirements 33 Semester Hours (SH)

SPA 600	Foundations of Business in Sport**	3SH
	or	
MBA 700	Business Foundations	
MBA 701	Organizational Communication	3SH
MBA 704	Accounting for Managers	3SH
SPA 620	Sport Governance	3SH
SPA 660	Finance of Sport	3SH
MBA 755	Business Agility	3SH
	or	
MBA 760	Supply Chain Management	
MBA 703	Data-Driven Decision-Making	3SH
CHRM 708	Negotiations and Conflict Resolution	3SH
MBA 762	Public Relations and Social Media	3SH
SPA 640	Sport Marketing	3SH
MBA 799	Strategic Management & Leadership	3SH

Master of Business Administration (Financial Fraud Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 700	Business Foundations**	3SH
MBA 701	Organizational Communication	3SH
MBA 704	Accounting for Managers	3SH
FFI 701	Internal Controls & Corporate Governance	3SH
MBA 765	Law, Ethics, and Corporate Governance	3SH
MBA 755	Business Agility	3SH
	or	
MBA 760	Supply Chain Management	
FFI 712	Information & Security Assurance	3SH
CHRM 708	Negotiations and Conflict Resolution	3SH
MBAC 700	Inform. Governance, Risk Management & Compliance	3SH
FFI 717	Adv. Issues in Cybercrime, Forensics, & Money Laund	3SH
MBA 799	Strategic Management and Leadership	3SH

Master of Business Administration (Non-Profit Management Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 700	Business Foundations**	3 SH
MBA 701	Organizational Communication	3 SH
MBA 704	Accounting for Managers	3 SH
MBNP 602	Non-Profit Organizations: Structure and Management	3 SH
MBNP 604	Social Entrepreneurship	3 SH
MBA 755	Business Agility	3 SH
MBNP 606	Fundraising & Institutional Advancement	3 SH
CHRM 708	Negotiations & Conflict Resolution	3 SH

MBA 762	Public Relations & Social Media	3 SH
MBNP 608	Board Operations & Relationships	3 SH
MBA 799	Strategic Management & Leadership	3 SH

Master of Business Administration (Cybersecurity Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 701	Organizational Communication	3SH
MBA 703	Data Driven Decision-Making	3SH
MBA 704	Accounting for Managers	3SH
MBAC 700	Inform. Governance, Risk Management, & Compliance	3SH
MBAC 702	Network Architecture	3SH
MBA 706	Managerial Finance	3SH
MBAC 704	Cyber Risk Management and Strategy	3SH
CHRM 708	Negotiations & Conflict Resolution	3SH
FFI 717	Adv. Issues in Cybercrime, Forensics, & Money Launder	3SH
MBAC 706	Executive Cyber Defense	3SH
MBA 799	Strategic Management & Leadership	3SH

Master of Business Administration (Finance Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 701	Organizational Communication	3SH
MBA 703	Data Driven Decision-Making	3SH
MBA 704	Accounting for Managers	3SH
MBAF 702	Capital Markets and Investing	3SH
MBAF 704	Financial Statement Analysis & Valuation	3SH
MBA 706	Managerial Finance	3SH
MBA 755	Business Agility	3SH
or		
MBA 760	Supply Chain Management	
CHRM 708	Negotiations & Conflict Resolution	3SH
MBA 765	Law, Ethics, and Corporate Governance	3SH
MBAF 706	Frontiers of Finance	3SH
MBA 799	Strategic Management & Leadership	3SH

Master of Business Administration (Business Analytics Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 701	Organizational Communication	3SH
MBA 703	Data Driven Decision-Making	3SH
MBA 704	Accounting for Managers	3SH
MBAD 700	Storytelling with Data	3SH
MBAD 702	Spreadsheet Modeling for Decision-Making	3SH
MBA 706	Managerial Finance	3SH
CHRM 708	Negotiations and Conflict Resolution	3SH
MBAD 704	Python for Business Managers	3SH
MBA 765	Law, Ethics, and Corporate Governance	3SH
MBAA 706	Managing AI Projects	3SH
MBA 799	Strategic Management & Leadership	3SH

Master of Business Administration (AI Focus)

Curriculum Requirements 33 Semester Hours (SH)

MBA 701	Organizational Communication	3SH
MBA 703	Data Driven Decision-Making	3SH
MBA 704	Accounting for Managers	3SH
MBAA 700	Generative AI for Managers	3SH
MBAA 702	Business Case Uses for AI	3SH
MBA 755	Business Agility	3SH
or		
MBA 760	Supply Chain Management	
MBA 706	Managerial Finance	3SH
MBAA 704	AI Governance and Ethics	3SH

CHRM 708	Negotiations & Conflict Resolution	3SH
MBAA 706	Managing AI Projects	3SH
MBA 799	Strategic Management & Leadership	3SH

**SPA 600 is a required course in the program. Students who believe they have an exceptionally strong underpinning in foundational business concepts in sport may take the Peregrine entrance test (at their expense) prior to enrolling in the program to have the course waived and an additional elective added in its place. A minimum score set by the program director on the Peregrine assessment is necessary for waiver consideration. The program director approves waiver requests.

Courses Offered

MBA 700 Business Foundations 3 SH
This course is the first course within the MBA program. It provides an overview of the core areas of business and lays the groundwork for subsequent coursework.

MBA 701 Organizational Communications 3 SH
Organizational Communications examines theory and practice of effective organizational communication in contemporary organizations, including formal and informal communication strategies, managerial presentations, reports, and proposals.

MBA 703 Data Driven Decision-Making 3 SH
The use of mathematical models, statistical analysis, and management information systems to improve individual and organizational decision making. **Prerequisite:** BMAL 311.

MBA 704 Accounting for Managers 3 SH
Development and use of accounting information for management planning, control, and decision making. **Prerequisites:** ACCT 201 and ACCT 202; MBA 701, MSOC 702.

MBA 705 Economics for Leadership 3 SH
This course applies economic principles, theories, and thought processes to understand and analyze consumer behavior and the behavior of private and public organizations in terms of allocation of resources, production, and distribution of output at the household, firm, and national levels. Students in this course will become familiar with the analytical tools of economics necessary to govern an organization and engage in strategic decision-making. **Economics Prerequisites:** ECON 221 and ECON 222 or ECON 591; MBA 700.

MBA 706 Managerial Finance 3 SH
Provides insights and understanding of financial concepts along with practical approaches to analysis and decision-making. Includes topics such as financial planning, management of working capital, analysis of investment opportunities, source of long-term financing, and dividend policy. **Prerequisites:** ACCT 201 and ACCT 202, MBA 704.

MBA 707 Marketing Management 3 SH
Techniques and practical application of planning, market analysis, and strategic design. Emphasis on integration of product, price, promotion, and distribution. **Prerequisites:** MBA 704, 705, 706.

MBA 709 Professional Speaking and Presentation 3 SH
Practical applied seminar designed to explore, design, and deliver professional speeches and presentations across a spectrum of business contexts.

MBA 711 Operations Management 3 SH
Management of the functions required to produce goods or services by an organization through a systems theory perspective. **Prerequisite:** MBA 706 Managerial Finance.

- MBA 725 Domestic and International Environmental Law 3 SH**
Examines domestic and international environmental law history, treaties, regulatory bodies, and international trade and environmental policy.
- MBA 730 International Business 3 SH**
Explores business operations in a global context and the role and influence of cultural, social and ethical variables. Examination of international business structures, strategies, and functions within global economics and world trade.
- MBA 731 Seminar in International Business Understanding 1 SH**
A first-hand experience within a foreign setting, examining the history and culture of the country visited for a richer understanding of the social, business, and governmental infrastructure.
- MBA 740 Legal and Ethical Environment of Business 3 SH**
Legal and ethical issues affecting the manner in which businesses operate, including contracts, product liability, regulation, antitrust, and employment, will be explored in this course.
- MBA 746 Managerial Negotiations 3 SH**
Explores the processes of bargaining, negotiation, and conflict resolution as managerial activities.
- MBA 750 Social Entrepreneurship and Microfinance 3 SH**
Exploration of microfinance principles, methods, and opportunities to impact global business practices.
- MBA 752 International Finance 3 SH**
Introduction to the interrelation of global financial markets and economies, global financial systems, balance of payment accounts, trade, theories of real and nominal exchange rate determination and the impact across international business.
- MBA 755 Business Agility 3 SH**
Explores key business constructs of business resilience – synthesizing core business area content knowledge and applying it to organizations to optimize market responsiveness and business outcomes.
- MBA 765 Law, Ethics, and Corporate Governance 3 SH**
Explores legal and ethical issues affecting the way businesses operate, including contracts, product liability, regulation, anti-trust, and employment.
- MBA 776 MBA International Experience 3 SH**
International trip to examine international business through on-site lectures, discussions, and site visits at a spectrum of organizations. Examination of the influence of history, culture, social, business, and governmental factors on business. The course may be retaken.
- MBA 790 Applied Field Project 3 SH**
A faculty-guided independent study is offered in cooperation with the student's employer or an organization of choice. The student is required to demonstrate the application of knowledge and skills acquired from selected MBA core courses to management situations. The applied field project may begin in any semester. Students have two (2) semesters to complete this course.
- MBA 793 Applied Field and Research Project 3 SH**
The Applied Field Project is a faculty-guided, research-intensive independent study offered in cooperation with the student's employer or an organization of choice. The student is required to demonstrate the application of knowledge and skills acquired through his/her graduate coursework to a management situation. Students have three (3) semesters to complete this course.

- MBA 794 Comparative International Business Law 3 SH**
Examination of fundamental laws of international trade, licensing, and investment from a managerial perspective, risk and legal complexities associated with foreign markets, and the complexities associated with economic integration across legal, cultural, and ethical dimensions. **Prerequisite:** MBA 740 or MSOC 712.
- MBA 795 Applied Research in Business 3 SH**
Faculty-supervised independent study course introducing applied business research techniques, culminating in preparation and submission of a major research project and paper. Students have three (3) semesters to complete this course. **Prerequisite:** Approval of the MBA Program Director.
- MBA 798 Special Topics 3 SH**
Formal courses on topical or special interest subjects on a rotating basis, selected by the graduate business faculty.
- MBA 799 Strategic Management and Leadership 3 SH**
Strategic Management and Leadership is the MBA Capstone course. You will examine and apply key concepts of strategic management and leadership to inform business decisions and outcomes. The final capstone project will encompass the core content knowledge acquired across the MBA curriculum and demonstrate application mastery.
- FFI 701 Internal Controls & Corporate Governance 3SH**
This course will examine the critical nature of the relationship that exists between corporate governance, management, internal controls, risk management, and fraud. Students will explore case studies of fraud that resulted from poor internal controls, poor governance structures, and management's ability to override the internal controls. Students will research the history of the role internal controls have played in the audit and business functions, and the legal environment surrounding internal controls. Students should be able to identify internal control failures or deficiencies and prepare examinations based on findings.
- FFI 702 Fraud and the Law 3SH**
The course will cover criminal and civil law related to fraud and other matters that are particular to fraud examinations. The course will examine the implications of fraud on society and the regulatory environment. The course is research-intensive and requires students to become competent in writing legal briefs. The course will cover laws related to cybercrime and how cybercrime has impacted the structure of law.
- FFI 703 Fraud Analytics 3SH**
This course explores the use of computer-aided forensic accounting investigation techniques, data mining extraction/ analysis, and case management software to identify and prevent fraud. Fraud analytical tools (IDEA, ACL) will be presented and applied to simulated real-world forensic auditing cases.
- FFI 712 Information Security Assurance I 3SH**
The course will develop an understanding of the information system and the best practices for protecting the system. Case studies will be completed examining failures in IT security. Students will examine and report on best practices in IT security. Students will examine and report on best practices in IT security and examine the influence of IT on the accounting information system. Prerequisite FFI 704 Introduction to Computer Forensics.
- FFI 717 Advanced Issues in Cybercrime, Cyber Forensics, and Anti-Money Laundering 3SH**
The course will cover more advanced issues and cases in Cybercrime. Students will be required to research cases in cybercrime and prepare a class presentation on the crime, how it was uncovered, and the procedures used in the investigation. The course will also cover how cybercrime has evolved and continues to evolve in the contemporary environment. Students will report on how investigations, detection, and protection have attempted to keep pace with fraudulent activity. Prerequisite FFI 704 Introduction to Computer Forensics.
- SPA 600 Foundations of Business in Sport 3 SH**
Rooted in traditional business foundations as they relate to sport business, this course provides an orientation to the myriad topics explored in the graduate business program while also providing an introduction to career pathways, professional development, and opportunities within the sport administration field.

SPA 620 Sport Governance 3 SH

In this course, students will examine the power and politics of sport organizations at various levels in the United States and globally. The structure and function of sports bodies will be reviewed. Managerial strategies needed for governance in sport organizations will be explored. Contemporary policy and ethical issues will also be investigated.

SPA 640 Sport Marketing 3 SH

Through this course, students will be introduced to the theories and practices of sport marketing and promotion. Students will develop a broad understanding of research in the fields of marketing and consumer behavior as it relates to intercollegiate athletics, professional sport, and multi-club sport operations.

SPA 660 Finance of Sport 3 SH

This course will examine the world of sport from a financial lens. It is designed to provide aspiring sport managers with the knowledge and skills necessary to make sound financial decisions in a management role, applying concepts to the continually evolving landscape of the sport industry.

MBNP 602 Non-Profit Organizations: Structure & Management 3 SH

This course explores operations of nonprofit organizations, including working with the board of directors, volunteer services, fundraising and grantsmanship, financial management, and marketing. It also delves into volunteer management, recruitment, selection, training, and management of volunteers in nonprofit organizations and the application of management theory.

MBMP 604 Social Entrepreneurship 3 SH

This course provides students with the opportunity to develop knowledge about using social networks and opportunities to develop donor lists, resources, and grant-writing opportunities. Topics to be addressed include management of fund development, ethics and governance issues, environment and institutional readiness, annual giving programs, major gifts, audiences and environments, tools for developing and evaluating new ventures, for-profit and nonprofit social initiatives, and support ingredients for successful fundraising.

MBNP 606 Fundraising and Institutional Advancement 3 SH

This course will introduce the fundamentals of accounting and finance associated with governmental and nonprofit organizations, including entities such as state and local governments, hospitals, schools, voluntary health and welfare organizations, and colleges and universities. It will emphasize the issues related to fund accounting, including general and special revenue funds, capital project funds, debt service funds, internal service funds, enterprise and fiduciary funds, long-term debt and fixed-asset accounting groups, and planning and control of cash and temporary investments. Other topics include budgeting, budgetary control, budgetary reporting, full accrual and modified-accrual accounting, cost determination, tax levies, auditing, preparation of financial statements, and other financial reporting principles and practices.

MBNP 608 Board Operations and Relationships 3 SH

This course will focus on the reformation of corporate governance and its effects on business and nonprofit management practice. Topics will include the role of transparency, new forms of accountability, governance risk, and organizational strategies of response. The identification and training of governing board members and the inter-relationships between the leader/manager and the board will be reviewed.

MBAA 700 Generative AI for Managers 3 SH

Generative AI (GAI) is ushering in a new age of productivity in business, and managers who ineffectively adopt it risk being outpaced by forward-thinking competitors. This course equips students to drive impact in any industry using GAI tools. You'll learn to engineer effective prompts, integrate AI into workflows, and develop innovative GAI solutions, as well as explore ethical considerations and future trends.

MBAA 702 Business Case Uses for AI 3 SH

Just like you wouldn't use a financial model to drive a marketing campaign, different business use cases require different AI tools. In this course, students will explore the potential and limitations of AI technologies, learning to identify business problems suitable for AI solutions and build effective AI implementation strategies. By the end of this course, students will address key challenges and solutions in AI implementation.

MBAA 704 AI Governance and Ethics**3 SH**

Alongside powerful data-driven solutions, AI opens a Pandora's box of ethical issues: data privacy, bias, transparency, and balancing automation with human oversight. AI governance may be the biggest ethical issue of our time, something essential for any manager to understand before implementing this new technology. Students will develop AI policies for ethics and compliance, mitigate AI-related risks, and communicate governance standards to stakeholders.

MBAA 706 Managing AI Projects**3 SH**

AI projects can help predict trends and optimize operations, allowing businesses to understand not just what *has* happened but what *will* happen—and what *should be done* about it. By the end of this course, students will be prepared to drive financial and operational impact by managing AI project lifecycles: developing comprehensive project plans, managing data and models, ensuring effective deployment, and communicating progress and outcomes to stakeholders.

MBAC 700 Information Governance, Risk Management, and Compliance**3 SH**

Companies storing information are responsible for keeping it safe—and face consequences if they don't. Who's at fault after an attack, and who must be informed? This course covers corporate governance principles, risk identification methods, business regulations, accountability, and audits. In a data-driven world, business leaders must handle data responsibly; students will learn how to manage the growing legal obligations around cybersecurity.

MBAC 702 Network Architecture**3 SH**

In order to ensure a house is safe, we need to know how it's built. It's the same for cybersecurity: to ensure systems are secure, we need to understand their design and the unique security challenges of different network architectures and data storage solutions. Students will learn to critique security for various network designs, including IT and OT systems, cloud environments, data storage, and IoT networks, in terms of cyber risk.

MBAC 704 Cyber Risk Management and Strategy**3 SH**

Cyberattacks today are inevitable—but the extent of the damage may rely on how much *you*, as the manager, are prepared. Students will learn how to create risk management strategies before, during, and after cyberattacks, developing incident response plans, understanding frameworks like NIST and MITRE ATT&CK, identifying proactive and reactive protection techniques, and debriefing with 'hotwashes.'

MBAC 706 Executive Cyber Defense**3 SH**

To defend against hackers, you need to think like a hacker. This course covers the fundamentals of ethical hacking, from Linux commands and open-source tools to attack tree construction and vulnerability research. Students will learn to analyze, interpret, and communicate penetration tests and security strategies to decision-makers and executives.

MBAD 700 Storytelling with Data**3 SH**

Storytelling is one of the oldest and most powerful tools for action, and this course empowers MBA students to transform raw data into compelling narratives that drive business decisions. By the end of this course, you'll be able to create data queries and visualizations, integrate data into business planning, and effectively communicate your findings, helping organizations turn data into a strategic tool for competition and innovation.

MBAD 702 Spreadsheet Modeling for Decision-Making**3 SH**

Spreadsheet tools are the most universal and easily accessible programs for most people to use and interpret data, and a vital skill for any analyst to know. In this course, students will learn data cleaning, financial modeling, optimization, and data visualization using PivotTables and PivotCharts, enabling students to analyze complex datasets, create forecasts, and effectively communicate insights to support data-driven decision-making in business contexts.

MBAD 704 Python for Business Managers**3 SH**

This course is designed to introduce MBA students to the fundamentals of Python programming with a special focus on its application in business analytics. By the end of this course, students will learn how to set up a Python environment, manipulate and analyze data using NumPy and Pandas, and create visualizations with Matplotlib to drive business decisions.

MBAF 700 Managerial Finance**3 SH**

All businesses need to take risks, but managerial finance experts do so without risking it all. This course focuses on present value analysis, capital markets and budgeting, and corporate capital structure. You'll learn to assess company value, understand debt vs. equity financing, and forecast financial performance while gaining skills in budget management and decision-making that allow you to drive value creation in every aspect of the corporate world. Learn more at rize.pub/FIMBA-I.

MBAF 702 Capital Markets and Investing**3 SH**

Investing involves risk—but this course teaches you how to manage that risk and make the right decisions to build and protect your wealth. What portfolio decisions are safer? How can companies thrive by balancing debt and equity? How can options mitigate risk? By the end, you'll have the financial acumen to make informed investment decisions, optimize portfolio performance, and master strategies for risk management, capital allocation, and sustainable financial growth. Learn more at rize.pub/FIMBA-II.

MBAF 704 Financial Statements Analysis and Valuation**3 SH**

Financial statements are a gold mine that, when analyzed correctly, can reveal a company's financial health and potential for future profitability. And valuing a company is a critical skill in finance that both influences investment decisions and drives financial success. Through financial statement analysis, financial ratio analysis, risk assessment, pro forma financial statements, and advanced valuation techniques like DCF and comparable company analysis, students will gain the quantitative expertise to make informed investment decisions. Learn more at rize.pub/FIMBA-III.

MBAF 706 Frontiers of Finance**3 SH**

Finance isn't a static field, and understanding disruptors like blockchain and cryptocurrency allows you to capitalize on opportunities that are revolutionizing financial operations. Students will describe and evaluate blockchain, analyze cryptocurrencies, and assess decentralized finance (DeFi) platforms. By course end, students will be ready to explore blockchain and crypto career opportunities and lead discussions on these cutting-edge technologies. Learn more at rize.pub/FIMBA-IV.

Joint Master of Business Administration/Master of Science in Organizational Change and Resource Management (MBA/MSOC)

The joint *Master of Business Administration/Master of Science in Organizational Change and Resource Management* degree infuses key elements from business and leadership to provide a holistic understanding and managerial performance capacity across professional contexts. Completion of this joint degree yields one master's degree in two expertise areas.

The *MBA/MSOC* Degree is grounded in three key elements: (1) applied theory and practice, (2) ethical reasoning, and (3) global awareness. Through our applied joint degree curriculum, you will:

- engage in real-time business and leadership decisions
- consult with organizations and provide marketplace-informed recommendations
- create a holistic understanding of the intricacies of orchestrating contemporary business operations.

The joint MBA/MSOC provides you with the core foundation of business and leadership expertise and the application capacity to optimize implementation in the field of your choice.

Joint MBA/MSOC Degree Graduate Admissions

For admission to the joint MBA/MSOC degree, see the following criteria: (1) *Graduate Admissions and Joint Degree policies in Part One* of this *Catalog*, (2) *Graduate Admissions to the MBA* (in the MBA section), and (3) *Joint Degree policies in Graduate Academic Programs and Policies* of this *Catalog*.

All credits used toward the completion of the degree must be no older than seven (7) years at the time of graduation. Students admitted without prerequisite satisfaction may fulfill these requirements through a variety of methods with the prior approval of the MBA/MSOC Program Director and the Dean of the Graduate School. Students may not enroll in a graduate course for which the prerequisite has not been satisfied.

Joint Master of Business Administration/Master of Science in Organizational Change and Resource Management (MBA/MSOC)

Curriculum Requirements 54 Semester Hours (SH)

MBA 755	Business Agility	3SH
CHRM 708	Negotiations and Conflict Resolution	3SH
MBA 703	Data Driven Decision-Making	3SH
MBA 706	Managerial Finance	3SH
MBA 799	Strategic Management and Leadership	3SH
MBA 760	Supply Chain Management	3SH
CHRM 710	Effective Leadership	3SH
CHRM 702	Organizational Change Management	3SH
CHRM 704	Human Resource Change Management	3SH
CHRM 706	Crisis Management	3SH
FFI 701	Internal Controls and Corporate Governance	3SH
	1 course in marketing or public relations	3SH
MBA 701	Organizational Communication	3SH
CHRM 700	Critical Thinking for Continuous Improvement	3SH
MBA 704	Accounting for Managers	3SH
	2 electives	6SH

Master of Health Administration (MHA)

The Master of Health Administration is designed for clinicians and healthcare managers whose career tracks require advanced competence in health services management. Although the program is intended primarily for those who have been working and/or have experience in health services, it is appropriate for students making a transition to the field. For admission to the MHA program, see "Graduate Admission" in this Catalog.

MHA - Competency and Exit Exams

All MHA and joint degree MHA/MBA and MHA/MSOC students are required to take and pass a Comprehensive Exam at the end of the semester in which eight (8) core courses in the MHA curriculum are successfully completed.

MHA Curriculum Requirements 33 Semester Hours

The Master of Health Administration is a sequentially designed curriculum; students must closely follow the order of courses (based on course availability) as listed under the Master of Health Administration curriculum requirements. The curriculum includes the following courses:

MHA 700	Organizational Communication and Behavior in Health Service Organizations	3SH
or		
MBA 701	Business Communications	
MHA 710	Contemporary Health Services Organizations and Systems	3SH
MHA 715	Legal and Ethical Perspectives in Healthcare Administration	3SH
or		
MBA 765	Law, Ethics, and Corporate Governance	
MHA 725	Leadership Perspectives in Health Policy	3SH
MHA 730	Health Economics	3SH
or		
MHAR 700	Structure and Economics of the US Healthcare System	
MHA 735	Health Services Information Management	3SH
MHA 740	Health Services Financial Management	3SH
or		
MBA 706	Managerial Finance	
or		
MHAR 708	Healthcare Finance	
MHA 765	MHA Comprehensive Exam	0SH
MHA 770	Health Services Marketing	3SH
MHA 780	Research Applications in Health Administration	3SH
MHA 799	Strategic Health Services Management	3SH
One MSOC or MBA Elective (Suggested MSOC courses: MSOC 730,740,750)		3SH

All credits used toward the completion of the degree must be no older than seven (7) years at the time of graduation.

Courses Offered

- MHA 700 Organizational Communication and Behavior in Health Service Organizations 3 SH**
This course focuses on written and other forms of communication as a management tool to motivate people and problem solve in health service organizations/systems. Students will develop attitudes and analytic abilities through assignments that assess the impact of culture, mission, individuals/groups, and organizational structure and processes upon the behavior of health service organizations and systems.
- MHA 710 Contemporary Health Services Organizations and Systems 3 SH**
Major issues associated with the current and future organization and delivery of health services in the United States. Concepts and applications of organization and management in the health sector are explored.
- MHA 715 Legal and Ethical Perspectives in Healthcare Administration 3 SH**
Exploration of the ethical and legal implications of various situations found in healthcare settings. Legal foundations, principles, and processes, including the origins of health law, will be emphasized. A major component will focus on biomedical issues such as euthanasia, abortion, access to care, and biotechnology.
- MHA 725 Leadership Perspectives in Health Policy 3 SH**
This course focuses on the health administrator's economic/social perspectives and leadership roles in influencing government health care policy at the local, state, and federal levels. Evaluation of policy associated with regulatory and legal requirements and professional/ethical standards. Emphasis upon policy that impacts the sustainability of organizations while addressing quality standards.
- MHA 730 Health Economics 3 SH**
Economic and statistical analysis applied to the health sector. Concepts of efficiency and effectiveness applied to the production and distribution of health services, institutional description of health insurance, government programs, and health organizations, with analysis of policy issues from economics point of view.
- MHA 735 Health Services Information Management 3 SH**
Exploration of concepts and applications of information technology in the contemporary healthcare marketplace. Focus on design, development, and operations of integrated administrative and clinical management information systems.
- MHA 740 Health Services Financial Management 3 SH**
Application of accounting and finance to decision making for health care and managed care professionals. Emphasis on financial statement analysis, working capital management, capital, cash, accrual budgets, and capital budgeting techniques. Cost-benefit analysis of projects.
- MHA 765 MHA Comprehensive Exam 0 SH**
The purpose of the MHA Competency Exam is to assess students' substantive and integrative knowledge of the field of health administration. The exam draws from the students' previous studies of organizational communication and behavior, contemporary health services organizations and systems, legal and ethical perspectives, leadership in health policy, health economics, information management, health services marketing, financial management, and research methodology. The examination is a gateway between the concepts, theories, and skills presented in the MHA program core curriculum and the critical thinking, decision-making, and analysis required in application in the field of health administration.
- MHA 770 Health Services Marketing 3 SH**
Survey of marketing concepts as applied to service-based organizations; emphasis on market analysis, consumer behavior, market segmentation, target marketing, relationship marketing, and managing the market mix of services and communications.
- MHA 776 Comparative International Health 3 SH**
A practical focus on the interrelationships between business and health in an international setting. The two-semester course includes didactic learning in the first semester and a trip to an international country in between

semesters, where students will experience on-site lectures and discussions with foreign health, government, and business leaders. Students may elect to take this course or MHA 777 Comparative International Health Study in fulfillment of the MHA degree curriculum.

MHA 777 Comparative International Health Study 3 SH

A focus on the interrelationships between business and health through a comparison of the US healthcare system and an international healthcare system. This course includes didactic learning and a faculty-guided comparative research paper on an applied international health policy or management topic of a country of choice. Students may elect to take this course or MHA 776 Comparative International Health in fulfillment of the MHA degree curriculum.

MHA 780 Research Applications in Health Administration 3 SH

Faculty-supervised independent study to introduce the student to applied research techniques in health administration. Students will select a health problem/topic to explore in detail through actual data collection/analysis using quantitative, qualitative, or mixed methods. The student will prepare a proposal and carry out an IRB-approved research project that involves analysis of primary or secondary data, resulting in the creation of a formal research paper.

MHA 798 Special Topics 3 SH

Addresses the development and analysis of community-based and regional health-related information regarding population status, organizational structure, control regulation, and resource requirements to ensure successful program design, implementation, and management. **Prerequisite:** BMAL 311.

MHA 799 Strategic Health Services Management 3 SH

An overview of health planning in the U.S. and its relationship to contemporary health services marketing. Emphasis will be placed on strategic marketing models for health organizations and on implementing these models within the total health care environment. Topics include the strategic management process, the marketing concept, organizational culture, ethics, and marketing research.

MHAR 700 Structure and Economics of the US Healthcare System 3 SH

Students gain a comprehensive understanding of the US healthcare system's structure and economics, covering topics such as principles of health economics and insurance markets, hospital and physician payment models, financing of the healthcare system, analysis of health policy changes, and consolidation and integration of the industry.

MHAR 708 Healthcare Finance 3 SH

Students learn to use financial data for quantitative decision-making in healthcare organizations, covering cost accounting, financial statement analysis, capital budgeting, pricing and cost analysis, discounted cash flow analysis, Excel modeling, and presenting financial recommendations.

Graduate Certificate in Decision Analytics

Curriculum: (15 SH)

MHA 605	Introduction to Health Information Systems	3 SH
MHA 608	All About Data	3 SH
MHA 611	Electronic Health Records, Artificial Intelligence and Quality	3 SH
MHA 614	Project Management of Healthcare Information Technology	3 SH
MHA 690	Healthcare Informatics Capstone	3 SH

Courses Offered

MHA 605 Introduction to Health Information Systems 3 SH

Fundamental theories of data management in the healthcare setting. Exploration of historical and current recordkeeping practices. Introduces the role of accrediting and regulatory agencies, facility and staff organization, health record, content, record management, and the transition to electronic patient record.

MHA 608 All About Data**3 SH**

Examination of the role of information technology in supporting the mission and strategic operations of organizations. Exploration of information technology in advancing outcomes, managing data, decision-making, facilitating operations flow, lowering costs, and increasing access. Information security and ethics are also addressed.

MHA 611 Electronic Health Records, Artificial Intelligence and Quality**3 SH**

Exploration of the functions and roles of EHRs and artificial intelligence in ensuring quality of care and evidence-based practice, including meaningful use of EHR systems and healthcare data; implementation of EHRs in clinical practice workflows; and the assessment of outcomes in healthcare delivery settings. Emphasis upon EHR software that enhances the quality and data management of patient information for organizations.

MHA 614 Project Management of Healthcare Information Technology**3 SH**

Course Description: Introduction to issues and solutions associated with managing information technology projects. Explores contemporary project management solutions that integrate and facilitate communication of software/systems and between multi/site and multi-client facilities projects. Addresses the effect of rapid technological obsolescence on project justification, funding, and continuance.

MHA 690 Healthcare Informatics Capstone**3 SH**

The capstone course is the culminating experience for the decision analytics certificate program. The instructor-supervised course provides students with the opportunity to integrate and synthesize the knowledge and skills acquired throughout their coursework in an original, comprehensive project, and to assess their level of mastery of the course outcomes. Pre-requisites: all other Decision Analytics certificate courses.

Joint Master of Health Administration/Master of Business Administration (MHA/MBA)

See the joint degree description and policies under the section: "Graduate Academic Programs and Policies" of this Catalog. For admission to the MHA/MBA program see "Graduate Admission" in this Catalog.

MHA/MBA Joint Degree Curriculum Requirements - 54 Semester Hours Total (SH)

MHA Curriculum Requirements Portion 30 Semester Hours

All MHA/MBA students must satisfactorily complete the following core health administration curriculum:

MHA 700 or MBA 701	Organizational Communication and Behavior in Health Service Organizations	3SH
MHA 710	Business Communications	
MHA 715	Contemporary Health Services Organizations and Systems	3SH
MHA 715 or MBA 765	Legal and Ethical Perspectives in Healthcare Administration	3SH
MHA 725	Law, Ethics, and Corporate Governance	
MHA 730	Leadership Perspectives in Health Policy	3SH
MHA 730 or MHAR 700	Health Economics	3SH
MHA 735	Structure and Economics of the US Healthcare System	
MHA 740	Health Services Information Management	3SH
MHA 740 or MBA 706	Health Services Financial Management	3SH
MHA 706 or MHAR 708	Managerial Finance	
MHA 765	Healthcare Finance	
MHA 770	MHA Comprehensive Exam	0SH
MHA 780	Health Services Marketing	3SH
MHA 799	Research Applications in Health Administration	3SH
	Strategic Health Services Management	3SH

All credits used toward the completion of the degree must be no older than seven (7) years at the time of graduation.

MBA Curriculum Requirements Portion 24 Semester Hours

In addition, all MHA/MBA students must satisfactorily complete the following course core business curriculum:

MBA 703	Data Driven Decision-Making	3SH
MBA 704	Accounting for Managers	3SH
MBA 765	Law, Ethics, and Corporate Governance	3SH
or		
FFI 701	Internal Controls and Corporate Governance	
MBA 755	Business Agility	3SH
MBA 760	Supply Change Management	3SH
MSL 740	Negotiations and Conflict Resolution	3SH
2 electives chosen in consultation with MBA Advisor		6SH

Joint Master of Health Administration/ Master of Science in Organizational Change and Resource Management (MHA/MSOC)

See **joint degree** description and policies under the section: "Graduate Academic Programs and Policies" of this Catalog. For admission to the MHA/MSOC program see "Graduate Admission" in Part One of this Catalog.

MHA/MSOC Joint Degree Curriculum Requirements - 54 Semester Hours Total (SH)**MHA Curriculum Requirements Portion 30SH**

The MHA/MSOC joint degree program is a sequentially designed curriculum; students must closely follow the order of courses as listed under the MHA/MSOC Joint Degree Curriculum Requirements. Students are highly recommended to consult with their advisors in selecting courses for the joint degree to better meet their educational goals. It is also recommended that students complete the coursework in one field in its entirety before beginning the material in the other field.

Joint Master of Health Administration/Master of Science in Organizational Change and Resource Management (MHA/MSOC)**Curriculum Requirements 54 Semester Hours (SH)****MHA Curriculum Requirements Portion 30 Semester Hours**

All MHA/MSOC students must satisfactorily complete the following core health administration curriculum:

MHA 700	Organizational Communication and Behavior in Health Service Organizations	3SH
or		
MBA 701	Business Communications	
MHA 710	Contemporary Health Services Organizations and Systems	3SH
MHA 715	Legal and Ethical Perspectives in Healthcare Administration	3SH
or		
MBA 765	Law, Ethics, and Corporate Governance	
MHA 725	Leadership Perspectives in Health Policy	3SH
MHA 730	Health Economics	3SH
or		
MHAR 700	Structure and Economics of the US Healthcare System	
MHA 735	Health Services Information Management	3SH
MHA 740	Health Services Financial Management	3SH
or		
MBA 706	Managerial Finance	
or		
MHAR 708	Healthcare Finance	
MHA 765	MHA Comprehensive Exam	0SH
MHA 770	Health Services Marketing	3SH
MHA 780	Research Applications in Health Administration	3SH
MHA 799	Strategic Health Services Management	3SH

MSOC Curriculum Requirements Portion 24 Semester Hours

In addition, all MHA/MSOC students must satisfactorily complete the following course core business curriculum:

CHRM 710	Effective Leadership	3SH
CHRM 700	Critical Thinking for Continuous Improvement Human Resource	3SH
CHRM 704	Management	3SH
CHRM 706	Crisis Management	3SH
CHRM 708	Negotiations and Conflict Resolution	3SH
CHRM 702	Organizational Change Management	3SH
2 electives to be chosen in consultation with your advisor.		6SH

Master of Science in Organizational Change and Resource Management (MSOC)

The Master of Science in Organizational Change and Resource Management is for individuals who desire advanced knowledge and skills related to facilitating change and managing across disciplines (human resources, product distribution, marketing, crisis, etc.) to advance those skills and elevate their standing within their fields.

Students who complete the Master of Science in Organizational Change and Resource Management will:

- understand the breadth, depth, and function of organizational change;
- demonstrate collaboration, innovation, and effective communication as resource managers and implementers of organizational change;
- acquire and analyze pertinent data to make informed decisions;
- discern and act upon opportunities for improvement across an organization; and
- apply resource management to organizational change through a site-based, field project

Graduate Admission

For admission to the MSOC program see “Graduate Admission” in this Catalog.

Master of Science in Organizational Change and Resource Management Curriculum Requirements

30 Semester Hours (SH)

CHRM 700	Critical Thinking for Continuous Improvement	3SH
or		
CHRM 710	Effective Leadership	
CHRM 702	Organizational Change Management	3SH
CHRM 704	Human Resource Management	3SH
CHRM 706	Crisis Management	3SH
CHRM 708	Negotiations & Conflict Resolution	3SH
MBA 704	Accounting for Managers	3SH
MBA 755	Business Agility	3SH
or		
MBA 760	Supply Chain Management	
CHRM 790	Applied Field Practicum and Project	3SH
	1 course in marketing or public relations	3SH
	1 elective	3SH

Courses Offered

CHRM 700 Critical Thinking for Continuous Improvement 3 SH

Organizational management decision-making theories and techniques. Topics presented include factors and conditions that influence decision-making in the workplace, the process of rational decision-making, stimulating creativity, and total quality management approaches. Emphasis is given to employee empowerment in the problem-solving process and the development of critical thinking skills. **Prerequisite:** MBA 701 and MSOC 702.

CHRM 702 Organizational Change Management 3 SH

This course provides students with theoretical and conceptual foundations to effectively and efficiently direct

change in an organization. Topics include change strategies for transformational change in the workplace, dealing with resistance to change, developing management buy-in for change projects, and ensuring change projects are maintained. Emphasis is given on providing the student with the tools and skills needed to become an effective change agent. Students will be able to diagnose problems in organizations requiring change, as well as develop the ability to design, implement, and monitor a change strategy within an organization. **Prerequisite:** MSOC 710.

CHRM 704 Human Resource Management 3 SH

This course provides students with an overview of current knowledge and techniques used in managing human resources in organizations. Topics covered include employment Law, the role of the HR manager in developing job analysis, job description, job design, HR planning, recruiting, selecting, training, developing, performance appraisal, compensation, benefits, and international HR management. **Prerequisite:** MBA 701 and MSOC 702.

CHRM 706 Crisis Management 3SH

This course will examine the entire crisis management lifecycle, from prevention and preparedness through response, recovery, and mitigation. Tools will be identified to address challenges faced by managers when organizations face any crisis, whether due to external factors outside the organization's control, internal control, or strategic management failures. Crisis management plans will be developed.

CHRM 708 Negotiations and Conflict Resolution 3 SH

Exploring the process, tactics, and techniques of bargaining and negotiation. The course concentrates on interpersonal dynamics and the process of interpersonal and inter-group conflict resolution. **Prerequisite:** MSOC 710.

CHRM 710 Effective Leadership 3SH

This course will examine current and significant issues in effective leadership. Instruction focuses on existing theories and practical applications, with emphasis given to the application of the theories to the individual student. **Prerequisite:** MBA 701 and MSOC 702.

CHRM 714 Human Performance Evaluation & Improvement 3SH

This course will explore the talent development process. Students will explore the best practices in the field of evaluation and continuous improvement. They will also develop strategies to successfully identify, analyze, and address performance problems in the workplace.

CHRM 790 Applied Field Practicum and Project 3SH

This course will serve as a capstone experience for students in the Organizational Change and Resource Management program. Students will engage in a site-based action research project focused on a change initiative within the organization chosen. Under faculty supervision, the student will apply the knowledge, skills, and professional dispositions acquired through the program in resolving an organizational problem or in designing, implementing, and evaluating an enhancement project.

COUN 620 Industrial Psychology 3SH

In this course, students will apply psychological principles and theories to the workplace. They will explore team and organizational effectiveness, individual differences, coaching, performance management, workplace health, employee attitudes and satisfaction, employee motivation, and other factors in an effort to create successful workplace environments.

Master of Science in Human Resources Studies (MSHRS)

The Master of Science in Human Resources Studies is for individuals who desire advanced knowledge and skills related to human resources and associated business processes to advance those skills and elevate their standing within their fields.

Students who complete the Master of Science in Organizational Change and Resource Management will:

- understand the breadth, depth, and function of Human Resources within an organization;
- demonstrate the ability to work collaboratively, inclusively, equitably, and ethically, with a strong knowledge of HR and employment law;
- acquire and analyze pertinent data to conduct performance evaluations, resolve conflicts, and design training;

- discern the psychology behind employee behavior; and
- apply resource management to organizational change through a site-based, field project.

Graduate Admission

For admission to the MSHRS program see “Graduate Admission” in this Catalog.

Master of Science in Human Resources Studies Requirements

30 Semester Hours (SH)

MBA 700	Business Foundations	3SH
CHRM 710	Effective Leadership	3SH
CHRM 704	Human Resource Management	3SH
CHRM 720	Contemporary Workplaces	3SH
COUN 620	Industrial Psychology	3SH
EDUC 731	Professional Development Design & Evaluation	3SH
CHRM 712	Ethical Behavior & Employment Law	3SH
CHRM 708	Negotiations & Conflict Resolution	3SH
CHRM 714	Human Performance Evaluation & Improvement	3SH
CHRM 790	Applied Field Practicum and Project	3SH

Teacher Education at Pfeiffer University

Pfeiffer University has a long, proud history of developing educators to serve in public and independent schools locally, across the state, nationwide, and internationally. In doing this work, the Teacher Education Program has engaged a continuous improvement process to ensure that high standards are maintained so that graduates of the Pfeiffer programs in education have the content knowledge, pedagogical skills, and professional dispositions necessary to be servant leaders in professional practice who transform the lives of the children with whom they interact.

Conceptual Framework

This Pfeiffer University Teacher Education Program is based on the conceptual framework of Developing Servant Leaders for Professional Practice: Preparation and Planning, establishing a Respectful Environment, Instructing Effectively, and Assuming Professional Responsibilities.

Residency Licensure Program (non-degree; licensure-only)

The Residency Licensure Program is a non-degree, licensure-only program designed for provisionally licensed teachers in NC who seek to clear provisional status and be endorsed for clear NC educator licensure. Pfeiffer offers residency licensure in elementary education, health and physical education, special education: general curriculum, secondary English, secondary mathematics, secondary comprehensive science, and secondary social studies. Upon admission to the program, an individualized, formal plan of study will be developed for each student, identifying the requirements necessary for endorsement in the chosen specialty.

Admissions Requirements:

Admission for individuals pursuing the Residency Licensure pathway through the Pfeiffer University Education Department consists of:

1. a completed application for the Residency Program through the Admissions Office at Pfeiffer (explore.pfeiffer.edu);
2. an earned baccalaureate degree with a grade point average of 2.7 or above;
3. official transcripts indicating completion of a baccalaureate degree and any attempted graduate coursework;
4. appropriate coursework relevant to the desired licensure endorsement area OR qualifying scores on the required licensure exams prescribed by the NC Department of Public Instruction (NCDPI); and
5. evidence of a teaching assignment/contract.

Residency Licensure Curriculum

Elementary Licensure Endorsement:

EDUC 604	Development and Learning	3SH
EDUC 679	Differentiated Strategies for Learning	3SH
or		
SPED 607	Collaboration & Instructional Delivery	
SPED 612	Assess of Students with Diverse Learning Needs	2SH
EDUC 677	Research & Practice in Social Emotional Learning	2SH
EDUC 611	Mathematics: Curriculum, Instruction, and Assess	3SH
EDUC 658	Teaching 21st Century Literacy in Multi Class	3SH
EDUC 629A	Clinical Teaching Experience	4SH

Special Education (General Curriculum) Licensure Endorsement:

EDUC 604	Development & Learning	3SH
SPED 607	Collaboration & Instructional Delivery	3SH
SPED 612	Assess of Students w Diverse Lrng Needs	2SH
EDUC 677	Research & Practice in Social Emotional Learning	2SH
EDUC 611	Mathematics: Curriculum, Instruction, and Assess	3SH
EDUC 658	Teaching 21st Century Literacy in Multi Class	3SH
EDUC 629A	Clinical Teaching Experience	4SH

Middle Grades, Secondary, Health & Physical Education, & Music Licensure Endorsement:

EDUC 604	Development & Learning	3SH
EDUC 679	Differentiated Strategies for Learning	3SH
or		
SPED 607	Collaboration & Instructional Delivery	
SPED 612	Assess of Students with Diverse Learning Needs	2SH
EDUC 677	Research & Practice in Social Emotional Learning	2SH
EDUC 678A	Art and Science of Teaching	4SH
EDUC 629A	Clinical Teaching Experience	4SH

Evidence of Content Area Coursework as indicated on plan of study

Health & Physical Education Licensure Endorsement:

EDUC 604	Development & Learning	3SH
EDUC 679	Differentiated Strategies for Learning	3SH
or		
SPED 607	Collaboration & Instructional Delivery	
EDUC 677	Research & Practice in Social Emotional Learning	2SH
HPED 677	Research & Practice in Health Education	3SH
HPED 678	Research & Practice in Physical Education	3 SH
EDUC 629A	Clinical Teaching Experience	4SH

Evidence of Content Area Coursework as indicated on plan of study

Master of Arts in Teaching (MAT)

The Master of Arts in Teaching Special Education (MAT) is a 32-semester-hour degree program. It is designed to prepare individuals interested in entering the teaching field with the knowledge, skills, and dispositions needed to seek professional licensure.

Teacher Licensure

The MAT program includes two phases and leads to recommendations for North Carolina educator licensure. Students who complete Phase I and earn qualifying scores on all of the required licensure exams will qualify for a recommendation for initial North Carolina Standard Professional I licensure. With completion of Phase II, candidates will be recommended for the advanced ("M") license. In Phase II of the program, candidates must meet the advanced level standards specified by the North Carolina Department of Public Instruction.

Graduate Admission

For admission to the MAT program see “Graduate Admission” in Part One of this Catalog.

(MAT) Admission Requirements

In addition to the Graduate Admission requirements, MAT students are required to submit the following:

Admission for individuals pursuing the Master of Arts in Teaching degree with initial licensure endorsement through the Pfeiffer University Education Department consists of:

- a completed application for the MAT program through the Admissions Office at Pfeiffer (explore.pfeiffer.edu);
- an earned baccalaureate degree with a grade point average of 2.75 or higher;
- official transcripts indicating completion of a baccalaureate degree and any attempted graduate coursework; and
- appropriate coursework relevant to the desired licensure endorsement area OR qualifying scores on the required licensure exams prescribed by the NC Department of Public Instruction (NCDPI).

Submit all documentation to: **Pfeiffer University**
Office of Admissions
 48380 US Hwy 52 N
 Misenheimer, NC 28109
 (704) 521-9116 gradadmissions@pfeiffer.edu

Admission to the Teacher Education Program

The Pfeiffer University Education Department Graduate Faculty reviews all applicants for admission to the Teacher Education Program to make the following assessments:

- **Content Knowledge** - based on transcripts of all undergraduate and graduate study and score on the General Knowledge Licensure exam.
- **Dispositions** - based on letters of recommendation and ratings on the Department’s dispositional assessment.
- If an applicant has a GPA of 2.75 from a regionally accredited college or university, a qualifying score on both components of the General Knowledge Licensure Exam, three satisfactory reference letters, documentation of computer literacy, and an acceptable response to the admissions essay, the applicant may be admitted directly to the Teacher Education Program at the time of admission to the university.
- If an applicant is **not** admitted to the Teacher Education Program at the time of admission to the University, the applicant must request admission to the Teacher Education Program after successful completion of six (6) semester hours. At this time, the Pfeiffer University Education Department Graduate Faculty reviews the student’s qualifications for admission to the Teacher Education Program. The Pfeiffer University Education Department Graduate Faculty will assess the candidate on the following standards: content knowledge, computer literacy, and dispositions in the four domains of the conceptual framework. The following data will be used for this assessment.
 - A grade of “B” or higher on six (6) semester hours of course work in the MAT program.
 - Score on the General Knowledge Licensure Exam
 - Documentation of computer literacy.
 - Assessment of the candidate’s dispositions by all Pfeiffer Division of Education faculty members who have taught the student.

The Pfeiffer University Education Department Graduate Faculty will make a recommendation to the Teacher Education Board regarding formal acceptance into the program. Final approval of all applications is subject to the discretion of the Teacher Education Board (TEB), a faculty committee with representatives from all of the licensure areas. Teacher candidates must demonstrate identified dispositions of successful teachers and be mentally, physically, morally, and emotionally suitable for teaching. Teaching candidates are notified in writing of the decision/recommendation(s) of the

Additional content area coursework at the undergraduate level may be required for candidates for admission into the Teacher Education Program if content knowledge weaknesses are identified.

Master of Arts in Teaching candidates may request a waiver from up to six credits in the initial licensure phase of

the program based on successful completion of previous coursework that demonstrates mastery of the content at the initial licensure level. A waiver form and appropriate documentation must be presented to the Graduate Education Faculty for review. Candidates will be informed in writing of the decision.

Academic Deficiencies

The Pfeiffer University Education Department Graduate Faculty reviews each candidate's undergraduate transcript for specific content competencies. Content deficiencies are reported to the candidate and his/her advisor. The University reserves the right to make curricular recommendations to the candidate's program. These recommendations could require that the candidate take undergraduate courses without receiving credit for the MAT Program.

Licensure Endorsements

Candidates seeking an endorsement for licensure through the Education Department at Pfeiffer University must meet **ALL** of the requirements for the appropriate license (as specified by the North Carolina Department of Public Instruction and the Pfeiffer University Education Department) in effect at the time of program completion. Candidates seeking an advanced ("M") level licensure endorsement must have met **ALL** of the requirements for the initial level license, including any testing requirements, before Pfeiffer University's Licensure Officer can make a recommendation for the license being sought.

Master of Arts in Teaching Curriculum Requirements (32 SH)

Phase I: Initial Level Licensure Phase (22 SH)

Professional Core Coursework

EDUC 604	Development & Learning	3SH
EDUC 679	Differentiated Strategies for Learning	3SH
or		
SPED 607	Collaboration & Instructional Delivery (Req'd for SPED)	
SPED 612	Assess of Students with Diverse Learning Needs	2SH
EDUC 677	Research & Practice in Social Emotional Learning	2SH

Specialty Area Coursework

Elementary & Special Education: General Curriculum Candidates

EDUC 611	Mathematics: Curriculum, Instruction, and Assess	3SH
EDUC 658	Teaching 21st Century Literacy in Multi Class	3SH
EDUC 657A	Curriculum Integration	2SH
EDUC 629A	Clinical Teaching Experience	4SH
or		
EDUC 622A	Non-Licensure Internship	4SH

Middle School, Secondary, Health & Physical Education, and Music Candidates

EDUC 657A	Curriculum Integration	2SH
EDUC 678A	Art and Science of Teaching	4SH
EDUC 678B	Field Experience in Art & Science of Teaching	2SH
EDUC 629A	Clinical Teaching Experience	4SH
or		
EDUC 622A	Non-Licensure Internship	4SH

Health & Physical Education Candidates

EDUC 657A	Curriculum Integration	2SH
HPED 677	Research & Practice in Health Education	3SH
HPED 678	Research & Practice in Physical Education	3SH
EDUC 629A	Clinical Teaching Experience	4SH
or		
EDUC 622A	Non-Licensure Internship	4SH

Phase II: Advanced Level Licensure Phase (10 SH)

EDUC 660	Research and Assessment	3SH
EDUC 661	Instruction Leadership in Diverse Settings	3SH
Or		
CHRM 710	Effective Leadership	
EDUC 659A	MAT Capstone Project	4SH

Courses Offered**EDUC 606 Curriculum and Instruction as Tools for Transformation 3 SH**

The purpose of this course is to expand teachers' understanding of learning theory and instructional models and practices effective in teaching students in diverse educational settings. Includes discussion related to the advantages and disadvantages of the practices. Teachers design units and present lessons that demonstrate their ability to apply knowledge of learning styles, multiple intelligences, motivational strategies, social and cultural contexts, critical and creative thinking, assessment, and reflection to instruction.

EDUC 611 Mathematics: Curriculum, Instruction & Assessment 3 SH

The focus of this course is on research related to mathematics education. The teacher analyzes and discusses current research findings and applications to classroom practice. A variety of instructional materials and approaches are evaluated for their effectiveness to meet the needs of diverse learners, including students at risk. Teachers demonstrate their knowledge of content by developing lessons that integrate the National Council of Teachers of Mathematics standards and the competencies from the North Carolina Standard Course of Study. Additionally, they demonstrate their ability to use audiovisual aids and electronic technology. A service-learning component is included.

EDUC 614 Master's Project 3 SH

The master's degree candidate plans, implements, and presents an action research study that demonstrates mastery of the North Carolina advanced level standards in education, including instructional expertise, knowledge of learners, research expertise, connecting subject matter and learners, and professional development and leadership. This non-thesis culminating project is presented to other graduate students and the graduate faculty in the School of Education, using a multi-media presentation. A panel of graduate faculty members in the School of Education reads and evaluates the project.

EDUC 615 Assessment in the Instructional Program 3 SH

Teachers study the selection, construction, administration, and interpretation of appropriate assessment methods to assess individual student progress and the effectiveness of the instructional program. Teachers develop traditional and alternative assessment instruments for diagnostic, formative, and summative evaluation. They also develop action research studies to assess instructional methods.

EDUC 616 Contemporary Issues in Education 3 SH

The purpose of this course is to involve teachers in the analysis of current educational issues with a specific focus on service learning. It provides a platform for reflection and in-depth discussions of contemporary practices in elementary education. Students select specific issues for focused study and use multimedia to present their understanding of the issues in class. Content focus includes legal, political, and socio-cultural issues in education.

EDUC 622A Non-Licensure Internship 4 SH

Candidates who have not met all of the requirements for endorsement for a teaching license may enroll in the non-licensure internship as the culminating experience in the initial phase of the program. This course is designed to assist the candidate in applying content knowledge and professional skills acquired in the program in a non-licensure setting.

EDUC 629A Clinical Teaching Experience 4 SH

The purpose of this course is to provide teacher education candidates in the graduate program with guided clinical experience in a classroom setting under the supervision of a university supervisor and a school-based clinical coach. Candidates will plan, teach, assess, and reflect in the assigned classroom. Candidates will also complete a NC Department of Public Instruction required performance assessment as part of this course. Candidates may not begin the clinical teaching experience unless they have provided qualifying scores on all state-mandated content licensure exams.

- EDUC 654 Reading: Curriculum, Instruction, and Assessment 3 SH**
 This course focuses on evidence-based strategies for teaching reading and writing to all children in a multicultural setting. Topics include word analysis, comprehension, vocabulary, writing, guided reading, and independent reading. The role of literacy assessment in differentiating instruction will be emphasized, and students will complete a case study of a child's literacy development with recommendations for instruction. Field experience required.
- EDUC 655 School Law and Professional Ethics 3 SH**
 This course is intended to provide classroom teachers with knowledge of the legal rights and responsibilities of those involved with the operation of public schools. Candidates will examine the legal framework of public education through a study of constitutional provisions, state legislation, regulations of the Department of Education/Public Instruction (state and federal), and the decisions of courts in litigation brought before them. The ethical considerations required by the Code of Ethics for North Carolina Educators are an integral part of this course.
- EDUC 656 Diagnostic and Corrective Reading 3 SH**
 This course is designed to equip candidates with the tools and abilities to recognize, diagnose, and address reading exceptionalities and difficulties within the classroom. Candidates will be acquainted with and use informal assessments, reading tests, and standardized test results that will assist in identifying sources of reading difficulties. A field-based, service-learning experience will give practice in recognizing, diagnosing, planning, and implementing remediation/ acceleration procedures.
- EDUC 657 Integrating the Curriculum 3 SH**
 This course will use current research in science and social studies education as a basis for providing meaningful instruction in the content areas while integrating literacy, numeracy, and other 21st-century skills. Throughout the course, candidates will develop high-quality, integrated units of instruction that can be delivered to students and evaluated for their effectiveness.
- EDUC 658 Teaching 21st Century Literacy Skills in the Multicultural Classroom 3 SH**
 This course will immerse candidates in 21st-century literacy skills to develop a comprehensive understanding of current research related to teaching and learning in the language and literacy classroom. In this course, candidates will define the meaning of literacy in a linguistically and culturally diverse society. Specifically, this course will examine issues stemming from language diversity in the schools and the impact of educational policies and programs on language minority students. The relationship between language and literacy and characteristics of effective curriculum and instruction will be examined based on current educational research and teachers' action research in the classroom.
- EDUC 659A MAT Capstone Project 4 SH**
 The purpose of this course is for advanced licensure candidates in teacher education to synthesize the knowledge, skills, and professional dispositions they have gained as part of their degree program through a culminating project that will benefit their professions, districts, schools, or classrooms.
- EDUC 660 Research and Assessment 3 SH**
 This course will prepare candidates to use research and assessment data to make inferences, judgments, and predictions about educational outcomes and change.
- EDUC 661 Instructional Leadership for Diverse Settings 3 SH**
 This course will engage candidates in an exploration of leadership theories and their application to diverse educational settings. Leadership, organizational behavior, management, and supervision will be examined.
- EDUC 662 Theories of Thinking and Learning 3 SH**
 This course will explore the cognitive development of children at various ages and stages, and the cognitive processes involved in learning. Included are discussions on learning styles, critical and creative thinking, and strategies to enhance thinking across the curriculum.
- EDUC 663 Comprehensive Examination 1 SH**

This course will require candidates to demonstrate their competency in the program goals through the completion of a proctored comprehensive examination.

EDUC 665 Seminar in Ethics and Professional Behavior 1 SH

Ethics and professional behavior will be examined from the local education agency, NC Department of Public Instruction, and national specialty area perspectives. Codes of conduct, state regulations, technology policies, and ethics guidelines will be examined as they relate to the role of teachers in a modern society.

EDUC 675 Professional Licensure Review 1 SH

This course will serve as an avenue for review for candidates preparing to take the required licensure exam(s) mandated by the NC Department of Public Instruction for initial licensure as an elementary or special education (general curriculum) teacher. Specifically, candidates will be assisted in synthesizing knowledge and skills acquired within and outside the graduate teacher education program to effectively respond to tasks on the licensure examination(s).

EDUC 677 Research and Practice in Social-Emotional Learning 2 SH

This course is an introduction to social-emotional learning and its impact on teaching and learning in classrooms and schools. Students enrolled in this course will review the research around social-emotional learning, make connections to practice in the classroom and school, and address how classroom climate, community, and management impact the “whole learner”. Best practices will be explored, and plans for implementation of a strong social- emotional learning program will be developed. A field experience component is required in this course.

EDUC 678 Research and Practice in Secondary Education 3 SH

The focus of this course is on the review of research related to secondary education (9-12). The teacher analyzes and discusses current research findings and applications to classroom practice. A variety of instructional materials and approaches are evaluated for their effectiveness to meet the needs of diverse learners, including students at risk. Teachers demonstrate their knowledge of content by developing lessons that integrate the national standards for specific content areas and the competencies from the North Carolina Standard Course of Study. Additionally, they demonstrate their ability to use audiovisual aids and electronic technology. A field experience component is required in this course.

EDUC 678A Art and Science of Teaching 4SH

The purpose of this course is to prepare content-area educators in the methods and materials for teaching and learning in and out of the classroom. Current research in teaching as both an art and a science will be explored. A variety of instructional materials and approaches will be explored to meet the needs of diverse learners, including students at risk. Audiovisual aids and electronic technology will be examined.

EDUC 678B Field Experience in the Art & Science of Teaching 2SH

This course is designed to serve as a specialized content field experience to accompany the methods-focused course titled Art and Science of Teaching. Candidates will apply the strategies acquired in the licensure field for which they seek endorsement under the supervision of a university faculty member and a school-based clinical coach.

EDUC 731 Professional Development Design and Evaluation 3 SH

This course equips students with the strategic and practical skills necessary to design, implement, and evaluate professional development initiatives within diverse organizational settings. Emphasizing alignment with business goals and adult learning theory, students will explore how to assess workforce needs, apply instructional design models (such as ADDIE), and create impactful learning experiences that foster employee growth and organizational effectiveness. By the end of the course, students will be prepared to lead professional development efforts that are innovative, inclusive, and results-oriented.

HPED 677 Research and Practice Health Education 3 SH

This course explores the current research and best practices in the area of school health education at the elementary, middle, and secondary levels. The course will focus on the coordinated school health approach, the National Health Education Standards, the NC Standard Course of Study Health standards, classroom management, health pedagogy, and assessment methodology across content areas, as well as various teaching resources.

HPED 678 Research and Practice in Physical Education**3 SH**

This course explores the current research and best practices in the area of physical education at the elementary, middle, and secondary levels. The course will focus on movement literacy from a holistic perspective, strategies for planning instruction, technology integration, and assessment of student learning at all levels. Emphasis will be placed on pedagogies that are inclusive and equitable to diverse student populations. Course content is aligned with national and state-level curriculum standards.

SPED 612 Assessment of Students with Diverse Learning Needs**2 SH**

This course will focus on the selection and use of assessment tools (diagnostic, formative, and summative) and the analysis of results as a means of data gathering for IEP development, classroom instruction, and program reporting/evaluation. Current issues in the field of assessment will be discussed, and testing ethics will be emphasized.

SPED 614 Matching Instruction to Student Needs**2 SH**

This course will address the design or modification of curriculum, instructional materials, and classroom environments for students with high-incidence disabilities. Emphasis will be placed on differentiated instruction that focuses on developmentally appropriate strategies to ensure that the student with a high incidence disability is successful in mastering the general education curriculum.

SPED 618 Collaboration for Student Success**2 SH**

This course focuses on the study of teaching, learning, curriculum, and environment as factors in classroom management, with special emphasis on behavior modification. An overview of learning and developmental theories will establish a basis for understanding the goals of behavior modification, exploration of curriculum theory, and analysis of teaching styles will assess the value of these variables in the creation of effective learning environments. Presentations will be reinforced throughout with exercises, case studies, and problem-simulated experiences.

SPED 644 Consultation and Collaboration in Case Management**3 SH**

This course will blend theory, research, and practice to assist candidates in developing advanced communicative, interactive, and collaborative problem-solving skills for working with families, school personnel, and community agencies in support of students and other individuals identified with special needs.

SPED 646 Contemporary Issues and Trends in Special Education**3 SH**

Through reading, research, discussion, and debate, candidates will explore a wide variety of issues and trends currently impacting the field of special education in an effort to prepare candidates to advocate on issues they may encounter in professional settings.

STEM 607 Issues and Trends in STEM Education**3 SH**

Through reading, research, discussion, and debate, candidates will explore a wide variety of issues and trends currently impacting STEM education in an effort to prepare candidates to advocate on issues they may encounter in professional settings.

Master of Arts in Clinical Mental Health Counseling (MACMHC)

The Pfeiffer University Master of Arts in Clinical Mental Health Counseling program is designed for students who have a bachelor's degree and are interested in working with individuals in a mental health counseling capacity. The full-time, 63 SH program admits cohorts each Fall (August). Students engage in a rigorous program of study that takes place over seven semesters (approximately 27 months). This program is offered online with both synchronous and asynchronous courses each term. The educational program consists of academic coursework and supervised fieldwork.

Admissions Requirements

For admission to the MACMHC program see "Graduate Admission" in Part One of this Catalog.

Additional (MACMHC) Admission Requirements

In addition to the Graduate Admission requirements in Part One of this Catalog, MACMHC applicants are required to meet the following criteria:

- Bachelor's degree from a regionally accredited college or university.

- Minimum undergraduate GPA of 2.75 overall.
- Personal interview with Faculty Admissions Committee approval.
- Proof of satisfactory criminal background record check for all states of residence for the past (5) years.

Curriculum Requirements (63 SH)

Theoretical Foundations (3 sh required)

PSYC 600: Advanced Human Growth and Development 3

Social/Cultural Foundations (3 sh required)

COUN 650: Multicultural Counseling 3

Research and Statistics (6 sh required)

COUN 603: Evaluation and Appraisal in Counseling 3

PSYC 625: Research Methods and Program Evaluation 3

Counseling Specializations

Counseling (24 sh required)

COUN 600: Clinical Mental Health Counseling 3

COUN 601: Counseling Theories 3

COUN 602: Counseling Techniques 3

COUN 604: Diagnosis and Intervention Planning 3

COUN 625: Career Development 3

COUN 610: Counseling Process – Interpersonal Process Approach 3

COUN 605: Crisis Intervention Strategies 3

COUN 620: Advanced Trauma Focused Assess & Intervention 3

Professional Practice (24 sh required)

COUN 615: Adv Psychopathology and Intervention Planning 3

COUN 630: Ethics, Supervision, and Consultation for Counselors 3

COUN 635: Substance Abuse Counseling 3

COUN 645: Theory and Practice in Group Counseling 3

COUN 660: Marriage, Couple and Family Counseling 3

COUN 670: Counseling Practicum 3

COUN 695: Counseling Internship (3 sh x 2 semesters) 6

Electives (3 sh required)

One Elective chosen from: 3

COUN 640: Child and Adolescent Therapy

COUN 655: Human Sexuality & Contextual Sex Therapy

Courses Offered

Theoretical Foundations (3 SH required)

PSYC 600 Advanced Human Growth and Development 3 SH

This course provides an advanced overview of current research and theory on life-span human development. The course will enhance students' understanding of significant developmental changes that occur over the life span. Emphasis will be placed on typical physical, cognitive, emotional, and social developmental transitions as well as on issues such as diversity and socialization in relation to perceptions of human development. Professional, clinical, legal, and ethical issues will also be addressed.

COUN 605 Crisis Intervention Strategies**3 SH**

This course is intended for advanced students pursuing studies in psychology, criminal justice, counselor education, and the human services and mental health professions. Basic issues and strategies in the theory and practice of trauma and crisis intervention will be addressed, including the application of practical helping skills and techniques. Special topics include normal assessment of situation stress and chronic stress, grief and loss, lethality, suicide/homicide, mass disaster, child and elder abuse, domestic violence, rape and assault, violence in the schools and in the workplace, post-traumatic therapy and recovery, Critical Incident Stress Debriefing (CISD), and compassion fatigue.

COUN 620 Advanced Trauma Focused Assessment & Intervention**3 SH**

This course will focus on basic skills and strategies of trauma assessment and intervention, including empirically supported models for the treatment of trauma. Models taught may include DBT, EMDR, TF-CBT, Cognitive Processing Therapy, and Traumatic Incident Reduction Therapy, among others. Skills developed will also include the application of practical helping techniques. Special topics may include, but are not limited to, normal assessment of trauma and related symptomatology, neuroscience of trauma, suicide/homicide, domestic violence, natural disaster and community-based trauma, violence in the schools and in the workplace, post-traumatic therapy and recovery, and compassion fatigue.

Professional Practice (24 SH required)

COUN 604 Diagnosis of Mental and Emotional Disorders**3 SH**

This course is designed to examine the DSM-5-TR's major classifications of psychological disorders that impede healthy family functioning. Methods of assessment and diagnosis, evidence-based research, treatment, and psychopharmacology of these disorders will be studied. Strengths and weaknesses of the current diagnostic system and a multidimensional individual assessment and social history approach, including a biopsychosocial-cultural-spiritual intake and mental status exam, will be presented.

COUN 615 Advanced Psychopathology and Intervention Planning**3 SH**

This course is designed to provide training and practice in forming reliable and valid diagnoses of mental disorders; appropriately addressing the ethical and cultural issues involved in diagnosis, performing collaborative diagnostic interviews, participating in effective case conferences, and planning interventions to achieve therapeutic goals.

COUN 630 Ethics, Supervision and Consultation for Counselors**3 SH**

This course includes an introduction to concepts, processes, and styles of supervision. Students will have the opportunity to gain experience in providing supervision to other counselors in training. The course also provides advanced training in ethical practice and provides students with the knowledge and skills necessary to engage in consultation, negotiation/mediation, and systems-level intervention in mental health and education settings.

COUN 635 Substance Abuse Counseling**3 SH**

This course is experiential and examines the disease model vs. systemic views of addiction and treatment. Markers of abuse and dependence are identified as well as their impact on individuals, couples, and families. Specific attention to various therapeutic approaches for the treatment of chemical dependency and substance abuse will serve as a critical guide to assessment and intervention efforts.

COUN 660 Marriage and Family Counseling**3 SH**

This course examines family systems theories, cultural context, and ethical components of work with couples and families. The course provides an overview of major family counseling approaches.

COUN 670 Counseling Practicum**3 SH**

This course will provide students with a variety of supervised field experiences. Students are required to earn 40 direct client hours. The course will be graded on an S/U basis. Prerequisite(s): Permission of instructor.

COUN 695 Counseling Internship (2 semesters | 3 SH x 2)**3 SH**

This course is intended to assist students in applying theory, modalities, and methods of therapeutic process to face-to-face counseling sessions. Interns will learn the process of proper record keeping, confidentiality, intake processes, and treatment planning. Interns will participate in the process of supervision of counseling and case conferencing, which are processes that must evolve following graduation from the Clinical Counseling program in preparation for licensure and into clinical practice. Interns will be encouraged to integrate theory and practice into their client sessions. This class is designed for structured supervision of advanced students in the Clinical Counseling program. Appropriate placement in a clinical mental health counseling setting will include hours, 240 clock hours of direct service, and a total of at least 600 clock hours of supervised experience in roles and settings with clients relevant to Clinical Mental Health Counseling. The course may be repeated for credit.

Electives (3 SH required)

COUN 640 Child and Adolescent Therapy 3 SH

This course will present principles of healthy child/adolescent development and techniques used in establishing effective parent-child relationships. Research, theory, and practice regarding childhood/adolescent diagnostic categories of the DSM-5-TR will also be studied. Special issues regarding therapy with minors and creative approaches for building mutually desired outcomes, including the facilitation of play therapy and/or filial therapy, will be explored.

COUN 655 Human Sexuality & Contextual Sex Therapy 3 SH

This course will introduce the theory and practice of sex therapy with clinical investigation into the dominant issues of dysfunctional and pathological sexual functioning, and its effects on individuals, couples, and family systems. Appropriate assessment and intervention methods utilizing a contextual approach will be studied.

Master of Science in Occupational Therapy (OT)

Pfeiffer University, Department of Occupational Therapy, offers a Master of Science in Occupational Therapy. The MSOT program is designed for students who have a bachelor's degree in fields other than occupational therapy, which consists of 4 years of pre-professional preparation to obtain a bachelor's degree before admission into the program. The full-time, 74-credit, 2-year MSOT program will be delivered in 24 months (6 semesters) beginning in August of each year. All courses are sequential, and only one cohort of students is accepted per the calendar year. The educational program consists of academic coursework and supervised fieldwork experiences (24 weeks of level II FW). The rationale for a time frame is consistent with standards of graduate education for professional education and is comparable across other institutions. The cohort size will be 25-45.

This curriculum is designed to provide an excellent education for students planning for professional roles as occupational therapy practitioners in traditional settings, as well as in areas of newly identified needs or emerging practices, especially in rural health. The occupational therapy program integrates students into a community of professional graduates who seek to become caring and competent health professionals and who value the unique synergies possible in an inter-professional educational approach. Pfeiffer University creates an environment that promotes a *servant attitude and holistic approach* to the care of all human beings, encouraging the sharing of information and the teamwork approach found in today's healthcare and rehabilitation professionals.

Admissions Requirements

Baccalaureate degree (or US equivalent): completed by the Summer Semester before the start of the MSOT program in the Fall Semester. A degree in any area of study will be accepted.

Occupational Therapy Centralized Application (OTCAS): All applicants are processed through OTCAS. Each cycle's schedule and deadline are posted in OTCAS. Pfeiffer University does not have a supplemental application for the MSOT program. We strongly recommend that all requirements be completed by the end of the Fall Semester prior to application.

Accreditation

The entry-level occupational therapy master's degree program is accredited by the Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), located at 6116 Executive Boulevard, Suite 200, North Bethesda, MD 20852-4929. ACOTE's telephone number c/o AOTA is (301) 652-AOTA and its web address is www.acoteonline.org. Graduates of the program will be eligible to sit for the national certification examination for the occupational therapist administered by the National Board for Certification in Occupational Therapy (NBCOT). After successful completion of this exam, the individual will be an Occupational Therapist, Registered (OTR). In addition, all states require licensure in order to practice; however, state licenses are usually based on the results of the NBCOT Certification Examination. Note that a felony conviction may affect a graduate's ability to sit for the NBCOT certification examination or attain state licensure.

Prerequisite Coursework: All prerequisites must be completed by the summer semester before starting the program in the fall. Courses will not be able to be taken during the fall semester after the program starts. Completion of all prerequisites. No more than two prerequisite courses can have a grade of C. Submit ALL official

transcripts from each college/university that was attended.

Prerequisite Coursework	Credits
Human Anatomy Lecture/Lab; Physiology (If enrolled in a combined anatomy/physiology course you will need 6 semester hours)	4-6
Cultural Ideas and/or Global Perspectives Any course in one of the following areas: world religions, gender studies, sociology or anthropology (Cultural Anthropology or Diversity in Global Context is preferred).	3
One course in Lifespan OR one course in Human Development OR <u>three</u> courses to include Childhood, Adolescent and Adult Development OR two courses that cover the Lifespan of Development.	3-9
Abnormal Psychology	3
Statistics (Social science statistics OR biostatistics preferred)	3
Medical Terminology (can be an online course)	1-3
English Composition OR Technical Writing	3
Ethics OR Philosophy OR Theology	3

Transfer course credit: Subject to approval and review of the transcript, up to 6 hours of graduate transfer credits may be applied toward the MSOT. Graduate transfer credits will only be considered for graduate-level courses completed with a grade of “B” or higher within the last five (5) years. Students wishing to substitute or transfer a course required by the Department of Occupational Therapy must submit a form requesting a transfer or substitution along with the course name and number, course description, including the number of credit hours, and course syllabus. The faculty will review to determine if the course meets the curriculum requirement in parts or completely. Faculty reserves the right to have students test out of any section of a course that is being considered for transfer or substitution to ensure mastery of content. Due to the nature of the curriculum, treatment courses and research courses are not eligible for transfer or substitution. Please note that work experience is not acceptable as credit or partial credit for coursework. The MSOT Program Director must approve all course transfers, and copies of the approval document will be kept with students’ admission information.

Personal Essay: Describing a significant experience or personal characteristic that demonstrates why you would be an effective occupational therapist. Please articulate your understanding of occupational therapy practice. The essay should not exceed 600 words.

Letters of Recommendation: Three letters (minimum) from professors, therapists, and/or other professionals familiar with your knowledge, skills, and achievements. One recommendation **MUST** be from an Occupational Therapist.

Clinical Observation: 50 hours in multiple settings with different clients and settings (pediatrics, adults, acute, sub-acute, LTC, etc.) Submit a time log signed by a therapist.

Falcon Interview: Will be conducted virtually with selected/invited ranked applicants. Interviews for class entering Fall I Semester/August: Interviews will be conducted on a rolling basis beginning in November through July prior to the first semester enrolled (Fall I Semester).

YR 1	Fall Semester	CR	L	LAB	SH
	OT 800 Introduction to OT & OS	3	3	0	3
	OT 802 Gross Anatomy & Kinesiology	4	2	2	4
	OT 804 Movement, Occupation and Participation	5	2	3	5
	OT 810 Interprofessional Practice	1	1	0	1
	OT 818 (online) Documentation in OT	1	1	0	1
	TOTALS	14	9	5	14

Spring Semester		CR	L	LAB	CH
OT 812 Foundations of Neuroscience		3	2	1	3
OT 814 Mental Health and Wellness		4	2	2	4
OT 842 Technologies in OT		3	2	1	3
OT 822 Inquiry and EBP I		3	3	0	3
OT 826 Fieldwork Level IA – MH		1	1	0	1
TOTALS		14	10	4	14
Summer Semester		CR	L	LAB	CH
OT 816 Group Dynamics		3	2	1	3
OT 828 OT in Adults and Geriatrics		4	2	2	4
OT 830 Occupational Performance Evaluation & Assessment		4	2	2	4
OT 836 Inquiry and EBP II		3	3	0	3
OT 840 Fieldwork Level IB – Adults		1	1	0	1
TOTALS		14	10	4	14
YR 2	Fall Semester	CR	L	LAB	CH
	OT 834 Contextual Population Health, Disparities & Factors	2	2	0	2
	OT 844 Orthotics/Physical Agent Modalities in Occup Interventions	3	1	2	3
	OT 852 OT in Pediatrics & Youth	4	2	2	4
	OT 854 Occupational Performance Evaluation & Assess Peds	4	2	2	4
	OT 862 Fieldwork Level 1 –Pediatrics	1	1	0	1
	TOTALS	14	8	6	14
	Spring Semester	CR	L	Lab	CH
	OT 866 Fieldwork Level II A (12 weeks) (Adults or Pediatrics)	6	6	0	6
	OT 848 Ethics in OT Practice	2	2	0	2
	TOTALS	8	8	0	8
	Summer -2 - 2023	CR	L	LAB	CH
	OT 856 Management in Health Care	3	3	0	3
	OT 870 Fieldwork Level II B (12 weeks) (Adults or Pediatrics)	6	6	0	6
	TOTALS	9	9	0	9
Program Total					74

Courses Offered

OT 800 Introduction to Occupational Therapy and Occupational Science 3 SH
 This course introduces key ideas of occupational therapy supported by the foundational concepts of occupational science, delineating humans as pattern-forming (habits) occupational beings in search of meaning. Students analyze occupational patterns (habits) and strategies for adapting, sustaining, and enhancing the health and wellness of individuals by learning to respond to circumstances and understanding how the formation of habits leads to the manifestation of everyday choices and occupations (daily living activities). Students will develop foundational skills in completing *occupational profiles and task analysis as a means* of analyzing and understanding the basic components of occupational performance and participation in meaningful life activities. Students will also be introduced to the Act, Belong, Commit (ABC) Framework to begin establishing an understanding of occupational therapy's role and assisting all populations with maintaining positive mental health.

OT 802 Anatomy & Kinesiology 4 SH
 This course reviews core gross anatomy, including bones, joints, muscles, blood vessels, muscle palpation, and peripheral nerves. Structure and function, and application of basic biomechanical, neuromuscular, and musculoskeletal principles, are discussed in relation to everyday activities and occupational performance. In addition, students learn biomechanical, ecological systems, and dynamical systems' principles underlying human

movement and their application to functional activities, including seating, transfers, and mobility. Principles covered in the lecture are applied through practical experiences and discussions during the application sessions.

OT 804 Movement, Occupation and Participation 5 SH

This course helps students to develop foundational knowledge of occupational performance and human movement necessary for subsequent assessment and intervention courses. Additionally, biomechanical principles of joint and muscle structure and function will be applied to occupational performance. Students will learn assessments and techniques most used in occupational therapy practice, including goniometry of range of motion (ROM) and manual muscle testing (MMT). Employing logical thinking, critical analysis, problem solving, and creativity, students learn how to analyze and adapt occupations and activities. Students will be able to explain the meaning and dynamics of occupation and activity, including the interaction of areas of occupation, performance skills, performance patterns, activity demands, context(s), and client factors. Through a group project, students will articulate the value of an occupation to support participation.

OT 810 Inter-professional Practice 1 SH

In this course, students will explore the concept of Inter-professional Practice. In the early 1970s, the Institute of Medicine (IOM) identified the need for and the influence of team-based patient care on patient safety and improved inter-professional communication. The Institute for Healthcare Improvement Triple Aim Initiative describes a framework to optimize health system performance through team collaboration among multiple health disciplines. The triple aim – *improving the patient experience* of care (including quality and satisfaction), *improving the health of populations*, and *reducing the per capita cost of health care* – involves training healthcare practitioners to not only improve the quality of the health care delivery but also improve communication at large.

OT 812 Foundations of Neuroscience 3 SH

The anatomy and physiology of the human nervous system are introduced with emphasis on understanding the neural basis of sensory processing, movement, emotion, and behavior, as well as the functional consequences of different types of lesions or dysfunction. Lectures include neuroanatomy; development of the nervous system; the function of central, peripheral, limbic, and autonomic nervous systems; motor control; sensation (vision, hearing, vestibular, somatosensorial); and cognition. Laboratory sessions are focused on exploring the human brain and providing an introduction to neurological assessments used in occupational therapy practice.

OT 814 Mental Health & Wellness 4 SH

This course provides students with an overview of the principles of psychiatry and an introductory approach to psychiatric and psychological evaluation and treatment of individuals with psychiatric diagnoses across the lifespan. Students gain an understanding of the healthcare team and wellness approaches as it applies to institutional and community-based mental health services. Case studies are used for immediate application of concepts learned and may include topics such as DSM V and ICF classification systems as it pertains to the psychopathology of function; Disorders of Infancy, Childhood, and Adolescence; Delirium, Dementia, Cognitive Impairments, Mood, Anxiety, Personality, and other disorders; Schizophrenia and other Psychotic Disorders, Substance-related disorders, and Psychopharmacology. Students learn when and how to use the consultative process with groups, programs, organizations, and communities. Students will discuss and justify the varied roles of the occupational therapist. The synchronized Level 1 fieldwork experience (OT 826) also allows the students to deepen their understanding of mental health practice through clinical evaluations and observations.

OT 816 Group Dynamics in MH 3 SH

Teams, social systems, interdepartmental, and intradepartmental relationships are a critical part of the healthcare delivery process. This course includes lectures and training in the use of groups in OT treatment. A combination lecture/discussion and training will be used to explore concepts and theories of group formation, development, and structure, and their application within the context of occupational therapy. Through small group activities, reflection papers, and training in the use of task and developmental groups in OT treatment, emphasis is placed upon self-reflection, experiential, and collaborative learning. Students learn to employ constructive feedback to modify and enhance their ability to function as group members/leaders. This course reflects the professional component of the curriculum by allowing students to analyze and apply theories of group dynamics and current literature regarding the use of groups in occupational therapy. Students will learn to appreciate the process and meaning of groups through personal experience, class discussion, and written assignments. *A 2-day inter-professional simulation will occur, addressing roles & responsibilities.*

OT 818 Documentation (online)**1 SH**

This course introduces professional communication and effective documentation of occupational therapy services in a variety of settings.

OT 822 Inquiry and EBP**3 SH**

In this course, students learn the foundations of research, evidence-based practice (EBP), and scholarly inquiry. Topics include developing questions for inquiry, searching databases, reading and analyzing evidence, synthesizing literature using American Psychological Association (APA) guidelines, and applying the outcomes of an EBP project to practice. Students will begin to develop ideas for a capstone project based on their area of interest, utilizing resources available such as mentors, self- inquiry, and guest lecturers.

OT 826 Fieldwork Level I – MH**1 SH**

Students will complete level I fieldwork experience in a mental health practice setting and will participate in reflection and discussion about their on-site experience in connection with the OT 814 course. ***This course is Pass/Fail.***

OT 828 OT in Adults and Geriatrics**4 SH**

This course focuses on the knowledge and resources needed for effective clinical reasoning about occupation-based evaluation and intervention, and on developing an understanding of contextual variables influencing occupational performance and participation in adult and older adult populations. OTPF and ICF are used as the basis for understanding how healthcare context influences service delivery, as well as how age-related changes and illness experiences influence a person's ability to successfully participate in meaningful life activities. Topics covered include diagnostic conditions and disorders, practice contexts/environments, models and theories of practice, research evidence, healthcare/education regulations and policies, and interdisciplinary practitioner roles. Content is applied particularly to individuals living with long-term conditions who are most likely to benefit from occupational therapy interventions. A high level of self-directed learning is expected.

OT 830 Occupational Performance Evaluation & Assessment**4 SH**

This course uses a case-based approach to integrate knowledge of contemporary occupational therapy theory and practice into multiple medical and rehabilitation service delivery models. Cases will include increasingly complex physical, psychological, and contextual barriers to occupational performance for adults and older adults with physical disabilities. A significant emphasis is placed on evaluation, intervention, planning, and documentation. Evidence-based practice and ethical decision-making are emphasized throughout the course. ***A 2-day inter-professional simulation will occur, addressing inter-professional communication.***

OT 834 Contextual Population Health, Disparities & Factors**3 SH**

Students will explore the reasons underlying contextual population health and disparities in health and health care, in addition to identifying what can be done to address them.

Contextual population health is the external environmental factor that may impact health, such as education, economics, employment, and access to public health. Students will discuss contextual population health and the impact it can have in rural and lower socioeconomic regions, and how occupational therapy services can address the contextual population health in these environments through skilled intervention.

Disparities in health care may arise from (1) differences in access to health care and (2) differences in the quality of health care received.

Students will explore the impact of:

(1) Timely use of personal health services to achieve the best health outcomes or health care access, which can be assessed using measures of:

(a) Entry into the health care system.

(b) Structural barriers (e.g., transportation, ability to schedule appointments, specialist referrals).

(c) Patient's perceptions (e.g., patient-provider communication and relationships, cultural competency, health literacy, and health information), and d) health care utilization (i.e., routine, acute, and chronic care, and avoidable hospital admissions).

Aspects of quality of care that could result in health disparities include the following:

Effectiveness: care based on scientific knowledge, as provided to all patients who could benefit and not provided to patients unlikely to benefit.

Safety: care that avoids injuring patients through care intended to benefit them.

Timeliness: care that reduces delays in the use of care.

Patient Centeredness: care that is respectful and responsive to the individual needs, preferences, and values of patients.

Equity: care that encompasses the need for health care systems to provide care that does not vary in quality because of personal characteristics (such as gender, ethnicity, geographic location, and socioeconomic status). Racial and ethnic bias and stereotyping by health care providers are thought to make significant contributions to health care disparities (Physicians for Human Rights, 2003). Cultural competency training at all levels of the curriculum and training programs can play an important role in eliminating racial and ethnic bias and stereotyping by health care providers

OT 836 Inquiry & EBP II 3 SH

This second course in the evidence-based practice sequence focuses on the critical analysis of qualitative/quantitative methods in research. The purpose of this course is twofold: One, to provide training in field methods engaging in research, in particular “Clinical Practice,” with emphasis on such research methods as participant-observation, intensive interview, content analysis, oral history, survey use, among others. Two, establish a forum to direct student work and creative energies towards social justice, environmental, and political issues in occupational therapy practice at large. This approach allows the student/scholar to discover “Communities” create channels of communication, find ways of continual engagement and project development, and bring knowledge beyond the immediate workings of the community and into the realm of culture. The place of these kinds of techniques in social research, as well as the issues raised by them, will be considered. Students will participate in a research project using one or more of the methods discussed. Students will participate in faculty-led group research projects using one or more of the methods discussed. Students will further develop project ideas regarding methodology and design.

OT 838 Professional Reasoning 2 SH

This course provides students with an introduction to the fundamental concepts of professional reasoning and critical inquiry as the basis for professional and interdisciplinary decision-making. Students will examine current theories of professional reasoning, explore assumptions that influence everyday decision-making, and develop an attitude of inquiry. Using readings, discussion, lecture, and reflective activities, students will learn how therapists reason in practice and begin to apply these skills to practice.

OT 840 Fieldwork Level I –Adults 1 SH

Students will complete fieldwork experience in a community-based program/agency or an occupational therapy setting. Students will also participate in weekly reflection and discussion about their on-site experiences embedded in the *OT 828* course. ***This course is Pass/Fail.***

OT 842 Technology in Occupational Therapy 3 SH

Assistive technology devices and services have the potential to impact the lives of people with disabilities, resulting in increased independence and participation in their daily activities. This course will focus on learning about the various types of assistive technology devices and services, including but not limited to the following: evaluation and assessment, selection and training, procurement, legislation, and funding. Students will gain an understanding of these applications as they pertain to the communication, learning, and environmental issues encountered by people with disabilities.

OT 844 Orthotics/Physical Agent Modalities as occupational interventions 3 SH

Orthotics/Physical Agent Modalities as Occupational Interventions is a lecture and laboratory course that provides a supervised learning experience in the fabrication of orthoses and their application as a preparatory method to enhance occupational performance and participation. This lecture and laboratory course also provides supervised learning experience in theory, application, and physical agent modalities as preparatory tools for enhancing occupational performance.

OT 848 Ethics in OT Practice 2 SH

This course focuses on ethics, trends, and issues in occupational therapy research, practice, and education. Emphasis is on identifying and resolving ethical issues while recognizing and responding to trends in the environment, as they relate to service delivery models, health policy, credentialing, and specialization in occupational therapy.

OT 852 OT in Pediatrics and Youth**4 SH**

The focus of this course is on the foundations of occupational therapy services for children, youth, and their families in various settings and models of service delivery. You will learn about evidence-based theories, models, and frames of reference; development of skills for occupational performance; pediatric OT process and beginning tools for assessment; policies and legislation influencing practice; primary conditions encountered; and the roles of the occupational therapist in pediatric practice.

OT 854 Occupational Performance, Evaluation, & Assessment Pediatrics/Youth**4 SH**

This course will apply the occupational therapy screening, assessment, and intervention process for children and youth participating in medical, educational, and community contexts. Interprofessional simulation will occur, addressing teams & teamwork.

OT 856 Management in Health Care**3 SH**

The principles of management in the provision of occupational therapy services will be considered in depth, including the principles of organizing, planning, directing, controlling, budgeting, and communicating. A variety of systems and models will be examined in relation to the marketing and delivery of occupational therapy services, including medical, community, education, and social models. Inter-professional simulation will occur, addressing ethics, law & social justice to occur on campus.

OT 862 Fieldwork Level I – Peds**1 SH**

Students will complete fieldwork experience in a community-based program/agency or an occupational therapy setting. Students will also participate in weekly reflection and discussion about their on-site experiences embedded in the OT 852 course. ***This course is Pass/Fail.***

OT 866 Fieldwork Level II- A Adults or Pediatrics**6 SH**

The Level II fieldwork/internship course is required by the Accreditation Council for Occupational Therapy Education (ACOTE). This full-time 12-week fieldwork experience is the final stage of preparing occupational therapy students for entry-level practice. This course entails supervised clinical experience with the opportunity to treat individuals with a variety of diagnoses across the lifespan. Students are assigned to an approved clinical education site in accordance with the Standards for an Accredited Educational Program for the Occupational Therapist, as stipulated by ACOTE. All professional courses and Fieldwork Level I must be successfully completed before the students are permitted to enter Fieldwork Level II. ***This course is Pass/Fail.***

OT 870 Fieldwork Level II – B Adults or Pediatrics**6 SH**

The Level II fieldwork/internship course is required by the Accreditation Council for Occupational Therapy Education (ACOTE). This full-time 12-week fieldwork experience is the final stage of preparing occupational therapy students for entry-level practice. This course entails supervised clinical experience with the opportunity to treat individuals with a variety of diagnoses across the lifespan. Students are assigned to an approved clinical education site in accordance with the Standards for an Accredited Educational Program for the Occupational Therapist, as stipulated by ACOTE. All professional courses and Fieldwork Level I must be successfully completed before the students are permitted to enter Fieldwork Level II. ***This course is Pass/Fail.***

Master of Science in Physician Assistant Studies (PAS)

The Pfeiffer University Master of Science in Physician Assistant Studies (MS-PAS) program is a 27-month continuous residential program; beginning with a 15-month didactic phase which includes robust instruction in clinical and behavioral sciences, followed by a 12-month clinical phase where the students will engage in over 1,900 hours of supervised clinical practice experiences. Upon successful completion of all curricular elements of the program, the student will be awarded a Master of Science in Physician Assistant Studie degree.

Students will be evaluated and must demonstrate achievement of the five program competencies: Medical Knowledge, Interpersonal and Communication Skills, Patient Care, Professionalism, Practice-Based Learning, and Implementation and System-Based Practice throughout both the didactic and clinical phases of the program. Students will be evaluated using a variety of assessment tools such as multiple-choice questions, verbal and written case presentations, simulation activities, objective structured clinical examinations (OSCEs), short essays, reflection journals, research projects, and clinical preceptor evaluations.

Mission

Mission: Provide a supportive learning environment for our students, with an emphasis on rural medicine, that graduates physician assistants who are prepared to provide patient-centered healthcare.

Accreditation

At its September 2024 meeting, the Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA) extended Accreditation-Probation status for the Pfeiffer University Master of Science in Physician Assistant Studies sponsored by Pfeiffer University until its next review in October 2026.

Probation accreditation is a temporary accreditation status initially of not less than two years. However, that period may be extended by the ARC-PA for up to an additional two years if the ARC-PA finds that the program is making substantial progress toward meeting all applicable standards but requires additional time to come into full compliance. Probation accreditation status is granted, at the sole discretion of the ARC-PA, when a program holding an accreditation status of Accreditation – Provisional or Accreditation – Continued does not, in the judgment of the ARC-PA, meet the *Standards* or when the capability of the program to provide an acceptable educational experience for its students is threatened.

Once placed on probation, a program that fails to comply with accreditation requirements in a timely manner, as specified by the ARC-PA, may be scheduled for a focused site visit and is subject to having its accreditation withdrawn.

Specific questions regarding the Program and its plans should be directed to the Program Director and/or the appropriate institutional official(s).

The program's accreditation history can be viewed on the ARC-PA website at <https://www.arc-pa.org/accreditation-history-pfeiffer-university/>.

Admission to the PA Program

Our program is a January, Spring semester start. Our application cycle opens at the end of April and runs through December 1st via the Central Application Service for Physician Assistants (CASPA). All applications and supporting documents must be submitted directly to CASPA. Only verified CASPA applications are considered.

Admissions Requirements

- **Degree:** Baccalaureate Degree from a U.S. regionally accredited College or University. (Baccalaureate degrees must be completed by the Fall semester prior to matriculation.
- **Grade Point Average (GPA)**
 - Overall GPA of 3.0
 - Prerequisite GPA of 3.2
 - Trends U60 GPA of 3.0
- **Prerequisite Coursework:** The following are **REQUIRED** courses and **MUST** be completed:

<u>Course</u>	<u>Semester Requirement</u>
Statistics	1 semester
Anatomy and Physiology	2 semesters
Microbiology with Lab	1 semester
Genetics	1 semester
Organic Chemistry with Lab	1 semester
Biochemistry	1 semester
Medical Terminology	1 semester or CE credit

- Prerequisite coursework **MUST** have been completed no more than 7 years prior to matriculation. We strongly recommend that applicants repeat any prerequisite course older than 5 years.
- Competitive applicants meet or exceed the 3.2 minimum requirement.
- Experiential learning is not substituted for prerequisite coursework.
- Online courses from regionally accredited institutions are accepted.

- Please note that all prerequisite coursework must be completed by matriculation to the program.
- Prerequisite courses must be completed with a grade “C” or higher. Grades below “C” will not be accepted, regardless of the GPA.
- **Direct Patient Care Experiences**
 - Applicants are expected to have in-depth, hands-on, direct patient care experiences in a healthcare setting.
 - A minimum of 500 hours of direct patient care experience in a healthcare setting must be completed prior to application. Twenty-four (24) hours of shadowing a physician assistant is required.
 - Examples of direct patient care experiences in a healthcare setting include, but are not limited to, the following: EMT, Paramedic, Emergency Room Technician, Certified Nursing Aide (CNA), Surgical Technician, Radiological Technician, Respiratory Technician, Medical Assistant, Medical Scribe, Nurse, Certified Laboratory Technician, Certified Pharmacy Technician, Certified Physical Therapy Technician, Sonographer, EEG/EKG Technician, Medical Scribe, Athletic Trainer, Phlebotomist, and Military Medical (e.g., Combat medic/Corpsman). Applicants who meet the twenty-four (24) hours of shadowing and exceed the direct patient contact minimum of five hundred (500) hours are deemed more competitive.
 - Unfortunately, we are not able to assist students and applicants in obtaining their healthcare-related experiences.
- **Letters of Recommendation**
 - Three letters of recommendation are required.
 - Letters should be from physicians, physician assistants, nurse practitioners, research mentors, professors, or volunteer coordinators/supervisors who had direct interaction with the applicant and can attest to his/her qualities, strengths, and suitability for a career as a physician assistant.
 - References from friends, family members, and relatives are not appropriate and will not be accepted.
- **Personal Statement:**
 - A personal statement is a required component of the admissions process. Applicants are asked to write a brief statement expressing their desire to become a physician assistant. This should be written at a graduate level and demonstrate an in-depth understanding of the PA role and function.
- **Standardized Test Requirement:**
 - The Pfeiffer University PA Program does not require any standardized tests for admission. (GRE, PA-CAT, MCAT or CASPer® are not admissions requirements.)

Advanced Placement

- The program does not accept advanced placement (AP) credit from high school for prerequisite coursework.
- The program does not grant advanced placement in the program based on previous educational experiences.
- Transfer credit or admission with advanced standing from another PA program is not accepted.
- All of the curricular components of the program are required for graduation and must be completed.

Admissions Preferences:

Preference is given to applications with any of the following characteristics.

- Overall GPA: Exceeds 3.0
- Prerequisite GPA: Exceeds 3.2
- Trends U60 GPA: Exceeds 3.0
- Direct Patient Care Experience: Exceeds 500 hours
- Shadowing a PA Experience: Exceeds 24 hours
- Pfeiffer students and alumni who meet or exceed admission requirements will be invited for an interview.

Interview Process:

Applicants are considered for an on-campus interview based on the strength of their application in meeting or exceeding the Pfeiffer University MS-PAS program requirements as compared against the applicant pool. All applicants should understand that acceptance into a physician assistant program is an extremely competitive process. An interview does not constitute or guarantee acceptance.

Selection Process & Acceptance:

Each applicant will be evaluated on the following criteria. Meeting the minimum requirements does not guarantee an interview or acceptance. Most competitive applicants meet or exceed the minimum requirements.

- Baccalaureate Degree from a U.S. regionally accredited College or University.
- Cumulative Grade Point Average (cGPA) as calculated by CASPA
- Pre-requisite Grade Point Average (pGPA) as calculated by CASPA
- Trends U60 Grade Point Average as calculated by CASPA
- Minimum of 500 hours of Direct Patient Care Experience
- Minimum of 24 hours of Shadowing a Physician Assistant
- Letters of Recommendation
- Personal Statement
- Performance during the interview

Each applicant accepted into the program must pay a non-refundable \$1000 deposit. Upon acceptance and receipt of deposit, the following conditions must be met and completed by the stated deadlines to matriculate into the program.

- Background check (without liabilities that preclude admission)
- Drug screen completed (without liabilities that preclude admission)
- Immunization history / verification*
- HIPPA/OSHA certification
- Basic Life Support certification
- Technical Standards
- Physical Examination
- Any outstanding admissions requirements

Students who are not accepted will receive either a letter of alternate acceptance (wait list) or non-acceptance.

**Student immunization requirements are based on the Centers for Disease Control Recommended Vaccines for Healthcare Workers.*

Please visit our information page at <https://www.pfeiffer.edu/program/master-of-science-in-physician-assistant-studies/admissions/> for additional information.

Technical Standards

Applicants must meet the program's Technical Standards which can be found at <https://www.pfeiffer.edu/program/master-of-science-in-physician-assistant-studies/technical-standards/>

PA Course Sequence (Curriculum)

Didactic Phase Semester 1 -Spring

Course Number	Course Name	SH
PAS 600	Clinical Anatomy and Intro to Diagnostic Imaging with Lab	5 SH
PAS 601	Medical Physiology	2 SH
PAS 603	Essential of Medical Genetics	1 SH
PAS 605	The Physician Assistant: Introduction to Healthcare	1 SH
PAS 606	Epidemiology & Biostatistics: An Introduction to Clinical Research	1 SH
PAS 622	Public Health: Principles, Policy, and Advocacy	1 SH
PAS 633	Pharmacotherapeutics I	2 SH
PAS 640	Dermatology	1 SH
PAS 642	Ophthalmology & ENT	2 SH
PAS 676	History, Physical, and Documentation I (with lab)	2 SH

Semester 2 -Summer

Course Number	Course Name	SH
PAS 608	Pathophysiology of Disease I	2 SH
PAS 617	Clinical Laboratory & Diagnostics I	1 SH
PAS 619	Evidence Based Medicine I	1 SH
PAS 629	Ethics and Law in Medicine	1 SH
PAS 635	Pharmacotherapeutics II	1 SH
PAS 644	Cardiology / EKG	2 SH
PAS 646	Pulmonology	2 SH
PAS 656	Endocrinology	2 SH
PAS 664	Infectious Disease	1 SH
PAS 672	Psychiatry & Behavioral Medicine	2 SH
PAS 677	History, Physical, and Documentation II (with lab)	2 SH

Semester 3-Fall

Course Number	Course Name	SH
PAS 609	Pathophysiology of Disease II	1 SH
PAS 618	Clinical Laboratory and Diagnostics II	1 SH
PAS 620	Evidence Based Medicine II	1 SH
PAS 627	Clinical Skills and Procedures (with lab)	2 SH
PAS 637	Pharmacotherapeutics III	1 SH
PAS 648	Neurology	2 SH
PAS 650	Gastroenterology	2 SH
PAS 654	Urology/Nephrology	2 SH
PAS 670	Pediatrics	2 SH
PAS 674	Orthopedics and Rheumatology	2 SH
PAS 678	History, Physical, and Documentation III (with lab)	2 SH

Semester 4-Spring

Course Number	Course Name	SH
PAS 621	Evidence Based Medicine III	1 SH
PAS 624	Social Factors in Healthcare	1 SH
PAS 639	Pharmacotherapeutics IV	2 SH
PAS 652	Hematology/Oncology	1 SH
PAS 658	Women's Health	2 SH
PAS 660	Geriatrics	1 SH
PAS 662	Emergency Medicine	2 SH
PAS 668	Surgery	2 SH
PAS 679	History, Physical, and Documentation IV (with lab)	2 SH
PAS 680	Pathophysiology of Disease III	1 SH
PAS 682	Clinical Skills and Procedures II (with lab)	2 SH
PAS 684	Clinical Laboratory and Skills Diagnostics III	1 SH

SEMESTER 1

- PAS 600 Clinical Anatomy and Introduction to Diagnostic Imaging 5 SH**
This lecture / lab course introduces Physician Assistant students to clinically relevant aspects of human anatomy, while providing an introduction to medical imaging in support of the relationship of anatomical landmarks. This course will reinforce the student's knowledge of anatomy with the use of cadaveric dissection and anatomic models.
- PAS 601 Medical Physiology 2 SH**
This course provides the physician assistant student the basic foundation of human physiological processes using a systems-based approach. This course emphasizes normal physiological function in preparation for Pathophysiology of Disease I, II, and III.
- PAS 603 Essentials of Medical Genetics 1 SH**
This course introduces the student to medical genetics. A variety of genetic diseases are explored including the prevention, screening, and treatment options available. Genetic counseling, including the ethical and legal issues related to those services, are also discussed.
- PAS 605 The Physician Assistant: Introduction to Healthcare 1 SH**
This course provides a comprehensive overview of the structure and operation of the U.S. health care system with an emphasis on rural healthcare. It also provides instruction in intellectual honesty, academic integrity, and professional conduct. It will examine the history, current issues, and future trends of the Physician Assistant profession to include licensure, credentialing, and professional organizations as well as the physician assistant/ physician relationship. The roles of allied health service professionals and the principles of inter-professional practice are also introduced. Students will review legal and regulatory issues related to clinical practice and be introduced to patient safety, prevention of medical errors, quality improvement, and risk management strategies within health care delivery systems.
- PAS 606 Epidemiology and Biostatistics: An Introduction to Clinical Research 1 SH**
This course will explore fundamental concepts of biostatistics and epidemiology necessary to interpret clinical research articles and design clinical studies most commonly encountered in health research.
- PAS 622 Public Health: Principles, Policy, and Advocacy 1 SH**
This course provides instruction in the determinants of health and disease from a population perspective by exploring health promotion, disease prevention, health inequities in the US and abroad, and public health policy.
- PAS 633 Pharmacotherapeutics I 2 SH**
This course provides the physician assistant student an introduction to pharmacology by providing a knowledge of the manner in which drugs modify biological function. It includes study of the effects of drugs on different organ systems, disease processes, the mechanisms by which drugs produce their therapeutic and toxic effects, and the processes related to pharmacodynamics and pharmacokinetics with a focus on principles of medical microbiology and infectious disease. Mechanisms of infectious disease transmission and the biology of bacterial, viral, fungal, and parasitic pathogens are discussed.
- PAS 640 Dermatology 1 SH**
This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with dermatologic disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common dermatological diseases are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.
- PAS 642 Ophthalmology & ENT 2 SH**
This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with ophthalmologic and otolaryngologic disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of the eyes, ears, nose, and throat are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these

conditions.

PAS 676 History, Physical, and Documentation I (with lab) 2 SH

This course is the first of four in a series of lecture / lab courses that develop knowledge and skills required to perform and document the medical history, physical examination, laboratory and diagnostic imaging investigations, assessment, and plan as they relate to specific body systems. This course also provides instruction about basic counseling and patient education skills that are patient centered, culturally sensitive, and focused on adherence to treatment, modifying behaviors, and developing coping mechanisms. This course also provides instruction in interprofessional education and collaboration with the application of these principles in interprofessional team-based seminars.

SEMESTER 2

PAS 608 Pathophysiology of Disease I 2 SH

This is the first of three courses which provide the physician assistant student insight into molecular and physiological mechanism of disease as it relates to pathogenesis, epidemiology, clinical evolution, and underlying pathological basis for specific disease processes. Topics covered correlate to specific organ systems discussed.

PAS 617 Clinical Laboratory and Diagnostics I 1 SH

This is the first of three courses which provide instruction in the selection, performance, utilization, and interpretation of results of diagnostic investigations. The course will focus on common laboratory and diagnostic tests as they are used to evaluate the function of specific body systems.

PAS 619 Evidence Based Medicine I 1 SH

The course introduces the principles and practice of Evidence-based Medicine by providing tools to assist physician assistant students in searching, interpreting, and evaluating medical literature to include framing of research questions, interpreting biostatistical methods, understanding the limits of medical research, types of sampling methods, and the use of common databases to access medical literature. This course reviews statistical concepts, the epidemiologic basis for clinical research, research ethics, and teaches students to formulate clinical questions, search and critically appraise the medical literature, and incorporate best evidence into practice. At the completion of this course students will have utilized learned research methods to develop their capstone research question with the remainder of the research process to occur in Evidence Based Medicine II and culminating with completion and presentation of their project in Evidence Based Medicine III. Research related to rural medicine topic are highlighted, emphasized, and encouraged.

PAS 629 Ethics and Law in Medicine 1 SH

This course illustrates principles and practices of medical ethics where social determinants of health, ethics, and the law intersect. Students discover how interdisciplinary collaboration is key for effective advocacy and change in health policy.

PAS 635 Pharmacotherapeutics II 1 SH

This is the second course in the series which prepares the student for the clinical study of pharmacology and therapeutics by providing knowledge of the manner in which drugs modify biological function. It includes a systematic approach of the effects of drugs on different organ systems and disease processes, the mechanisms by which drugs produce their therapeutic and toxic effects, and the factors influencing their absorption, distribution, and biological actions.

PAS 618 Clinical Laboratory and Diagnostics II 1 SH

This is the second of three courses which provide instruction in the selection, performance, utilization, and interpretation of results of diagnostic investigations. The course will focus on common laboratory and diagnostic tests as they are used to evaluate the function of specific body systems.

PAS 620 Evidence Based Medicine II 1 SH

The course builds upon the principles and practice of Evidence-based Medicine I by providing tools to assist physician assistant students in searching, interpreting, and evaluating medical literature to include framing of research questions, interpreting biostatistical methods, understanding the limits of medical research, types of sampling methods, and the use of common databases to access medical literature. This course reviews statistical concepts, the epidemiologic basis for clinical research, research ethics, and teaches students to formulate clinical questions, search and critically appraise the medical literature, and incorporate best evidence into their practice. At the completion of this course students will have utilized research methods to develop their capstone research question with completion and presentation of their project to occur in Evidence Based Medicine III. Research related to rural medicine topics are highlighted, emphasized, and encouraged.

PAS 627 Clinical Skills and Procedures (with lab) 2SH

This is the first of two lecture / lab courses which focuses on acquiring the procedural skills necessary to function as a physician assistant in diverse medical settings with a focus on diagnostic, clinical, technical, and procedural skills common to current professional practice.

PAS 637 Pharmacotherapeutics III 1 SH

This is the third course in the series which prepares the student for the clinical study of pharmacology and therapeutics by providing knowledge of the manner in which drugs modify biological function. It includes a systematic approach of the effects of drugs on different organ systems and disease processes, the mechanisms by which drugs produce their therapeutic and toxic effects, and the factors influencing their absorption, distribution, and biological actions.

PAS 648 Neurology 2 SH

This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with neurological disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of the neurologic system are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.

PAS 650 Gastroenterology 2 SH

This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with gastroenterological disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of the gastroenterology system are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.

PAS 654 Urology / Nephrology 2 SH

This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with urological, renal, and male reproductive disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of the urologic, renal, and male reproductive systems are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.

- PAS 652 Hematology / Oncology 1 SH**
 This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with hematologic and oncologic disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of hematologic and oncologic origin are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.
- PAS 658 Women's Health 2 SH**
 This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with obstetrical, gynecological, and female reproductive disorders. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, preventive protocols, and patient education for common disorders of the obstetric, gynecologic, and female reproductive system are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions.
- PAS 660 Geriatrics 1 SH**
 This course concentrates on disorders of geriatric patients with an emphasis on health maintenance and prevention. The course is designed to help the student distinguish normal physiological changes from pathology as it presents in the elderly population and is presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute, emergent, chronic, preventive, and rehabilitative care are discussed relative to these conditions. Palliative and end of life care, death, dying, and loss, response to illness, injury, and stress will also be discussed.
- PAS 662 Emergency Medicine 2 SH**
 This course provides an understanding of the diagnostic and therapeutic processes involved in caring for patients with emergent conditions. Epidemiology, etiology, pathophysiology, patient history, clinical findings, laboratory/diagnostic criteria, current treatment methods, prognosis, and patient education for common emergent conditions are presented with an emphasis on recognition, evaluation, and management. Provision of medical care across the life span in settings of acute and emergent care are discussed relative to these conditions.
- PAS 668 Surgery 2 SH**
 This course prepares students to evaluate and treat patients with surgical conditions. Students will learn the clinical presentation, pathophysiology, diagnosis, evaluation, management, and treatment of disorders requiring surgical consultation, as well as the pre-, intra- and post-operative management of those disorders.
- PAS 679 History, Physical, and Documentation IV (with lab) 2 SH**
 This course is the last of four in a series of lecture / lab courses that develops knowledge and skills required to obtain perform and document the medical history, physical examination, laboratory and diagnostic imaging investigations, assessment, and plan as they relate to each specific body systems. This course ~~also~~ provides instruction about basic counseling and patient education skills that are patient centered, culturally sensitive, and focused on adherence to treatment, modifying behaviors, and developing coping mechanisms. This course also provides instruction in interprofessional education and collaboration with the application of these principles in interprofessional team-based seminars.
- PAS 680 Pathophysiology of Disease III 1 SH**
 This is the last of three courses which provide the physician assistant student insight into molecular and physiological mechanisms of disease as it relates to the pathogenesis, epidemiology, clinical evolution, and underlying pathological basis for specific disease processes. Topics covered correlate to specific organ systems discussed.

PAS 682 Clinical Skills and Procedures II (with lab) 2 SH

This is the second of two lecture / lab courses which focus on acquiring the procedural skills necessary to function as a physician assistant in diverse medical settings with a focus on diagnostic, clinical, technical, and procedural skills common to current professional practice.

PAS 684 Clinical Laboratory and Diagnostics III 1 SH

This is the last of three courses which provide instruction in the selection, performance, utilization, and interpretation of results of diagnostic investigations. The course will focus on common laboratory and diagnostic tests as they are used to evaluate the function of specific body systems.

Clinical Phase Semesters 5-7**Course Number Course Name**

PAS 701	Behavioral and Mental Health	5 SH
PAS 702	Emergency Medicine	5 SH
PAS 703	Family Medicine	5 SH
PAS 704	Surgery	5 SH
PAS 705	Internal Medicine	5 SH
PAS 706	Pediatrics	5 SH
PAS 707	Women's Health	5 SH
PAS 708	Orthopedics	5 SH
PAS 709	Clinical Elective	5 SH

PAS 701 Behavioral and Mental Health 5 SH

This five-week clinical course introduces the student to Behavioral and Mental Health where the student is exposed to common psychiatric/behavioral conditions treated by health care providers specializing in Behavioral and Mental Health in conjunction with other members of the health care team. Emphasis is placed on further developing and refining the students' skills in taking a history and performing a physical exam, ordering, and interpreting laboratory/diagnostic tests, synthesizing information in establishing a diagnosis, formulating, and implementing a cost-effective treatment plan, and promoting patient education in both outpatient and inpatient behavioral and mental health settings.

PAS 702 Emergency Medicine 5 SH

The Emergency Medicine 5-week SCPE provides the student with in-depth exposure to illnesses and injuries that necessitate emergency care across the lifespan. The student will interview and examine patients in the emergency department setting. Students will order and interpret labs and tests, formulate diagnoses and perform and/ or assist with emergency procedures and treatment, as guided by their preceptor.

PAS 703 Family Medicine 5 SH

This five-week SCPE introduces the student to the principles and practice of family medicine, in an outpatient setting, with an emphasis on disease prevention and health maintenance across the lifespan. Working under the supervision of a preceptor, the student will refine techniques in obtaining a history, performing appropriate physical examinations, developing a differential diagnosis, treatment planning and patient counseling.

PAS 704 Surgery 5 SH

This 5-week supervised clinical practice experience (SCPE) provides experience in management of patients in a surgical practice. The student will participate in the preoperative, intraoperative, and postoperative phases of patient care. The student will do pre-operative history and physical examinations and will participate in the consent process for their procedure. The student will scrub into surgical cases and assist the surgeon as indicated. The student will be engaged in the postsurgical management of patients and participate in their discharge planning process.

PAS 705 Internal Medicine 5 SH

This five-week supervised clinical practice experience (SCPE) provides the student with an opportunity to understand the fundamental principles of general internal medicine. The student will apply the knowledge and skills acquired in the didactic year to the management of patients in an assigned clinical practice setting. Under the direction of a preceptor, the student will analyze patient's charts, perform histories, and appropriate physical exams, plan therapeutic interventions, and monitor the patient's progress. The student will learn to order tests, and request consultations. Students will participate in determination of patient disposition.

PAS 706 Pediatrics 5 SH

During this five-week supervised clinical practice experience (SCPE), the student is exposed to the care of infants, children, and adolescents. The student will further refine their skills of history taking and physical examination specific to the pediatric population. The student will recognize normal development and appreciate common variations of human growth and development. The student will become familiar with the evaluation and treatment of common pediatric disorders, with an emphasis on preventative care and family counseling.

PAS 707 Women's Health 5 SH

This five-week supervised clinical practice experience (SCPE) allows the student to gain experience with common gynecological conditions. The student learns about screening for breast and gynecologic cancers, normal and abnormal menstrual patterns, infectious disease associated with gynecology, and family planning. The student is also exposed to the elements of routine prenatal and obstetrical care.

PAS 708 Orthopedics 5 SH

This 5-week supervised clinical practice experience (SCPE) provides students with clinical experience in an orthopedic setting during which students refine their skills in performing a history and physical exam, ordering, and interpreting diagnostic tests and if necessary, assisting in surgery. Students will participate in developing treatment plans, discharge planning, and follow-up for the diversity of patients in a typical orthopedic practice.

PAS 709 Clinical Elective 5 SH

This five-week supervised clinical practice experience (SCPE) elective exposes the student to a specialty or subspecialty practice or allows them to repeat a core rotation for further development of their clinical ability and skill.

University General Information

Honorary Organizations

Upsilon Phi Delta

Membership in Upsilon Phi Delta Honor Society is open to individuals who meet the national and local standards of this organization and are accepted and initiated into membership of the Pfeiffer University Chapter. In order to be eligible for induction, graduate students must have a minimum cumulative 3.5 based on at least 18 hours of graduate work at an AUPHA Member Program, which Pfeiffer University holds membership. It is open to students, faculty, healthcare executives and administrators, and to those contributing to the healthcare administration profession and is based on academic excellence and upholding high professional standards and ethics. Members are selected on the basis of academic achievements, service to the MHA Program and the community, and/or contributions to the healthcare management profession.

Pfeiffer University Faculty and Administration

Faculty

- Sarah Blake (2024) Director of Clinical Education & Principal Faculty/Assistant Professor of PA Studies** B.S., High Point University, 2003; M.S., Rosalind Franklin University of Medicine and Science, 2006.
- Christopher S. Boe (2005) Professor of Elementary Education, Dean of the Graduate School & Director of Graduate Teacher Education Programs.**
B.A., University of North Carolina at Asheville, 1992; M. Ed., University of North Carolina at Charlotte, 1996; Ed.D., Gardner-Webb University, 2013.
- Ellen Blue (2019) Assistant Professor Elementary Education, Director of Teaching, Learning, and Innovation** B.S., Pfeiffer College, 1989, M.S.; Pfeiffer University, 2004; Certificate Executive Leadership, Gardner Webb University, 2013.
- Jamie Brandon (2026) Visiting Assistant Professor of Nursing**
B.S., Winston-Salem State University, 2009; M.S., Western Carolina University, 2013; D.N.P. Gardner-Webb University, 2018
- Ross A. Braymer (2006) Assistant Professor of Mathematics.**
B.S. Pennsylvania State University, 2004; M.O.R. North Carolina State University, 2006.
- Deborah Burris (1997) Associate Professor of Communication, Director of General Education, Pfeiffer Journey & Pfeiffer Life Programs.**
B.A., North Carolina State University, 1976; M.A., University of Kansas, 1984; Ph.D. University of North Carolina at Greensboro, 2018.
- Amy Carriker (2023) Assistant Professor of PA Studies & Principal Faculty/Director of Didactic Education**
A.D.N, 2000; B.S.N, 2006; Cabarrus College of Health Sciences; M.S.N., 2010, University of North Carolina at Charlotte; D.N.P., 2021, University of North Carolina at Charlotte.
- David Cartrette (2017) Professor of Organic Chemistry.**
B.A., North Carolina State University, 1992; B.S., North Carolina State University, 1992; M.S., Western Carolina University, 1997; Ph.D., Purdue University, 2003.
- Amy L. Caudle (2022) Assistant Professor of Chemistry.**
B.S., Worcester State College, 2004; M.S., UNC Wilmington, 2019.
- Violet Cook (2026) PT Nursing Accreditation Support Assistant**
B.S. Pfeiffer University, 2008; M.S. UNC Charlotte, 2016.
- Laura Daugherty (2021) Assistant Professor of Nursing-Maternal Child/Pediatrics**
B.S.N., University of NC at Chapel Hill, 1999; M.S.N., University of NC at Chapel Hill, 2004.
- LiAnna Drossos (2022) Assistant Professor of Anatomy for PA/OT.**
B.S., Northern Michigan University, 2011; Ph.D., Palmer College of Chiropractic, 2015.
- Crystal Eaker (2023) Assistant Professor of Nursing and Director of Nursing.**
B.S.N., UNC Charlotte, 2007; M.S.N., UNC Greensboro, 2015; Ph.D UNC Greensboro 2026.
- Scott Fisher (2022) Program Director and Associate Professor of Physician Assistant Studies.**
B.S., University of Nebraska, 2007; B.S., Campbell University, 2005; M.P.A.S., University of Nebraska, 2008; D.Sc.P.A.S., Baylor University, 2014; DMSc, Rocky Mountain University of Health Professions, 2021.
- S. Greer Fisher (2023) Associate Professor of PA Studies & Principal Faculty**
B.S., University of Nebraska, 2001; M.P.A.S., University of Nebraska, 2003; D.Sc. P.A.S., Baylor University, 2010
- Crystal Gaddy (2020) Associate Professor & Program Director of OT**
B.S., East Carolina University, 2003, O.T.D. Creighton University, 2019.
- Ryan Girts (2022) Assistant Professor of Health and Exercise Science.**
B.S., UNC-Wilmington, 2016; M.S., University of Central Florida, 2018.
- Paula Graham (2021)**
Assistant Professor of Occupational Therapy Studies.
B.S., Queens University, 2013; M.S., Winston-Salem University, 2016.
- Raushan Gross (2015) Associate Professor of Business Administration.**
B.A.S., Campbell University, 2007; M.B.A., Pfeiffer University, 2009; Ph.D., Regent University, 2016.
- Jonathan C. Hutchinson (2001) Archivist and Library Systems Administrator and Assistant Professor of Library Science.**
A.A., Louisburg College, 1991; B.A., University of NC at Greensboro, 1993; M.L.I.S., University of NC at Greensboro, 1999.
- Angela Kern (2011) Professor of Elementary Education** B.A., North Carolina State University, 1994; M.Ed., University of NC at Greensboro, 1995; Ed.D., University of NC at Chapel Hill, 2009.
- Lara Little (1999) Library Director and Assistant Professor of Library Science.** B.A., Duke University, 1994; M.L.S.,

University of NC at Greensboro, 1998.

Elaine Lofton (2026) *Program Support Administrator*

B.S., Bowling Green State University, 1981; M.A., Luther Rice College, 2021; M.Ed., Jones International University, 2011.

Laura Lowder (2012) *Professor of Education.*

B.A., Pfeiffer University 2002; M.S., Jones International University, 2006, Ed.D., University of Florida, 2013.

Dawn W. Jacoby Lucas (1998) *Professor of Health and Physical Education & Dean of the Undergraduate College Chair, Department of Education and Program Coordinator for Health & Physical Education*

B.S., State University of New York, 1995; M.S., University of NC at Charlotte, 1998. Ed.D., Liberty University, 2012.

Susan Luck (1996) *Professor of Business Administration.*

B.A., Queens College, Charlotte, 1979; M.A., University of NC at Charlotte, 1983; Ph.D., University of South Carolina, 1990.

Kellyn Luna (2025) *Visiting Professor of English*

Deborah Lung (2009) *Associate Professor of Marriage and Family Therapy/ Interim Director & Clinical Coordinator of the Charlotte PIMFT Clinic .*

B.S., James Madison University, 1984; M.A., James Madison University, 1995; Psy D., James Madison University, 2007

Mark E. McCallum (1994) *Professor of Biology & Director of Academic Initiatives.*

B.A., Wake Forest University, 1985; Ph.D., Georgia Institute of Technology, 1995.

F. Elisa Melvin (2013) *Professor of Health Administration.*

B.A., University of South Carolina, 1989; M.Ed., Augusta State University, 2006; Ph.D., Norman J. Arnold School of Public Health, University of South Carolina, 2012.

Kevin Misenheimer (2025) *Associate Professor of Business Administration*

Sequoia Mungo Brown (2019) *Associate Professor of Education and History*

B.A., University of North Carolina Chapel Hill, 2003; M.A. North Carolina Central University, 2008; Ph.D. University of North Carolina Charlotte, 2011.

Jennifer Newsome (2026) *Clinical Support Coordinator*

A.A.S., Stanly County Community College, 2016; B.S., Pfeiffer University, 2021

Samantha Pennington (2022) *Assistant Professor of Health and Natural Science.*

Tina Preslar (2001) *Assistant Professor of Accounting.*

B.S., Pfeiffer University, 1996; M. of Accounting, University of North Carolina at Charlotte, 2000.

Laura Reichenberg (2014) *Professor of Biology.*

B.S., University of NC at Greensboro, 2001; M.S., University of Tennessee, 2003; Ph.D., North Carolina State University 2009.

John A. Reid (2020) *Assistant Professor and Program Coordinator of Justice and Professional Studies*

M.S. in Criminal Justice, The University of Alabama 1999

Kathryn Riley (2017) *Associate Professor of Biology.*

B.S., Francis Marion University, 2006; M.S., Wake Forest University, 2010; Ph.D. Wake Forest University, 2016

Anjali Robertson (2023) *Assistant Professor of PA Studies & Principal Faculty.*

B.S., Evangel University, 2008; M.S., Missouri State University, 2011.

Austin Rose (2022) *Assistant Professor of Sport Management and Undergraduate Business.*

B.A., Pfeiffer University, 2021.

Norman Rose (2023) *Professor of PA Studies.* Des Moines University. 1963, Doctor of Osteopathic Medicine

Edward Royston (2018) *Associate Professor of English.*

B.A., University of Texas at Dallas, 2003; M.A., University of Texas at Dallas, 2005; M.A., University of Dallas, 2013; Ph.D., Texas Woman's University, 2018

Ali Sever (2002) *Professor of Computer Information Systems.*

M.S., Ataturk University, 1989; Ph.D., Wichita State University, 1995.

Matthew Shaver (2023) *Medical Director & Assistant Professor of PA Studies.*

B.S. East Carolina University, 2005; Wake Forest University School of Medicine, 2009

Caroline Sawyer Sowards (2017) *Assistant Professor of Psychology*

B.A., Pfeiffer University, 2007; M.A., University of North Carolina at Charlotte, 2009, Ph.D Liberty University, 2026.

Jennifer Waid (2024), Assistant Professor of Occupational Therapy-Pediatrics,

A.A. University of Florida, 1992; B.H.S University of Florida, 1994; Ph.D Boston University, 2024

Chassity Speight-Washburn (2024) *Assistant Professor of Psychiatric Mental Health Nursing*

B.S.N., UNC Charlotte, 1996; M.S.N., UNC Charlotte, 2008.

Jacinda Whitley (2022) *Assistant Professor of Marriage and Family Therapy & Clinical Director.* M.A., Abilene Christian University, 2014; Ph.D., University of Louisiana at Monroe, 2019.

Administration

Office of the President

Scott W. Bullard, Ph.D. (2019) President

B.A., Campbell University, 1999; M.A. Duke University, 2002; Ph.D. Baylor University, 2009

Jeff Childress (2022) Special Assistant to the President

B.S., Pfeiffer University, 1989; M.A. Ed, East Carolina University, 1993.

Academic Affairs

Gregory D. Pillar, Ph.D (2026) Vice President for Academic Affairs and Provost

B.S., University of Minnesota; M.S., Kansas State University; Ph.D., University of Georgia.

Mark McCallum (1994) Director of Academic Initiatives and Professor of Biology

B.A., Wake Forest University, 1985; Ph.D., Georgia Institute of Technology, 1995.

Jonathan C. Hutchinson (2001) Archivist & Library Systems Administrator and Assistant Professor of Library Science.

A.A., Louisburg College 1991; B.A., University of North Carolina, 1993; M.L.I.S., University of North Carolina, 1999.

Lara Little (1999) Library Director and Reference/Periodicals Librarian and Assistant Professor of Library Science

B.A., Duke University, 1994; M.L.S., University of North Carolina at Greensboro, 1998.

Damion D. Miller (2013) Collection Development Librarian & Assistant Professor of Library Science

B.A., Pfeiffer University, 2009; M.L.I.S., University of North Carolina at Greensboro, 2011.

Mark Miller (2022) *Simulation Coordinator-Center for Health Sciences* B.S., NC State University, 1992; M.S., East Carolina University, 2009.

Cindy Newport (2005) Library Circulation Coordinator

A.A.S., Forsyth Technical Institute, 1976; B. A., Pfeiffer University, 2016.

Chip Palmer (2012) Director of Student Support and Success

B.S., Pfeiffer University, 2009; M.S., University of North Carolina at Charlotte, 2011; Ph.D., Walden University, 2018.

Ashley Eyer (2020) University Retention Coordinator B.S., Pfeiffer University, 2016.

Wendy Owings (2024) Associate Director of Academic Success

B.A., University of North Carolina Charlotte, 1999.

Mona Long (2008) Director of Institutional Research

B.A., Wake Forest University, 1987.

Jasmine Scott (2023) Clinical & Administrative Support Coordinator for PA Program.

B.S. North Carolina A & T State University, 2013; M.S. Capella University, 2020

Alexis Currie (2022) Administrative Support Coordinator- PA Studies

Heidi Abbott (2024) Assistant Registrar & Coordinator of Academic Affairs

Claire Evensen (2024) Associate Registrar/ Degree Auditor

B.S, Pfeiffer University, 2024; M.B.A, Pfeiffer University, 2024.

Lashonda Peterson (2024) MFT Clinic Receptionist & Education Data Coordinator

Advancement

JoEllen Newsome (2018) Executive Director of Advancement
B.S., Pfeiffer University 2013; B.A., Pfeiffer University, 1993.

Teena Mauldin (2005) Assistant to the VP for Institutional Advancement

B.A., Pfeiffer University, 2009.

Ashley Burleson (2024)

B.S., University of North Carolina 1998.

Karin Dancy (2020) Grant Writer

B.A., Hampton University, 1992; M.A. Syracuse University, 1993.

Paige Hill (2023) Coordinator of Advancement Operations

B.S., Pfeiffer University; MBA, 2023, Pfeiffer University.

Lindsay Gauldin (2025) Advancement Officer

B.A., Guilford College, 2023.

Adina Blake (2023) Director of Advancement Services

B.S., Pfeiffer University, 2004.

Athletics

Craig Bolton (2017) Head Coach Baseball

B.A., Pfeiffer University, 2015.

Roderick Brown (2022) Strength and Conditioning and Sports Ministry Coordinator

B.S., Arkansas State University, 2018.

Kenneth Culler (2018) Assistant Athletic Director for Athletic Communications

BS., Western Carolina, 2000, MA., Appalachian State, 2003.

Justin Fainter (2020) Head Men's and Women's Tennis Coach/ Assistant Athletic Director for NCAA Compliance

B.A., James Madison University, 2010; M.A. James Madison University, 2011.

John Anthony "Tony" Faticoni (2015) Head Soccer Coach

B.S., Rutgers University, 1994.

Robert (Bob) Marchinko (2022) Head Coach Cross Country & Track and Field

B.S., Kent State University, 1994.

Zachary Marchinko (2025) Assistant Coach Cross Country & Track and Field

B.S., University of North Carolina Charlotte, 2020.

Tucker Nelson (2016) Head Coach Men's Lacrosse

B.S., Binghamton University, 2016.

Monte Sherrill (2015) Head Coach Softball

B.S., Pfeiffer University, 1987.

Micah Felts (2026) Assistant Softball Coach

B.A., Pfeiffer University, 2026.

Peter Schoch (2016) Head Coach Men's Basketball
B.A. University of Michigan, 2004.

Donald Spencer (2021) Associate Head Men's Basketball Coach

Heather Schoch (2023) Head Coach Women's Volleyball
B.A., Eastern Michigan University, 1994; M.A., Concordia University, 2014.

Daniella Balducci (2025) Assistant Volleyball Coach
B.S., Pfeiffer University, 2023

Vontreece Hayes (2023) Head Coach Women's Basketball
Master of Education, University of Maryland Eastern Shore, 2018

Kenadie Hudler (2026) Assistant Women's Basketball Coach
B.A, Pfeiffer University, 2026

Ryan Lundvall (2023) Assistant Men's Basketball Coach
B.Ed, Gonzaga University, 2021; M.S, Pfeiffer University, 2023.

Asasio Roche (2023) Head Coach Women's Soccer
B.S., United States Sports Academy, 2023.

Thomas Welton (2025) Assistant Baseball Coach
B.A., Pfeiffer University, 2025.

Rena Goolsby (2022) Assistant Tennis Coach

Kaylee Breckenridge (2024) Assistant Athletic Trainer
M.S, University of South Carolina, 2024.

Christine Treanor (2025) Assistant Men's and Women's Golf Coach
B.A., The University of Texas Rio Grande Vally, 2005; M.A., Texas Tech University, 2024.

Chloe Johnson (2025) Assistant Women's Lacrosse Coach
B.A., Ohio State University, 2023.

Jacob Nelson (2024) Athletic Communications Assistant
B,A, Syracuse University, 2020.

Caleb Livengood (2024) Manager of Internal Operations and Social Media Content for Athletics
B.A., Pfeiffer University, 2024

Office of Information Technology

Ryan Conte (2019) Director of Information Technology and Chief Information Officer
A.S., Rowan-Cabarrus Community College, 2005. B.S., Pfeiffer University 2026

Alex Holshouser (2026) IT Help Desk Technician
A.S, Rowan Cabarrus Community College, 2024.

Deaven Lowder (2023) IT Security Analyst
B.S., Purdue University, 2021.

Brooke Lowry (2023) Database Administrator
A.S., Stanly Community College. 2021; B.S., Catawba College, 2023.

Cameron Griffin (2023) Network Administrator & IT Manager
A.S., Stanly Community College. 2021

Dakota Graham (2023) IT Help Desk Technician
A.S., Rowan-Cabarrus Community College, 2014.

Enrollment Management

Rachel Bryant (2020) Director of Graduate Enrollment Operations B.S., Salem College, 2013.

Alex Baldy (2024) Director of Undergraduate Admissions
B.A., Appalachian State University, 2013; M.A.T., Relay Graduate School of Education, 2016

Alicia Blalock (2019) Campus Guest Coordinator Undergraduate Admissions
B.S., Pfeiffer University, 2002.

William Deitrick (2025) VP for Enrollment Management
B.S., North Carolina State University, 2007; M.S., High Point University, 2011; M.B.A., Frostburg State University, 2020; Ed.D., High Point University, 2025.

Abbi Wiles (2022) Assistant Director of Admissions
B.A., Wingate University, 2022.

Laura Dawsey (2023) Admissions Support Coordinator for Occupational Therapy Program.
B. A., Wingate University, 2022.

Asuncion Gonzalez (2026) Admissions Counselor
B.S, Pfeiffer University, 2026

Matalie Meure (2025) Undergraduate Admissions Counselor
B.A., Mercyhurst University, 2024; M.S., Mercyhurst University, 2025.

Rick Kivior (2006) Enrollment Data Reporting Manager
B.A., University of North Carolina at Chapel Hill, 1996; M.S., Clemson University, 1999.

Financial Aid

Amy Brown (2019) Director of Financial Aid
B.A., Pfeiffer University, 1989.

Christie Collier (2020) Associate Director of Financial Aid
B.S., University of Tennessee, 2000; M.A., Pfeiffer University, 2011

Financial Affairs

Robin S. Leslie (2019) Senior Vice President and Chief Financial Officer
B.A., Pfeiffer College, 1982; C.P.A., 1990.

Shivon K. Lee (2007) Controller B.S., University of North Carolina at Charlotte, 2001.

Cindy I. Loflin (1983) Accounts Payable Manager

Reba Poplin (2008) Accounts Receivable Manager
A.A.S., Stanly Community College, 2006.

Deborah M. Wood (2004) Financial Analyst
B.S., Pfeiffer University, 2004; M.B.A., Pfeiffer University; 2009; F.F.I., Pfeiffer University, 2016.

Dechelle Ellis (2016) Financial Associate/
A.S. Ashford University, 2011.

Human Resources

Ramanda Medlin (2003) Director of Human Resources and Compliance
B.S., Pfeiffer University, 2002; M.B.A. /M.S.L., Pfeiffer University, 2007.

Nicole Steele (2023) HR Generalist/Payroll Manager
BA in Sociology/CIS, Lehman College, 2005; MS in Human Resource Management, Mercy College, 2018.

Marketing and Communications

Gary Veazey (2014) Interim Director of Marketing & Communications B.A., University of North Carolina at Charlotte, 1997.

Taylor Brigman (2023) Multi-Channel Content Creator
B.S., Pfeiffer University, 2023; M.B.A., Pfeiffer University, 2026.

Student Development

Ryan Reinhart (2022) Associate Dean of Students
B.A., University of Dayton, 2000; Masters, Loyola University Chicago, 2003.

Kym Elliott (2022) Student Development Operations Manager

Briana Hanson (2026) Interim Coordinator Student Activities
A.A. Forsyth Technical Community College, 2019; B.A. Pfeiffer University, 2025

Sharon Robinson (2024) Director of Career Services and Internships

Kristina Mares (2024) University Chaplain and Director of Church Relations

Max Cirillo (2024) Coordinator of Residence Life

Other: Contract Services

Bryan Markus Lambert (2022) Chief of Police, Village of Misenheimer Police

Phillip Burdge (2018) Captain, Village of Misenheimer Police

Austin Wagoner (2018) Police Officer, Village of Misenheimer Police
B.S., Pfeiffer University, 2017.

Nathan Crist (2015) Reserve Police Officer, Village of Misenheimer Police

Al Tolley (2024) Police Officer, Village of Misenheimer Police

Billy Cagle (2024) Police Officer, Village of Misenheimer Police

Rosalyn Harrington (2016) Reserve Police Officer, Village of Misenheimer Police

Joe Bahr (2003) Plant Operations

Faculty Emeriti

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