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Nichols College



2023-

2024



This publication provides information concerning the programs at Nichols College and does not constitute a contract with the student.

The policies and procedures contained in the 2023-2024 Nichols College Catalog will remain in effect until June 30, 2024. Nichols College reserves the right to change at any time the rules governing admission, tuition, fees, courses, the granting of degrees, or any other regulations affecting the campus community. Such changes are to take effect whenever College officials deem necessary and will be communicated via written notice whenever possible or other means as appropriate.

NICHOLS COLLEGE

Center Road

P.O. Box 5000

Dudley, Massachusetts 01571-5000

Catalog of Nichols College

July 2023

Volume LV

Revised October 2023



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LETTER FROM THE PROVOST



Welcome to Nichols College, home of the Bison!

Nichols College transforms today's students into tomorrow's leaders through a dynamic, career-focused business and professional education. Since its founding in 1815, Nichols has inspired its students to succeed in both life and at work. The College's innovative academic programs combine business, liberal arts, technology, and experiential learning to prepare professionals for the workplace of tomorrow.

Nichols offers a wide range of curricular and co-curricular opportunities that unleash leadership potential in all students. Beginning in your first year, we give you a head start on the study and practice of leadership and prepare you to confidently market yourself to prospective employers. High-impact, hands-on learning experiences are embedded throughout the curriculum. Consulting projects, research initiatives, Bloomberg certification, a student-managed investment fund, and a strong foundation in data science and emerging technologies are just some of the opportunities available to our students.

In 2023, the Nichols College School of Business earned accreditation from the prestigious Association to Advance Collegiate Schools of Business (AACSB), an achievement earned by only 6% of the world's business schools. Beyond the classroom, the Emerging Leaders Program provides additional opportunities to advance your leadership training through special projects, experiences, travel, and speakers. In addition, the College offers 24 varsity sports programs, including our new women's golf team, and an array of clubs and student activities.

Nichols College provides a welcoming and supportive community where students are encouraged to learn and grow under the guidance of our dedicated, world-class faculty and staff – all of whom are committed to your success. We help you discover your passions and channel them into a successful and rewarding career. Nichols is also committed to fostering a diverse, equitable, and inclusive learning and living environment to best prepare you for the working world you will enter upon graduation.

The alumni body numbers more than 15,000 and features countless stories of success and leadership, as presidents, CEOs, and business owners. Like them, your journey starts here. The first steps to a dynamic education ensuring you are "real-world ready" are detailed in this catalog.

We hope you enjoy exploring all that we offer.

Best wishes,

Daniel J. Borgia, Ph.D.

Provost



NICHOLS COLLEGE MISSION

Nichols College Mission Statement

Within a supportive community, Nichols College transforms today's students into tomorrow's leaders through a dynamic, career-focuses business and professional education.

Diversity Statement

Nichols College aspires to create a diverse community that welcomes people of different races, cultures, genders, sexual orientation, religions, socioeconomic, political perspectives, values, opinions, and experiences.

I. Communication

Effectively express and accurately comprehend concepts and facts using a range of appropriate and current communication methods.

II. Critical Thinking and Quantitative Analysis

Utilize qualitative and quantitative problem-solving skills to analyze and interpret information.

III. Ethics and Personal Accountability

Recognize and assess questions of right and wrong and demonstrate a willingness to act responsibly in personal and professional life.

IV. Civic and Social Engagement

Articulate an understanding and appreciation of cultural and human differences, acknowledging the interconnectedness of a global society and one's social and civic responsibility to the community, the nation and the world.

V. Leadership and Teamwork

Work effectively and collaboratively in a group, assume leadership when appropriate, and support leadership in others.



GENERAL INFORMATION

Undergraduate Degree Options

Nichols offers two undergraduate degrees – the Bachelor of Science in Business Administration and the Bachelor of Arts.

Students may work in several concentration areas within the undergraduate degree programs:

Bachelor of Science in Business Administration (BSBA)

With concentrations in:

- Accounting
- Accounting & Finance (Double Concentration)
- Business Analytics
- Corporate Finance & Investments
- Criminal Justice Management
- Digital & Social Media Marketing
- Economics
- Entrepreneurship
- Finance
- Healthcare Management
- Hospitality, Events, & Tourism
- Human Resource Management
- Intelligent Automation
- International Business
- Management
- Marketing
- Marketing Analytics
- Nonprofit Management
- Real Estate Management
- Sport Management
- Sport Marketing & Content Creation
- Sport Sales & Strategy

Students seeking a broader business perspective may select a program in General Business.

Bachelor of Arts (BA)

With majors in:

- Communication
- Criminal Justice
- Criminal Psychology
- Economics
- Psychology

Graduate Degree Options

The Graduate School at Nichols College offers advanced degrees including the following:

Master of Business Administration (MBA)

With concentrations in:

- Critical Thinking
- Cybersecurity
- Data Analytics
- Project Management

Master of Science in Organizational Leadership (MSOL)

Master of Science in Accounting (MSA)

Master of Science in Counterterrorism (MSC)

Dual Degree Options:

Combine any of the master's degree programs to create your own dual degree: MBA/MSOL, MBA/MSA, MSC/MSA, MSC/MSOL, etc.

Certificate Options:

- Advanced Critical Thinking and Decision Making
- Cybersecurity for the Global Environment
- Data Analytics
- Strategic Leadership

Memberships

American College Health Association (ACHA)
Association of Governing Boards (AGB)
Association of Independent Colleges and Universities in -Massachusetts (AICUM)
Commission on Sport Management Accreditation (COSMA)
Commonwealth Coast Conference (CCC)
Council for Advancement and Support of Education (CASE)
Massachusetts Association of Student Financial Aid Administrators (MASFAA)
International Assembly of Collegiate Business Education (IACBE)
National Association for College Admission Counseling (NACAC)
National Association of Colleges and Employers (NACE)
National Assessment of Educational Progress (NAEP)
National Association of Independent Colleges and Universities (NAICU)
National Association of Student Financial Aid Administrators (NASFAA)
National Collegiate Athletic Association (NCAA)
New England Association for College Admission Counseling (NEACAC)
New England Commission of Higher Education (NECHE)
The Association to Advance Collegiate Schools of Business (AACSB)
The College Board
The Council of Independent Colleges (CIC)
The Tuition Exchange Program (TEP)

Historical Highlights

- 1815 Nichols Academy was founded by Amasa Nichols, a wealthy Dudley industrialist. Early benefactors of the Academy included Samuel Slater, "the father of cotton manufacture in the United States," who owned mills in the adjoining town of Webster, and Hezekiah Conant, another leading textile manufacturer. Nichols Academy closed in 1909.
- 1931 Nichols Junior College of Business Administration was founded by James Lawson Conrad. The first junior college exclusively for men in the East, the college also became the first junior college in Massachusetts to receive the authority to grant an associate's degree in business administration. Nichols was closed during the latter part of World War II.
- 1946 Nichols Junior College was reopened under James Conrad.
- 1958 Nichols was granted the authority to become a four-year college and to confer the degree of Bachelor of Business Administration.
- 1965 Nichols earned accreditation by the New England Association of Schools and Colleges.
- 1970 The Board of Trustees voted to admit women to Nichols for the first time since the Academy days.
- 1971 The College was granted authority by the Commonwealth of Massachusetts Board of Higher Education to grant the degrees of Bachelor of Arts, Bachelor of Science in Business Administration, and Bachelor of Science in Public Administration.
- 1974 Nichols was given authority to grant the degree of Master of Business Administration.
- 1980 Nichols established the Institute for American Values (renamed the Robert C. Fischer Policy and Cultural Institute in 1999) as a division of the College, providing a forum for the free exchange of ideas.
- 1998 Dr. Debra M. Townsley was named Nichols College's sixth, and first female, president.
Nichols established an innovative curriculum including a Current Issues Symposium and the Professional Development Seminars.
- 2005 Nichols earned accreditation by the International Assembly for Collegiate Business Education.
- 2007 Nichols was given authority to grant the degree of Master of Organizational Leadership and the degree of Associate of Arts in General Studies.
- 2008 Nichols became a "GreenCampus" to increase awareness of "green" initiatives.
- 2010 The Board of Trustees appointed Trustee Emeritus Gerald Fels as Interim President and formed a President Search Committee.
- 2011 Susan West Engelkemeyer, Ph.D., was officially installed as the 7th president of Nichols College.
- 2012 The Fels Student Center, named in honor of Gerald Fels '66 and Marilyn Fels, was dedicated on November 16, 2012.
- 2013 A Certificate in Entrepreneurship was initiated.
The College received approval from the Massachusetts Board of Higher Education to retitle its Master of Organizational Leadership degree to Master of Science in Organizational Leadership.
The Institute for Women's Leadership was established with the goal of developing the leadership potential of female students and serving as a resource and authoritative voice on women's leadership for the community at large.

- 2014 The new Emerging Leaders program began with the introduction of the new LEAD 101 class.
Nichols began the celebration of its Bicentennial.
- 2015 An academic building, designed to be LEED certified and providing state-of-the-art team-building classrooms, was officially opened on September 18, 2015.
A significant renovation to the Recreation & Athletic Center was completed in the fall.
Nichols ends the celebration of its Bicentennial.
The Bicentennial Campaign, aiming to raise \$45 million, was announced.
The Leadership Early Acceptance Program (LEAP) was launched.
The College received approval from the Massachusetts Board of Higher Education to offer a Master of Science in Accounting.
The Office for International Engagement was established with the goal of heightening awareness of our global initiatives, resources, and services for expanding the international reach of Nichols College.
- 2016 Two new academic programs were introduced: a Bachelor of Arts in Criminal Justice and a Bachelor of Arts in Communication.
Nichols' environmentally conscious academic building was awarded LEED (Leadership in Energy and Environmental Design) Gold certification from the U.S. Green Building Council (USGBC), a national organization that certifies buildings that are "green" and sustainable and protect the environment.
- 2017 Nichols earned accreditation from the Commission on Sport Management Accreditation (COSMA).
The College received approval from the Massachusetts Board of Higher Education to offer a Master of Science in Counterterrorism.
- 2018 Nichols College bought Dudley Hill Golf Club.
- 2019 Three new business concentrations were introduced: a BSBA in Corporate Finance & Investments, Digital and Social Media Marketing, and Marketing Analytics.
- 2020 Business Analytics was introduced as a new BSBA concentration.
- 2021 Six new concentrations were introduced: a Bachelor of Arts in Criminal Psychology, and a BSBA in Entrepreneurship, Nonprofit Management, Real Estate Management, Sport Marketing & Content Creation, and Sport Sales & Strategy.
The Center for Diversity, Equity and Inclusion was established.
The Bicentennial Campaign concluded, following a two-year extension, raising more than \$66 million
Glenn M. Sulmasy, JD, LL.M, was officially installed as the 8th president of Nichols College.
- 2022 The Bison Den was re-opened at the clubhouse of the Dudley Hill Golf Club.
Healthcare Management was introduced as a new BSBA concentration.
The Nichols Consulting Group (NCG) and the Center for Intelligent Process Automation (CIPA) were launched.
President Sulmasy launched the President's Panel Series as a forum for thought leaders from academic, business, government, and civil society to share views on a wide range of topics.
- 2023 Nichols College was granted accreditation by the Association to Advance Collegiate Schools of Business, joining the top 6 percent of business schools worldwide.
The College assumes operations of the Dudley Hill Golf Club at Nichols College as a student-run enterprise.

College Resources

Faculty

The faculty at Nichols College is one of our most important resources. Students can form close and lasting relationships with dedicated faculty members. Nichols' small size, its student/faculty ratio of 17 to 1, and an institutional commitment to teaching make these relationships possible.

Members of the faculty represent a broad range of academic and professional interests and experiences. The faculty's academic credentials have been earned through study at major graduate and professional schools in the U.S. and signify high levels of scholarly achievement. The faculty's professional credentials include extensive service in both the business and research community. This blend of academic and professional experiences among the faculty gives the student a unique perspective on business and public service.

Students

Nichols College has an undergraduate enrollment of approximately 1,200 full-time and 300 part-time students. Nichols draws most of its students from the region, with 85% hailing from New England states, but the reach is also broad with 30 states and 12 countries represented in the student population.

70% of Nichols undergraduate students identify as white, 10% as black or African American, 11% as Hispanic, and 3% as two or more races.

73% of Nichols full-time undergraduates are residents, while 88% of new students typically choose to live on campus.

The College tracks retention and graduation rates each semester. These student success measures are examined and distributed internally via the College Retention Task Force and the Recruitment and Retention Committee of the Board of Trustees. This data is also reported to IPEDS annually. In 2022, Nichols reports a first-year retention rate of 72%, and a four-year graduate rate of 58%.

Nichols also participates in the National Survey of Student Engagement bi-annually. This student-response data is reviewed by the College Assessment Committee and President's Council.

The Campus

Nichols College is located in south-central Massachusetts, in the town of Dudley, a rural New England community. The main road through campus follows the crest of a ridge overlooking picturesque valleys and hills in all directions. The campus encompasses close to 200 acres of land.

Major Buildings

Currently Nichols College owns and maintains 33 buildings and structures including administrative/academic buildings, residence halls, and student life buildings. The gross square footage for these buildings totals approximately 500,800 square feet. The oldest building on campus, the Guest House, dates back to 1792. The most recent addition is the Academic Building, which opened in 2015.

Academic Building 2015 The Academic Building houses campus academic services, the Registrar, Academic Advising, Learning Services, and Faculty offices. The building is also home to the Institute for Women's Leadership and five classrooms. A video editing suite and sound stage with cyclorama wall complete the building.

Academy Hall 1881 Academy Hall houses Graduate and Professional Studies, art rooms, and 3 classrooms.

Admissions Center 1965 A former residence, this structure houses the Admissions Office.

Athletic and Recreation Center 2000 This building is a performance gym for varsity basketball and volleyball. The Athletic and Recreation Center contains a suspended jogging track, two racquetball courts, a squash court, an indoor climbing wall, and six varsity locker rooms.

Auditorium 1880 This building houses the Eaton Foyer, which can accommodate gatherings of up to 40 people in an elegant setting for many functions. Through the foyer is the Daniels Auditorium, a flexible space that can accommodate 330 people in a theater setting. The hall is equipped with theater lighting, an LCD projector, surround sound audio system, dressing areas for performers, and a stage. The room can easily convert to a banquet hall able to seat 100 guests. The lower level of the building houses the Department of Public Safety.

Chalmers Field House 1965 The multipurpose Chalmers Field House contains multiple levels and a clear span gymnasium of 120'x120'x35'. It has a basketball court, seven locker rooms, athletic offices, and equipment storage. The facility was remodeled and renovated in 2015 to include a weight room, fitness center, athletic training room, and aerobics/dance studio.

Chapel 1883 Originally a library and an astronomical observatory, the present Chapel stands as a tribute to all faiths. It is a place for meditation and community gathering.

Conant Hall 1885 Named after Hezekiah Conant, one of the benefactors of Nichols Academy, Conant Hall was originally a residence facility for the Academy. The building has since become home to Academic Affairs and faculty offices.

Conrad Hall 1956 Named in honor of the College's first President, James L. Conrad, this building is centrally located on the upper campus and serves as the primary administrative building for the institution. Conrad Hall houses the Office of the President, Student Financial Services, Human Resources, Financial Operations, and Advancement & Alumni Relations.

The Currier Center 1890 Located on the College Green, this building once housed a public school house, and later the College's infirmary. In 1996, Fredrick P. Currier, founder of the Market Opinion Research of Detroit, Michigan, provided a gift to renovate the

structure. In 2013, the building was completely renovated and currently houses The Center for Intelligent Process Automation and the Nichols Consulting Group.

Davis Hall 1991 This building contains 10 classrooms, two lecture halls, a seminar room, several faculty offices, a café, and a student lounge area. For enhanced instruction, each classroom is equipped with standard classroom technology which is part of the campus network. The structure is dedicated to a generous Nichols benefactor, the Davis Family of East Longmeadow, Massachusetts.

Fels Student Center 2012 The Fels Student Center opened in the Fall of 2012. Situated in the heart of campus, the Fels Student Center offers alternative dining options for students, including grab and go meals in the student lounge and coffee house items in the café; the campus bookstore and post office; the Student Life suite, which includes the offices of Residence Life and Student Involvement; the radio station WNRC-LP 97.5 FM; three seminar rooms; a trading room; and various administrative offices and conference rooms.

Library 1962 This four-story building, which overlooks a beautiful New England valley and landscape, houses Conant Library, Davis Business Information Center, a computer lab, the Office of Marketing & Communication and the College Archives. The Davis Business Information Center is the administrative and academic computing hub of the campus. It houses the Information Technology department which oversees the College's administrative computing, its networking hardware, and its academic computing systems.

Lombard Dining Hall 1974 The dining hall provides dining facilities for the campus community. In 2017, a multi-phase renovation commenced and was completed in 2022. The lower level houses the Department of Facilities Management.

South Hall 2007 This single level building located within the heart of the residential community houses our Health and Counseling Services offices.

Residence Halls

All Nichols College Residence Halls have 24/7 monitored life safety systems and card access entry. Each residence hall room has wireless internet and cable television connections. Every residence hall is also equipped with an onsite laundry facility and recycling center.

Budleigh Hall 1932 Budleigh Hall is a historic traditional style residence hall located atop a small hill affectionately named "Budleigh Hill." This residence hall accommodates 86 students.

Center Hall 2007 Center Hall was built in the summer of 2007 and sits between Remillard and Budleigh Halls. Center Hall is a single story, single gender facility. The building has a common room with television. Center Hall features double occupancy rooms and two quads with easy access to recreation facilities.

Copper Beech Apartments I & II 2008, 2009 The Copper Beech Apartments, located directly on Center Road, are two residence halls primarily available for upperclassmen. These facilities feature apartment style accommodations: each has a full kitchen, living area, and dining area. The apartments are configured to house either 4 or 6 students. Students who live in a 6-person apartment have 4 bedrooms and 2 baths; students living in 4-person apartments have 2 bedrooms and 1 bath. Copper Beach II has a staff office and houses common vending and an ATM for all residents.

Kuppenheimer Hall 1970 This residence hall was completely renovated in 2013. Suites are furnished with a spacious common room and private suite bathroom. Kuppenheimer houses 43 students.

North Hall 2007 North Hall was built in the summer of 2007. It sits between Remillard and Center Halls. North Hall is a single story, single gender facility offering double occupancy rooms. North Hall is the closet residence hall to the Athletic and Recreation Center. It overlooks the Francis J Robison Jr. Tennis Court Complex.

Olsen Hall 1969 Named in honor of Herluf V. Olsen, a former member of the Board of Trustees, this residence hall houses 65 students. It has a staff apartment and a student lounge. This building was completely renovated in three stages with completion in the summer of 2008. These renovations made Olsen Hall one of the greenest buildings on campus. The green initiatives included low VOC paint, recycled flooring, occupancy sensors for all public space, an insulated building envelope, energy star appliances, and energy recovery heat ventilators. The entire building is heated and cooled with a geo-thermal system so that no fossil fuels are used in the process.

Remillard Hall 2000 Remillard Hall accommodates over 200 students, making it the second largest residence hall on campus. It has two lounge/recreation rooms and staff apartment located on the ground floor. It is a "cluster" style residence hall: two spacious rooms share a common bathroom. Each room is climate controlled. In the summer of 2018, a common area kitchen was added off the main lobby.

Shamie Hall 1991 Shamie Hall, the largest residence hall on campus, houses more than 360 students. All rooms have private bathrooms and individually controlled heating and cooling. Common lounges and common kitchens are located on each of the three floors with two small kitchenettes and one large common area kitchen added during a three-summer renovation concluding in the summer of 2019. There is a staff apartment on the third floor.

Winston House 1945 Winston House houses 16 students. Extensive renovations in the summer of 2007 included a shared kitchen and a common lounge. Students find the small parking lot located directly behind the building convenient.

Outdoor Sport and Recreation Facilities

Vendetti Field This multipurpose, synthetic turf field with lights includes an eight-lane track, a press box and bleacher style seating. It was dedicated in 2005 in honor of Coach Michael J. Vendetti. It is the primary game field for many NCAA competitions.

Francis Robison Jr. Tennis Court Complex Six tennis courts, named for former Nichols Trustee Francis "Pat" Robison Jr. '38,

were dedicated in 1992 as part of an outdoor sport and recreational complex. The tennis courts underwent a complete renovation in 2014-2015. Located next to the Chalmers Field House, the complex includes a basketball court, a volleyball pit, and lighting to enjoy outdoor facilities into the evening.

Athletic Fields To complement the full array of NCAA varsity sports, Nichols maintains several outdoor athletic fields, which include baseball, softball, and soccer.

Residence Hall Recreation Areas In addition to the amenities featured in the residence halls, there are many outdoor areas for recreation and relaxation. A whiffle ball field, a basketball court, a 9-hole disc golf course, and several open-space quads complement the full residence hall experience for Nichols's students.

Off Campus

Nichols College, located in Dudley, a small Central Massachusetts community just twenty minutes south of Worcester, is within an hour's drive of Boston, Springfield, Hartford or Providence. The College community has easy access to historical museums and sites such as Old Sturbridge Village.

The Greater Worcester area, home of eleven colleges and universities, is a vibrant and creative region amid an exciting revitalization, and the country is taking notice. Historic Worcester has been named among the top ten best small cities to live in by Forbes magazine.

Whether catching a concert at the DCU Center, sampling restaurants on Shrewsbury Street, exploring the region's many cultural offerings, watching a play at the Hanover Theater, or attending local sporting events, the Greater Worcester area offers plenty of college town activity.

Statements of Policy

Drug-Free Campus and Workplace

The College community recognizes that abuse of alcohol and other drugs can create potential health, safety, or security problems. The College is in compliance with the Drug Free Workplace Act (1988) and the Drug Free Schools and Communities Act Amendment of 1989 which requires that programs be adopted to prevent the use of illicit drugs and the abuse of alcohol by students and employees. The College: 1) requires standards of conduct that prohibit the unlawful possession, use, manufacture, or distribution of drugs and alcohol by students and employees; 2) provides descriptions of appropriate legal sanctions under local, state, and federal law for unlawful possession or distribution of illicit drugs or alcohol; 3) offers information and counseling about health risks associated with drug and/or alcohol abuse; and 4) maintains a system of discipline up to and including expulsion or dismissal for violation of these laws.

Emergency Closing/Early Release

Decisions to delay opening, to close, or suspend operations at Nichols due to adverse weather conditions or other emergency conditions will be made by the College's Senior Administrators.

When classes are canceled, delayed, or released early due to weather or another emergency situation, the administration emails all students, and posts alerts on the Nichols website, Facebook, and Twitter. In cases of extreme and sudden conditions, Nichols may use the text alert system to notify students.

Should severe weather or another emergency require cancellations of classes, announcements will be broadcast on:

WBZ-TV (Channel 4 – Boston) and WCVB-TV (Channel 5 – Boston)

and over radio stations serving central Massachusetts and northeastern Connecticut on:

WBZ-1030 AM, WTAG-580 AM, WESO-970 AM, WINY-1350 AM, WSRS-96.1 FM, WXLO-104.5 FM

Equal Opportunity

Nichols is an Equal Opportunity College

Notice of Nondiscriminatory Policy as to Students.

Nichols College admits students of any race, color, religion, sex, age, disability, sexual orientation, veteran status, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. The College does not discriminate in the administration of its educational policies, admissions policies, scholarship and loan programs, employment, athletic, and other school-administered programs. The College is in compliance with Title IX of the 1972 Education amendments, the Americans with Disabilities Act as amended, and Section 504 of the Rehabilitation Act of 1973 as amended.

Notice of Nondiscriminatory Policy as to Employees.

Nichols College is committed to the principle of equal employment opportunity. Applicants for employment and employees are reviewed on their individual qualifications for a position. Under no circumstances will Nichols College discriminate against qualified persons on the basis of race, color, religious creed, retaliation, national origin, ancestry, sexual orientation, gender, gender identity/expression, disability, mental illness, genetics, choice of health insurance, marital status, age, veteran status, or any other basis prohibited under applicable law.

This policy applies to all employment practices including but not limited to hiring, promotion, demotion, transfer, recruitment/recruitment advertising, layoff or termination, rates of pay or other compensation, and training. Discrimination of any type, including retaliation against an individual filing a charge or making a complaint, is not tolerated.

The full text of the Nichols College Policy against Discrimination, Harassment and Retaliation can be found on the college website and

portal.

Financial Audit Availability

The College will provide a copy of the most recent audited financial statements upon request. The request can be made to the Controller through the Financial Operations Department at Nichols College, 508-213-2100.

Jury Duty Policy

According to the Office of the Jury Commissioner of the Commonwealth Massachusetts, "every U.S. Citizen 17 years of age or older who is a Massachusetts resident or an inhabitant for more than 50% of the time is eligible to serve as a juror. If you are a resident of another state but a student at a Massachusetts college, you are an inhabitant for more than 50% of the year and, therefore, eligible to serve as a juror in Massachusetts".

It is not unusual for students residing in Worcester County to be summoned to serve as trial jurors. Jury service, on a short-term basis, can provide students with a good opportunity to fulfill one of their responsibilities as members of the community. Nichols College supports students in their fulfillment of this civic duty.

Students should carefully read all materials they receive with their summons to service. These materials contain helpful information about confirming, postponing, rescheduling, or relocating service, and they address many of the most frequently asked questions. Jury duty is an important legal obligation, and those who fail to respond are subject to criminal prosecution.

Students who must miss class in order to fulfill their jury service requirement should notify each of their instructors of the summons and make arrangements to complete any missed work. Students may be required to furnish their summons notice or the certificate of the service when making these arrangements.

If you have any questions about jury duty, including confirming, postponing, rescheduling, or limiting your service, please contact the Office of the Jury Commissioner (1-800-THE-JURY/1-800-843-5879).

Further information can be found on the Office of Jury Commissioner's website at www.mass.gov/jury-duty.

Religious Holidays Observance Policy

Any student who is unable, because of religious beliefs, to attend classes or to participate in any examination, study, or work requirement on a particular day shall be excused from any such examination, or study, or work requirement, and shall be provided with an opportunity to make up such examination, study, or work requirement which may have been missed because of such absence on any particular day, provided, however, that such makeup examination or work shall not create an unreasonable burden upon the College. No fees shall be charged by the institution for making available to the students such an opportunity. No adverse effects shall result to any student because of these provisions.

Statement on Sexual Misconduct

As an institution of higher learning committed to providing the most constructive atmosphere possible for academic and personal advancement, Nichols College is particularly concerned about conduct commonly described as sexual misconduct. Sexual misconduct is a broad term that includes but is not limited to sexual assault, sexual exploitation, stalking, relationship violence, cyber-stalking, bullying and cyber-bullying, sexual harassment, aiding and facilitating the commission of a violation and retaliation. The College takes these matters very seriously and will act to eliminate the misconduct and impose such corrective measures as necessary. Complaints may be made to the Title IX Coordinator. Please refer to Nichols College Sexual Misconduct Policy and the Nichols College Title IX Sexual Harassment Policy on the College website for the full text of these policies.



ADMISSIONS POLICIES AND PROCEDURES

Nichols College regards each prospective student as an individual, considering each application as it is submitted throughout the academic year. Applications for full-time undergraduate students are accepted on a rolling basis and decisions are made when applications are complete. There are two Early Action options students can apply for: Early Action I holds a deadline of December 1, and Early Action II, December 31. All applications received after the Early Action II deadline will be considered for rolling admission.

It is the goal of Nichols College that every student who enrolls be provided the best professional- and leadership-focused education in New England. Admissions is a joint process between the applicant and the Nichols College community; we want to make sure that Nichols is the right fit for the student, and the student for the College.

Interviews and Tours

There is no substitute for a campus visit when students are choosing a college. Tours are offered Monday through Friday at 9:30 a.m., 11 a.m., 1:30 p.m., and 3 p.m. and select weekends throughout the year. To arrange a visit, students can register online at <https://slate.nichols.edu/portal/events> or call 508-213-2203 or 1-800-470-3379 between 8:30 a.m. and 4:30 p.m. We will arrange a tour with one of our student ambassadors. Each tour time includes the opportunity to meet with a member of the admissions staff. If students have a special request to meet with a member of the faculty, athletic department, or to attend a class, we will do our best to arrange it.

For questions or information about any of the application or admissions procedures please visit our website at www.nichols.edu for more information.

Admissions Profile

Admissions candidacy requires that every applicant either be a high school graduate or have earned a high school equivalency diploma (GED/HiSET). Home-schooled students must demonstrate successful completion of a secondary school education in a home school setting and meet state requirements. Proficiency in certain academic areas is a basic requirement for entrance to the College. Successful candidates for admission will follow a college preparatory course of study prior to applying to Nichols.

The recommended schedule of units for admission is as follows:

English	4 units
College Preparatory Mathematics	
Business Administration candidates	3 units
Recommended courses: <i>Algebra I, Geometry, Algebra II, Advanced Mathematics, or their equivalents</i>	
Liberal Arts candidates	2 units
Recommended courses: <i>Algebra I and Geometry or Algebra II</i>	
Social Science.....	2 units
Laboratory Science.....	2 units
Academic Electives.....	5 units

Non-traditional applicants who have not followed the recommended program as stated are considered for entrance if the Admissions Committee believes that they can be successful degree candidates.

Application Process

Applicants to Nichols College are considered for admission as soon as their application files are completed. Beginning in August of 2022, Nichols College will be Common Application exclusive. Applicants will need to submit the following to complete requirements for their application:

1. A completed Common Application through www.commonapp.org along with the \$50 application fee. The application fee is waived for all students who participate in LEAP, apply by December 1, attend a campus tour, or have an alumni fee waiver. Additional fee waiver options are available; please refer to nichols.edu for more information, or email admissions@nichols.edu.
2. Have secondary school transcript(s) sent directly to the College or uploaded to Common App. Preliminary evaluation can be done with an unofficial transcript. Home-school students should submit a self-certified transcript. Transcripts must show grades 9-11. The office of Admissions may request additional grades as deemed necessary by a member of the staff. Once an applicant decides to enroll, a final official secondary school transcript, including date of graduation, is required before a student may begin classes.
3. Nichols has adopted a Test Optional policy. For applicants choosing to submit their test scores, unless required to submit a proof of English proficiency (International applicants), we accept both the Scholastic Aptitude Test (SAT) of the College Entrance Examination Board or the American College Test (ACT) of the American College Testing Program. In order to have test scores sent directly to Nichols College, enter our code as 3666 for SAT tests or 1878 for ACT tests.
4. A minimum of one academic recommendation from a guidance counselor or teacher.
5. A personal essay with a topic of their choosing.

Items such as a letter of recommendation, essay, or fee may be waived at the discretion of the Office of Admissions.

Conditional Admissions Policy

Any student who does not meet the traditional admissions criteria can be given special consideration through UPP (Admission with Uncommon Potential Provision). In order to be recommended for this option, students are required to complete a satisfactory interview. Once admitted through UPP, students are required to complete one approved summer course at Nichols College with a grade of "C" or better in order to be fully enrolled for the upcoming semester. Students may have the option to take a course at another institution, which must be approved by Nichols College.

After the student has met the criteria (successful interview and course completion), they can be admitted to the College as a part of the NEXT Program. The student will be assigned a Nichols College student-mentor and will be eligible for services available to all enrolled Nichols College undergraduate students.

Transfer Students

Those applying for transfer from another college will follow the same application procedure as outlined for first-time college students with the exception of a high school transcript and test scores. Transfer students must furnish official transcripts of all previous college or university work attempted, whether or not transfer credit will be sought. Upon admission to Nichols College, copies of the transfer student's transcript will be sent to the Registrar's Office for evaluation. The Registrar will send the student notification of credits accepted for transfer.

Transfer students who have received at least 24 college credits as a matriculated student at an accredited college or university taking non-remedial courses are not required to provide a high school transcript.

Courses for transfer credit will be evaluated according to the following guidelines:

1. Courses taken at regionally accredited higher education institutions where a grade of C or higher was earned will be accepted for transfer credit, provided the course or courses are similar to a course or courses offered at Nichols College and are applicable to a Nichols College degree program.
2. The maximum number of credit-hours allowed for transfer from regionally accredited higher education institutions is 90 credit hours.
3. Only six credit-hours are permitted for transfer credit toward junior/senior concentration requirements.
4. Only three credit-hours are permitted for transfer credit toward minor requirements.
5. All students (including transfer students) must take at least 30 credit-hours – immediately preceding graduation – at Nichols College and complete all degree requirements. 30 of the final 36 credit-hours must be taken at Nichols College.
6. Nichols College evaluates non-traditional credit on the basis of recommendations made by the Council for Higher Education Accreditation (CHEA) and must be American Council on Education (ACE) approved.
7. Students enrolled at Nichols College must receive approval from the Registrar before registering for course(s) for credit to be taken at another institution for transfer to Nichols College.
8. Mathematics and Accounting courses must be taken within the ten years prior to enrollment to qualify for transfer credit.
9. Computer courses must be taken within the five years prior to enrollment.
10. A maximum of 30 credit-hours may be transferred into any Nichols College program from DANTES, CLEP, AP, IB, and/or non-traditional credit earning opportunities.
11. Refer to "Commencement Honors" under "General Regulations" to review the guidelines on how to be eligible for commencement honors.
12. The capstone courses LEAD 400 and LA 400 are ineligible for transfer credit and must be taken at Nichols College.

Articulation Agreements

Nichols College maintains ongoing cooperative relationships with select two-year colleges to facilitate the transfer process and to award credit for prior college-level work. If a student currently attends a two-year college, they should check to see if Nichols has an articulation agreement with that institution. Students may contact the transfer coordination department at their current institution or call the Office of Admissions at Nichols College for further information.

International Students

Applicants from foreign countries are expected to meet the same minimal educational background as that of students educated in the United States. To study at Nichols, proficiency in English must be documented. This requirement may be met a number of ways: by achieving scores of at least 72 (internet-based test) on the Test of English as a Foreign Language (TOEFL), a 6 or higher on the IELTS, 95 or higher on the Duolingo test, or a 49 or higher on the Pearson test; through successful completion of an approved English language program; by acceptable scores on either the SAT or the ACT tests; through formal recommendation by English Language Program partner or other affiliate; or by graduation from an accredited English-speaking, non-distance-learning, secondary school with a college preparatory curriculum. Information on the TOEFL or the SAT may be obtained through the Educational Testing Service, Princeton, New Jersey 08540 USA.

International students must submit the same information to Nichols as domestic students for their applications for admission to be complete. Letters of recommendation must be submitted in English and all transcripts must be translated into English if the originals are not in English.

When all of the above information has been received, the International Counselor will consider an application for admission. Once

admitted, international students choosing to matriculate at the college must submit the following before an I-20 can be issued: a \$1,000.00 tuition deposit and an Affidavit of Financial Support with official non-altered certification from their bank. The I-20 cannot be issued without these two items. Nichols College is authorized under federal law to enroll non-immigrant alien students.

International students are eligible for academic scholarships granted by Nichols College. Normally, international students are not eligible for need-based financial aid. You may be eligible to receive federal Student Financial Aid if you meet all of the following requirements:

1. Are a citizen or eligible non-citizen of the United States with a valid Social Security number
2. Have a high school diploma or a General Education Development (GED) certificate or pass an approved "ability to benefit" test
3. Enroll in an eligible program as a regular student seeking a degree or certificate
4. Register (or have registered) for Selective Service, if you are a male between the ages of 18 and 25

If you meet these requirements, obtain and complete a Free Application for Federal Student Aid. This form can be acquired at www.fafsa.gov.

International students who do not qualify for Federal Student Aid must show a proof of finances (either a letter from your bank or current statement) showing at least one year's worth of attendance minus any scholarship in the account.

Undergraduate Online Program (UGO)

Students applying to the UGO program are not required to submit SAT scores, an essay, or recommendation letter, and will not be assessed an application fee. Applications for the UGO program are accepted on a rolling basis and decisions are made when applications are complete.

Prospective students will need to submit the following information:

1. A completed Nichols College Undergraduate Online application accessible through Nichols.edu.
2. Official college transcripts from all accredited colleges or universities the applicant has attended.
3. Students transferring less than 24 credits will need to submit an official high school transcript.

Veterans and Active Service Members

The Commonwealth of Massachusetts approves Nichols College for the training of veterans. Special consideration is given to veterans' applications. Maturity and a desire for further education are considered more important than quantitative measures of past school performance.

Nichols College adheres to the U.S. Department of Education Readmission Policy for servicemembers. All reasonable effort will be made to promptly readmit mobilized or deployed servicemembers at the same academic standing and status.

Readmission

Day students who have previously attended the College and have left or withdrawn are required to file an application for readmission with the Registrar's Office. If the student has attempted academic work at other institutions since leaving Nichols, official transcripts of the work must be submitted.

Students applying for readmission will be reviewed by other departments on campus in reference to status and eligibility.

If separation from Nichols resulted from Academic Suspension, students should follow the appeal procedure detailed under Continued Enrollment/Academic Suspension.

Undergraduate Online Reactivation

Undergraduate Online Students who have previously attended the College and have either left or withdrawn are required to complete a request for Program Reactivation Form with the Registrar's office. Students who have not attended classes at Nichols for 10+ years will need to submit an application for admission. If the student has attempted work at other institutions since leaving Nichols an official transcript of the work must be submitted before registering for any classes. Students applying for reactivation will be reviewed by other departments on campus in reference to status and eligibility.

If separation from Nichols resulted from Academic Suspension, students should follow the appeal procedure details under Continued Enrollment/Academic Suspensions.

Alternative Methods of Awarding Credit

Nichols College recognizes that it is possible for an individual to attain knowledge and education in ways other than the conventional classroom experience. Therefore, the College will award credits for education achieved in any of the following ways. No more than 90 semester hours may be earned through any one or a combination of these methods.

College Level Examination Program The Educational Testing Service has developed the College Level Examination Program as a national method of attaining placement and credit. Nichols College recognizes the general examinations of the College Level Examination Program as well as selected subject examinations. The College will award credit toward graduation for superior achievement on the general examinations in a variety of areas. For a current list of accepted examinations, please consult with the Registrar.

College Entrance Examination Board/Advanced Placement Examination Applicants enrolled in advanced placement courses in high school who take the Advanced Placement Examination in May of their senior year and who earn grades of 3, 4, or 5 will be granted

credit.

Credit for Prior Learning The CPL policy is particularly directed toward non-traditional students with several years of professional experience in their chosen field who aspire to complete the BSBA at Nichols. Up to 45 credits may be awarded for professional and experiential learning to matriculated students after evaluation of a portfolio, produced in the completion of a 3-credit course at Nichols, that clearly explains and documents any competencies or skills accrued outside of college classes which meet the criteria for college-level learning. The 3-credit course will be included in the total CPL.

The CPL Portfolio course will afford non-traditional students the opportunity to work closely with Nichols faculty to identify the experiences that may be applicable to CPL credits, and ensure that the content, assessment, and documentation of those experiences included in their portfolio is clearly aligned with college-level skills and Nichols course outcomes. Experiences that are likely to meet CPL criteria may include corporate or military training and courses; industry recognized certification programs; proficiency examinations; and select work, military, or volunteer service.

Each submitted portfolio will be reviewed by the CPL Coordinator in alignment with the *Council for Adult and Experiential Learning (CAEL)*, who established the model used in colleges nationwide as well as a set of best practices, policies, and procedures for Prior Learning Assessment (PLA). The Coordinator, after completing requisite workshops, will be a certified Prior Learning Assessor and earn a Certificate of Mastery in PLA. Under these guidelines, criteria, and rubrics, academic credit will not be awarded for having relevant experience nor will experiences such as corporate or military courses for which Nichols granted academic credit be double-counted as part of the CPL portfolio. CPL credits can only be earned for college-level learning that occurred outside of traditional college classrooms and will be posted as transfer credits. However, any CPL earned at other institutions may not be transferred to Nichols without completion of the portfolio course. For additional information, students are urged to contact the CPL Coordinator.

International Baccalaureate Students who receive a grade of 6 or 7 on the standard level exam, or a 5, 6, or 7 on the higher level exam, can receive college credit for that subject area.

Military Service Schools and Military Examination Credits Nichols College follows the recommendations of the American Association of Collegiate Registrars and Admissions Officers as to appropriate credit to be awarded for formal service in the armed services. Nichols also accepts and individually evaluates course credits earned through examination utilizing DANES, Defense Activity for Non-Traditional Educational Support Program (previously called the United States Armed Forces Institute).

Non-Traditional Coursework Courses taught by business and industry are evaluated using the published guidelines of the American Council on Education (ACE).

Acceptance and Confirmation Procedure for Day Students

All applicants, except international students (see International Students section), are required to forward a \$250.00 tuition deposit to reserve a place in the incoming class. The tuition deposit is refundable until May 1st. The student must notify the college in writing (preferably including a reason for the withdrawal) that they no longer wish to enroll in order to obtain this refund. The tuition deposit is credited on the student's first statement of charges. At the time of confirmation, the student agrees to be governed by the standards, policies, and regulations of Nichols College.

Deposits received, or refunds requested, after May 1st are non-refundable. Students who deposit after August 1st are required to immediately pay all charges normally due on or before August 1st.



Admissions Procedures

Nichols College regards each prospective student as an individual, evaluating each application as it is submitted throughout the academic year. Applications for graduate students are accepted on a rolling basis and acceptance decisions are made once the application is complete. It is the goal of Nichols College that every student who enrolls is provided the best career-focused business and professional education.

Once accepted into a Graduate School program, students may start as early as the next session start date for that program. Nichols College offers six (6) "start" dates throughout the calendar year: Fall semester, Session I and Session II; Spring semester, Session I and Session II; and Summer semester, Session I and Session II. However, not all programs have starts in each session. Note that all graduate school courses are accelerated seven-week courses.

Non-Matriculated Student Status

Students considering a Nichols College graduate program may take a number of courses prior to formal admission. It is recommended that students interested in nonmatriculated student status make an appointment for an interview with an admissions advisor.

Graduate students may take up to three (3) courses (9 credits) prior to formal admission. Please be aware that until a student has applied and been accepted to the college, there is no guarantee that the courses a student self-selects will apply to a future degree program.

It is recommended that students interested in non-matriculated status make an appointment with an academic advisor to ensure that correct courses are taken. Once the three (3) courses have been completed, nonmatriculated students must complete all formal admission requirements if any additional courses are to be taken.

Graduate Admission

To be admitted to a graduate degree program, students must submit the following:

- A Purpose Statement (up to 800 words)
- Official sealed transcripts covering all prior academic work at the undergraduate and graduate levels
- Two professional or academic references
- A current résumé
- Application fee

Applicants will receive an email notification of the outcome of the admission decision within ten (10) business days of completing their application.

Graduate students must have achieved a minimum cumulative grade point average (CGPA) of 3.0 in their undergraduate program to be admitted to a graduate degree program at Nichols College. Students with a 2.75–2.99 CGPA may be allowed provisional acceptance. Students granted provisional status must achieve a GPA of 3.0 or higher after taking their first three (3) courses to continue the program. If a minimum 3.0 GPA is achieved, the student will be granted full admission. However, if the minimum 3.0 GPA is not achieved, this may affect continuation in the program.

Transfer Credit

Students seeking to transfer from another college must follow the regular application procedure outlined in the admission procedures. Transfer students must request official transcripts of all previous college or university work attempted, regardless of whether or not credit was granted. Upon admission to Nichols College, copies of the transfer student's transcripts need to be sent to the Registrar's Office for evaluation. The Registrar will send a notification of credits accepted for transfer to the student.

Courses for transfer credits will be evaluated according to the following guidelines:

Graduate Students Courses taken at regionally accredited higher education institutions where a grade of "B" (3.0 or above) was earned will be accepted for transfer credit provided the course or courses are similar to a course or courses offered at Nichols College and are applicable to a Nichols College degree program. Once matriculated into the program, approval by the Program Chair of the Graduate School is required. The maximum allowable transfer credit hours for a graduate program at Nichols College is nine (9) graduate-level semester credit hours. The capstone course is ineligible for transfer credit and must be taken at Nichols College.

Readmission Graduate students who have previously attended the college and have left or withdrawn for more than two years need to reapply. If the student has attempted academic work at a regionally accredited institution since leaving Nichols College, official transcripts of the work must be submitted. The same policy applies to previously accepted applicants who never matriculated. If less than two years have elapsed, the student or applicant will be paired directly with our Student Success team for assistance.

4+1 Programs

Only full-time undergraduate students are eligible to participate in the 4+1 Program. In addition, students must have at least a 3.0 GPA to be accepted, and to remain in the program, they must maintain a GPA of 3.0 during their entire time at Nichols. 4+1 students typically start their graduate coursework in the fall semester of their senior year. Students can apply at any time (from first year to senior year). They can take a maximum of 6 graduate credits while enrolled in the Nichols full-time undergraduate day program.

The 6 graduate credits are included in the regular full-time undergraduate day program tuition, as long as the student does not exceed 18 credits in the fall or spring of their senior year (including the graduate coursework). If the graduate credits bring a student over 18 credits, they will be charged the \$1,000 overload fee per credit. Students who do not carry a minimum of 12 credits in a semester will be charged the per credit rate for their graduate course taken within that semester.

+1 Admissions

To be admitted to Graduate School under the 4+1 program, students must submit a résumé and a Purpose Statement (500 to 800 words) that will serve as a writing sample to assess the applicant's ability to write at Graduate Level. In addition, applicants will be invited to an interview. Applicants are notified of the outcome of the admission decision within ten (10) business days of completing the application. It is recommended that students interested in provisional status make an appointment with an academic advisor to ensure that correct courses are taken. Once the three (3) courses have been completed, nonmatriculated students must complete all formal admission requirements if any additional courses are to be taken.

Undergraduate students must have achieved a minimum cumulative grade point average of 3.0 in their undergraduate program to be admitted to a graduate degree program at Nichols College. Students with a 2.75–2.99 CGPA may be allowed provisional acceptance. Students granted provisional status must achieve a 3.0 GPA after taking their first three (3) courses in order to continue the program. If a minimum 3.0 grade point average is achieved, the student will be granted full admission. However, if the minimum 3.0 is not achieved, this may affect continuation in the program.

Financial Regulations

UNDERGRADUATE DAY DIVISION

Tuition and Fees

Fall 2023 – Spring 2024 Per Year

Tuition	\$38,825
Comprehensive Fee.....	\$1,550
Health Services Fee.....	\$150
Standard Room/Meal Plan*.....	\$14,950
Copper Beech Apt./Meal Plan*	\$16,025

Undergraduate courses and internships taken during the Summer/Winter semesters are not covered by Fall and Spring semester tuition. Undergraduate courses taken during the Summer of 2023/Winter 2024 will be charged at a rate of \$400 per credit. Internships taken during the Summer of 2023 will be charged \$400 per credit.

Undergraduate Online Students (those coded as UGO) will be charged at a rate of \$400 per credit, not including textbook costs and lab fees. There is no parking fee for UGO students.

Graduate MBA/MSOL courses, excluding course BUS-510, will be charged at a rate of \$790 per credit.

Graduate course BUS-510 will be charged at a rate of \$790 per credit (no discounts applied to this course).

Graduate MSA courses will be charged at a rate of \$840 per credit.

***Resident Students Only.** All Residents are required to purchase the Meal Plan. Resident students are required to be full-time students.

Scope of Tuition

Tuition for full-time day students covers a course load ranging from 12 to 18 credit hours per semester. A course load in excess of 18 credit hours requires prior academic approval and will be subject to an overload charge. The overload charge is \$1,000 per credit.

Part-time day undergraduate students are charged the \$1,295 per credit hour for day division courses taken. If enrolled in a Graduate course, the applicable Graduate rate will apply.

Bilateral Exchange

Costs

Students will be charged the appropriate Nichols College tuition and fees associated with course enrollments, excluding the parking fee and with a reduced comprehensive fee for the exchange semester. These charges will be placed on the student account and paid directly to Nichols College.

Students will be charged by the bilateral exchange partner school for the appropriate housing costs and any fees related to the exchange program.

Students will be expected to pay the exchange partner school directly for all housing deposits, application deposits, and security deposits as required. Students are responsible for meals if not included in the exchange partner housing program.

Students are responsible for any costs related to passports, visas, airfare, personal expenses, books and supplies, transportation, independent travel, and entertainment expenses. Students are responsible for any costs for optional programs or trips that may be offered by the bilateral exchange partner.

Financial Aid

Students on bilateral exchange will be able to utilize any federal, state, and/or outside scholarships they are eligible to receive.

Students on bilateral exchange will be able to utilize endowed scholarships* and non-endowed scholarships, including Merit if eligible.

**Endowed Scholarships may be found on www.nichols.edu under Financial Aid, Scholarships and Grants. Please review the Scholarships & Grants tab on the table of information.*

Internships

Costs

Students will be charged the appropriate Nichols College tuition and fees associated with all course enrollments¹. These charges will be placed on the student account and paid directly to Nichols College.

Unless otherwise arranged through a Nichols International Internship program, students will need to directly pay for all costs charged

by internship placement companies, application deposits, program deposits, and security deposits. Students are also responsible for any costs related to passports, visas, airfare, personal expenses, books and supplies, transportation, independent travel, and entertainment expenses. Students are also fully responsible for housing and/or meals if not included with the program. Students are responsible for any costs for optional programs or trips that may be offered by the program.

¹ *If the internship placement company has a tuition-based charge, please contact Student Financial Services. Your account will be reviewed on an individual basis.*

Financial Aid

Student financial aid award packages will be adjusted to the non-resident award level for students who will not be Nichols College residents for the applicable term. Students will be able to utilize all scholarships from Nichols College that are classified as endowed scholarships^{2,3}.

Students may utilize any federal, state, and/or outside scholarships that they are eligible to receive.

² *Non-endowed Nichols College scholarships may only be used when appropriate Nichols College tuition is charged as part of the billing structure of the internship program.*

³ *Endowed Scholarships may be found on www.nichols.edu under Financial Aid, Scholarships and Grants. Please review the Scholarships & Grants tab on the table of information.*

Study Abroad

Costs

Students will be charged the chosen study abroad program costs for tuition, housing and meal plans. Students who choose to enroll in any courses offered at Nichols College while they are completing the study abroad semester will be charged the appropriate tuition rate for the Nichols College course in addition to the study abroad program cost. In addition, students will be charged the study abroad fee. These charges will be placed on the student account and paid directly to Nichols College.

Students will need to directly pay for application deposits, program deposits, and security deposits.

Students are responsible for any costs related to passports, visas, airfare, personal expenses, books and supplies, transportation, independent travel, and entertainment expenses. Students are also fully responsible for housing and/or meals if not included with the program. Students are responsible for any costs for optional programs or trips that may be offered by the program.

Financial Aid

Students are not eligible for institutional scholarships and/or grants while studying abroad. Eligible students will be able to utilize scholarships from Nichols College that are classified as endowed scholarships*.

Students may utilize any federal, state, and/or outside scholarships that they are eligible to receive.

**Endowed Scholarships may be found on www.nichols.edu under Financial Aid, Scholarships and Grants. Please review the Scholarships & Grants tab on the table of information.*

Deposits and Fees

Audit Fee Students wishing to audit a course will pay the full course tuition.

Course and Lab Fees A lab fee will be charged to students who enroll in designated fine arts or laboratory science courses as listed in the official course schedule published at the time of registration.

Graduation Fee A \$200 mandatory fee will be charged to all Graduate, UGO & ABLE candidates certified for graduation. The fee will be charged whether or not the candidate attends the commencement ceremony.

Change of Status Housing Fee If a housing request is withdrawn for 2023-2024 from the date a student's housing assignment is assigned until add/drop week is over in Fall 2023, **the student will be responsible for the payment of \$250 for the termination of the housing contract.** Students who withdraw from housing *after* the end of add/drop week in Fall 2023, **will be responsible for payment of the \$500 for the termination of the housing contract.** To withdraw your request for housing the student must email reslife@nichols.edu and confirming that they will NOT want/need on campus housing for the Fall term. Your student account and financial aid package will be adjusted to reflect commuter versus resident status.

International Internship Fee Students participating in cohort or individual international internships will be charged a \$1,500 international internship fee.

Late Payment Fee The \$250 late payment fee will be assessed once each semester on every account that does not have a Plan-in-Place (PIP) for settling the semester's financial obligations by the due date.

Definition of "Plan-in-Place": Students must have documented sources of payment that will cover the entirety of the semester's costs. These sources may consist of the following:

- Financial Aid: All approved financial aid (Note: All loan applications must have been submitted and approved prior to the payment deadline, and all loans must be payable directly to Nichols College)
- A payment plan set up through the Self-Service portal that covers the semester charges
- Signed letter clearly stating the amount of an outside scholarship that is payable to Nichols College

- Prior approved third-party reimbursement
- Valid health insurance waiver
- Check, money order, or credit card payment

Parking Fee A \$187.50 parking fee will be assessed each semester to Resident students and \$162.50 for Commuters who are issued a parking decal. (UGO students are not charged this fee.)

Comprehensive Fee A \$750 per semester fee will be charged to all day students. A percentage of this fee is passed directly to our Student Government Association. The remaining portion is to offset the increasing expenses we incur providing the facilities, technology and services all across campus that our students need and deserve.

Health Services Fee A \$75 per semester fee will be charged to all day students. This fee covers the cost of additional health services personnel and resources to meet student needs.

Study Abroad Fee Students who choose to enroll in any courses offered at Nichols College while they are completing the study abroad semester will be charged the appropriate tuition rate for the Nichols College course in addition to the study abroad program cost. In addition, students will be charged a \$1,500 study abroad fee if going abroad in the 2023-2024 Academic Year.

Tuition Deposit (New Students) A tuition deposit of \$250 is required. (See Admission Policies and Procedures/Acceptance and Confirmation Procedure for Day Students for refund regulations.)

Health and Accident Insurance/Health Insurance Premium

State law requires all students enrolled in nine or more credit hours in a semester to be covered by health and accident insurance. Nichols College offers the Student Accident and Health Insurance Policy through Blue Cross Blue Shield for those students who are not covered by a personal or family policy. The College assumes no liability for sickness or injury incurred by students who fail to have the necessary personal or family health insurance coverage. Students participating in intercollegiate athletics are provided additional coverage for injury by a group rider purchased on behalf of the student by the College. Health insurance is state mandated and is subject to state regulation changes at all times.

The health insurance premium will be added automatically billed to all students meeting the credit requirements each semester. Students who completed a valid health insurance waiver in the fall semester will not be charged the health insurance in the spring semester. The rates change every academic year.

The Health Waiver certifies that a student's family health insurance policy is comparable to the one offered by the College. This form must be completed and RECEIVED by the College by the stated waiver deadlines. The premium charged is not refundable after the waiver deadline despite the existence of other coverage.

The policy information and rates are posted online.

Payment Schedule

The Fall semester charges are typically due at the beginning of August and the Spring semester charges are typically due the first business day in January. Specific due dates are determined each semester.

Withdrawal Procedures and Policies

Withdrawing from Nichols College can have a significant financial impact. Students are strongly urged to carefully read all the information listed below.

If students have any questions regarding the policy and the specific impact on their accounts, please contact the Director of Student Accounts.

Day students (full-time, part-time, resident, and commuter) who elect to leave Nichols College for reasons other than graduation MUST officially withdraw from the institution.

Official withdrawal from the College requires the student to complete an official withdrawal form. The form is available as an eForm on the Nichols information hub.

- Non-attendance does not relieve a student of their financial obligations nor entitle a student to a refund.
- The effective date of withdrawals that occur prior to the last day of classes is the date of last academic attendance.
- Withdrawals that are to be effective during the current term must be completed by the last day of classes.
- It is the responsibility of the student to read and understand the entire withdrawal and refund policy. Questions regarding the financial impact of the withdrawal should be directed to the Student Financial Services. It is STRONGLY suggested that students visit or speak with Student Financial Services PRIOR to withdrawing from Nichols College.

Students who plan to withdraw from the College after a semester has ended may file a withdrawal to be effective at the end of the semester. The withdrawal between semesters MUST be completed prior to the beginning of the next semester in order to avoid incurring additional financial obligations.

Resident Students Upon Withdrawal Any resident student who plans to withdraw should immediately contact ResLife@nichols.edu OR visit the Office of Residence Life in Fels 301 regarding the date and time of their departure. Students have 24-hours after withdrawing to remove their belongings, to formally check out of their rooms, to return their residence keys, and to turn in their student ID cards.

- Any adjustments to the 24-hour policy must be approved in advance by the Director of Residence Life.
- Personal belongings that are left in the room will be discarded. Fines may be incurred for any damages to college property. Fines may also be incurred for failure to return room keys.
- Please note that it may take 30-60 days for the final miscellaneous charges to be added to the account.

Application of Refund Policies After the withdrawal, Nichols College will complete calculations for refunding institutional charges and financial aid and complete a financial audit on the account. These calculations may take up to 45 days to complete.

Students are fully responsible for all costs incurred while still attending Nichols College, including collection costs and legal fees.

Students who are dismissed or suspended from the College and/or from College housing for disciplinary reasons or violation of local, state and/or federal law are not entitled to any pro-rate of tuition, room, board or fees. They will be held responsible for all institutional charges, disciplinary fines, and any other charges that are applied to their account. However, please note that the Financial Aid package will be recalculated according to the guidelines of federal & state financial aid.

Undergraduate Online Withdrawal Undergraduate Online students who have been inactive (have not attended classes) for 2 or more years will be withdrawn from the institution. Undergraduate Online students who intend on returning to Nichols to complete their degree after 2 or more years must submit a Request for Program Reactivation Form through the Registrar's office as outlined under the Undergraduate Online Reactivation policy.

Withdrawal Policy and Refund Schedule

Federal & State Financial Aid

The calculation for the return of Federal and State Financial Aid is different from the Nichols College refund policy.

Nichols College is required to return funds to the appropriate federal, state, institutional, local and/or loan agencies upon a student's withdrawal based on the student's percentage of attendance. When a student has attended the College for 60% or more of the term, then the student is normally entitled to keep the full financial aid package that was awarded to them. If the percentage is less than 60%, then a corresponding percentage of funds must be returned to the appropriate agencies.

The percentage of attendance is calculated by dividing the number of calendar days attended by the student in a term by the total number of days in the term. (Note: Breaks that are 5 days long or longer are not included as part of the total term days.)

The 60% dates for the 2023-2024 year based on the date of last academic attendance:

Fall Term: October 30, 2023 (If you attended a class(es) on or after this date then financial aid does not need to be pro-rated.)

Spring Term: March 25, 2024 (If you attended a class(es) on or after this date then financial aid does not need to be pro-rated.)

The percentage of attendance is used to calculate the percentage of financial aid that the student is allowed to keep and the percentage that must be returned to the appropriate agencies/companies. For example, if a student withdraws and it is determined that the student attended Nichols for 40% of the term, then the student would be allowed to keep 40% of their financial aid. The remaining 60% of the financial aid would need to be returned to the appropriate agencies/companies.

For federal financial aid there is a scheduled order of return. In other words, if 60% of the federal aid must be returned, then it will be returned to the appropriate financial aid sources in the following order:

- Unsubsidized Federal Direct Loans (other than PLUS loans)
- Subsidized Federal Direct Loans
- Direct PLUS loans
- Federal PELL Grants for which a return of funds is required
- Federal Supplemental Educational Opportunity Grants (FSEOG) for which a return of funds is required
- Federal TEACH Grants for which a return is required
- Iraq Afghanistan Service Grant for which a return is required

Disclaimers:

- If the student is a first-time, first-year undergraduate student who withdraws within the first 30 days of the term, then that student may not be eligible to receive specific financial aid awards.
- Critical: Students and parents who do not complete all required processes for federal/state financial aid PRIOR TO the withdrawal may not be eligible to receive any federal/state financial aid. This could mean a 100% loss of federal/state financial aid. Processes include but are not limited to: supplying verification documents, completing the Direct Loan entrance counseling online, signing the Direct Loan promissory note, and signing the Parent PLUS promissory note.

Miscellaneous Sources of Payment Miscellaneous sources of payment are considered to be payments that do not fit into the institutional aid, federal aid, or state aid guidelines.

- Private loans: May be required to be pro-rated based on financial aid eligibility after all of the institutional, state, and federal calculations have been completed.
- Outside or private scholarships often require that the funds be returned to the sponsor agency if a student does not complete the term. These are handled on a case-by-case basis. Third party payments are handled on a case-by-case basis. Plans like the

MEFA UPLAN prepaid tuition program may require unused funds to be returned directly to the UPLAN account.

Servicemembers As per the Higher Education Relief Opportunities for Students (HEROES) Act of 2003, Nichols College will employ flexible policies for course extension and withdrawal toward servicemembers who are mobilized or deployed while taking courses, in order to ensure that servicemembers who are financial aid recipients are not placed in a worse position financially because of their military status.

Undergraduate Online Program Drop, Withdrawal, and Refund Policy Students who drop a course before the session starts, or during the posted Add/Drop period in that session, will receive a full refund of tuition and the course will not appear on their official transcript. Courses that are dropped after the last day of the Add/Drop period in that session are considered Withdrawals. No refund is issued for a Withdrawal and a "W" will be assigned to the course on their official transcript. In the event of extenuating circumstances, students who drop a course after the Add/Drop period may follow the procedure for requesting a Refund Appeal.

1. To request an appeal, students must download the Refund Appeal Form, complete it within ten days of dropping the course, and return the form with appropriate supporting documentation to the Program Chair. Note: Only Refund Appeal Forms that include documentation will be subject to a review.
2. When completed forms with documentation are filed with the Program Chair, the case will be reviewed by a Refund Appeal Panel comprised of representatives from the UGO program, the Faculty, and/or Financial Services. The student will be notified by email at their nichols.edu address of the Panel's decision. All decisions made by the Refund Appeal Panel are final.
3. After a Refund Appeal is approved or denied, students may bear some financial responsibilities to Nichols College or Financial Aid.

Institutional Charges and Institutional Financial Aid Chart for the 2023-2024 Academic Year:

Date of Last Academic Attendance	% Tuition, Room, Meal Returned ³	Deposits	Financial Aid
Prior to Term	100%	All Deposits are forfeited	All aid cancelled
Class Days: 1-5 Fall Term: 8/28/23 to 9/1/23 Spring Term: 1/16/24 to 1/22/24	100% ^{1,2} \$500 processing fee will be applied	All Deposits applied to account ¹	All aid cancelled
Class Days: 6-10 Fall Term: 9/5/23 to 9/11/23 Spring Term: 1/23/24 to 1/29/24	75% No fees returned	All Deposits applied to account	Institutional aid: 75% returned Federal/state aid: per day pro-rate
Class Days: 11-15 Fall Term: 9/12/23 to 9/18/23 Spring Term: 1/30/24 to 2/5/24	50% No fees returned	All Deposits applied to account	Institutional aid: 50% returned Federal/state aid: per day pro-rate
Class Days: 16-20 Fall Term: 9/19/23 to 9/25/23 Spring Term: 2/6/24 to 2/12/24	25% No fees returned	All Deposits applied to account	Institutional aid: 25% returned Federal/state aid: per day pro-rate
Class Days: 21+ Fall Term: 9/26/23 and after Spring Term: 2/13/24 and after	0% No fees returned	All Deposits applied to account	Institutional aid: 0% returned Federal/state aid: per day pro-rate through the 60% date

1. The \$500 withdrawal processing fee will not be applied to the accounts of students who did not check-in and did not attend classes. However, if the fee is not applied then the deposit will be forfeited.
2. For withdrawals during the first 5 class days, the meal plan amount will be fully refunded with the exception of any monies spent on Bison Bucks. The total Bison Buck monies spent will be added as a charge to the student account.
3. If the date of notification of the withdrawal is more than 24 hours later than the date of the last academic attendance, then Nichols College reserves the right to charge room and/or board fees for the additional days at a rate of \$50 per day. All policies are subject to change at any time.

Refund Checks Due to Excess Financial Aid

Monies are considered to be applied to the student account as follows (regardless of the date in which the monies are received):

1. Federal Financial Aid
2. State Financial Aid
3. Nichols College Institutional Aid
4. Miscellaneous Loans
5. Cash and Checks
6. Credit Cards

Refunds are applied in the reverse order of the received funds. Example, credit card payments are the first to be refunded (within 90 days) and then cash/check payments. Again, this is regardless of the date on which the funds were actually received at Nichols College.

Refunds are normally automatically issued to the student when a credit balance is created. Students may sign a form to prevent the automatic issuance of refund checks; however, refund checks will still be available upon request.

General Policy

The College will continue to make every effort to contain costs from the date they are announced through the current academic year. The Board of Trustees, however, reserve the right to make changes in tuition and fees at any time. Normally, tuition and fees are reviewed annually by the Board of Trustees.

All charges must be paid in full each semester before a student may register for or attend classes. Any deviation must be cleared with Student Financial Services before published due dates. (Dates may vary slightly subject to College calendar.)

Delinquency in payment of College charges may result in the exclusion of the student from classes and further course registration. No official record of the student will be released until all charges are paid.

Statement of Student Financial Responsibility

Students are responsible for all costs and charges incurred and agree to remit payments to the College in a timely manner. The College provides several payment options for satisfying current obligations including a payment plan. Also explained elsewhere are the refund policies for students who withdraw from courses and withdraw from the College. In many instances, when a student withdraws, a financial obligation to the College still exists and must be paid in full before transcripts or other official documents are released.

The College actively pursues all outstanding accounts. We encourage discussion with slower paying accounts to work out alternative financing arrangements including promissory notes.

Inactive outstanding accounts will be referred to collection agencies and may result in legal action. Students are responsible for all collection and legal costs incurred in collection of outstanding balances. Such costs typically run an additional 33% to 40% of the outstanding amount.

Financial Resources

Monthly Payment Plan Nichols College offers a monthly tuition payment plan through the Self-Service portal. Monthly payment plans help to stretch a student's remaining balance over 3, 4, 5, or 6 months. There is a nominal fee each semester to set up a plan.

Veterans Nichols College is approved for the training of eligible veterans. Contact Student Financial Services or the Registrar for details.

Title 38 United States Code Section 3679(e) School Compliance Policy

A Covered Individual is any individual who is entitled to educational assistance under chapter 31, Vocational Rehabilitation and Employment, or chapter 33, Post-9/11 GI Bill® benefits.

- Nichols College permits any *covered individual* to attend or participate in the course of education during the period beginning on the date on which the individual provides to the educational institution a certificate of eligibility for entitlement to educational assistance under chapter 31 or 33 (a "certificate of eligibility" can also include a "Statement of Benefits" obtained from the Department of Veterans Affairs' (VA) website – eBenefits, or a VAF 28-1905 form for chapter 31 authorization purposes) and ending on the earlier of the following dates:
 1. The date on which payment from VA is made to the institution.
 2. 90 days after the date the institution certified tuition and fees following the receipt of the certificate of eligibility.
- Nichols College will not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries or other institutional facilities, or the requirement that a covered individual borrow additional funds, on any covered individual because of the individual's inability to meet his or her financial obligations to the institution due to the delayed disbursement funding from VA under chapter 31 or 33.

The Covered Individual must:

1. Provide additional information necessary to the proper certification of enrollment by the educational institution.
2. Make and comply with payment arrangements for the amount that is the difference between the amount of the student's financial obligation and the amount of the VA education benefit disbursement.

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at <https://www.benefits.va.gov/gibill>.

Financial Aid

Financial Aid is available to eligible undergraduate and graduate students enrolled in day, evening, accelerated, or online programs. Students must be accepted for admission and be attending at least half-time for most forms of Financial Aid. For timely Financial Aid information, please visit the Student Financial Services homepage at www.nichols.edu.

State and federal financial aid may be available to qualified UGO students who enroll in a minimum of six credits per semester, which can be taken in either or both seven-week sessions.

The Financial Aid Application Process

The first step in determining eligibility for Financial Aid is to complete the Free Application for Federal Student Aid, better known as the FAFSA. Students may apply online at www.fafsa.gov. Before completing the FAFSA online, students must obtain an FSA ID at <https://studentaid.gov/help/create-fsa-id>. Parents of dependent students must also obtain an FSA ID. After a student sends the FAFSA, the College will receive an electronic aid file called an Institutional Student Information Record (ISIR). It takes approximately one to three weeks after FAFSA submission for the College to receive the ISIR. The College will use the ISIR to prepare students' Financial Aid awards.

The Financial Aid Award

Before an award can be made, the Office of Financial Aid must receive the student's FAFSA data. The Office of Financial Aid staff will verify the student's enrollment and matriculation status. Awards are based upon the number of credits a student registers for during each semester. Once the student's enrollment status is determined, the staff will generate an award letter, which lists the types and amounts of financial aid the student can expect to receive for the year. Students should register for all classes prior to the semester start. Students must re-apply for financial aid annually.

UGO students must request financial aid by completing a Financial Aid Application. This form can be found on Nichols Hub, Undergraduate Online, Electronic Forms. Please complete and submit to Student Financial Services, PO Box 5000, Dudley, MA 01571, sfs@nichols.edu, or faxed to 508-213-2118.

Application Deadlines

Nichols priority deadline for submitting the FAFSA each year is March 1st for the following Fall semester. All requested documents must be received by June 1st. Meeting these deadlines helps ensure consideration for limited sources of State, Federal, and Institutional Aid programs. Be aware that most states, including Massachusetts, have a priority deadline of May 1st for state scholarship eligibility. Late applicants are usually ineligible for state funds. Those who fail to meet the priority deadline may still apply any time during the award year. The Office of Financial Aid will accept applications until such time it is deemed too late to process and disburse the aid to the student for the period of enrollment. Late applicants are responsible for any and all tuition and fees, including late payment fees, if student Financial Aid is incomplete at the time of registration. Late applicants may receive substantially fewer funds than on-time applicants.

Other Requirements

Students must submit all necessary paperwork by June 1st: verification documents, and any other requested items. Late applicants must submit all documents within ten days of the date requested. Timely submission of documents helps to expedite the processing of awards. Failure to submit required documents could result in the cancellation of some, or all, of a student's financial aid award. If an extension is needed, please contact the Office of Financial Aid.

Students receiving outside assistance must notify the College. At no time may total assistance, including loans and scholarships made from outside agencies, exceed the student's cost of attendance. The College cannot guarantee funding to any student, regardless of eligibility. Nichols College Financial Aid is awarded on the assumption that a student will successfully complete all credits attempted. In the event of withdrawal, dismissal, or failure to maintain satisfactory academic progress, aid may be withdrawn or adjusted according to applicable federal, state, and college policies. The College does not discriminate in the awarding of financial aid on the basis of race, color, religion, age, sex, handicap, veteran status, national or ethnic origin.

Nichols College-Funded Student Aid Programs

All Nichols-funded Financial Aid programs are subject to change without prior notice based upon changes in a student's Expected Family Contribution (EFC), enrollment status, resident/commuter status and other factors such as funding limitations. The EFC is determined by the federal FAFSA form. Though Nichols College will make every effort to give the best Financial Aid package possible, late applicants may receive less Financial Aid. To maximize eligibility for all forms of Financial Aid, be sure to complete the FAFSA by the March 1st deadline annually. Nichols-funded Financial Aid programs are available to full-time day students only and may not exceed the cost of tuition. Students receiving Council of Independent Colleges (CIC), Tuition Exchange (TE), or other full-tuition grants or scholarships are not eligible to receive additional College grant assistance. Students must maintain satisfactory academic progress to remain eligible for college-funded grants and scholarships.

Nichols Access Grant This need-based grant is awarded to day students who are not legal residents of Massachusetts. This grant helps to supplement the limited out-of-state scholarship dollars needy students receive. Since funds are limited, the Access Grant is awarded on a first-come, first-served basis.

Nichols Achievement Scholarships Achievement scholarships are awarded to full-time day incoming students based on their high school or prior college achievement, SAT scores, cumulative grade point average and other factors. These grants are renewable each year as long as the student maintains satisfactory academic progress, maintains a grade point average of 2.0 or higher, and continues to be enrolled full-time in the day division. Achievement scholarships vary in amount depending upon the year in which a student enrolls and whether the student is a resident or commuter. Commuter students receive a reduced achievement scholarship due to lower overall costs. Achievement scholarships are disbursed in equal parts, Fall and Spring semesters. Students who first matriculate in the Spring semester will receive half of the annual achievement scholarship. The following scholarships are achievement based:

- Nichols Honors Scholarship
- President's Achievement Scholarship
- Trustees' Achievement Scholarship

- Dean's Achievement Scholarship
- Faculty Achievement Scholarship
- Founders Grant
- Nichols Connect Grant

At the end of Spring semester, each recipient's academic progress will be assessed to determine his or her eligibility for renewal. Eligible students may potentially receive achievement scholarships for up to eight semesters of continual enrollment. Students who withdraw and subsequently return to Nichols forfeit eligibility for their prior achievement scholarship.

Nichols Early Acceptance Grant A limited number of \$1,500-\$2,500 grants are awarded by Admissions for early acceptance to the College. This grant is non-need based, and \$1,500 is renewable each year.

Nichols Honors Scholar Grant A limited number of highly qualified students newly admitted will be invited by Admissions to participate in the Nichols College Honors Scholar Program. Current students may be invited to join and become eligible for the scholarship after completing one academic year at Nichols with a CGPA of 3.6 or above. Students must maintain a 3.4 CGPA and stay enrolled in the program for renewal of this \$1,000 non-need-based grant.

Nichols Transfer Grant Students filling out the FAFSA may also qualify for an additional transfer grant up to \$4,000, depending on need. Students must have completed at least 12 credit hours of college work to qualify for the transfer grant. This grant is renewable annually as long as the student remains enrolled full-time in the day division, maintains a 2.0 CGPA, and continues to have financial need.

Nichols Travel Grant There are a limited number of \$1,000 grants for students attending from select states. Students must reside on campus and be enrolled full-time in the day division. These grants are renewable and non-need based.

Nichols Family Tuition Grant The Nichols Family Tuition Grant is awarded when two siblings from the same household attend Nichols College full-time in the day division simultaneously. This \$1,000 annual scholarship is disbursed to qualified students in equal parts, Fall and Spring semesters. The scholarship is renewable annually as long as both students remain enrolled full-time in the day division and both remain in good academic standing. Should one student withdraw or drop below full-time, both students will lose the Family Tuition Grant. When one sibling graduates, the remaining student may qualify for the Nichols Legacy scholarship. Nichols Family Tuition Grant eligibility is self-reported by students and applies only to years in which the Office of Financial Aid has been notified prior to the start of classes within a given academic year.

Nichols Legacy Scholarship The Nichols Legacy Scholarship is awarded to full-time day students whose parent, sibling or grandparent received his or her undergraduate or graduate degree from Nichols College. This \$1,000 scholarship is awarded annually in equal parts, Fall and Spring semesters, to students who meet all eligibility requirements and meet the college's satisfactory academic progress standards. Nichols Legacy Scholarship eligibility is self-reported by the student and applies only to years in which the Office of Financial Aid has been notified prior to the start of classes within a given academic year.

Nichols Other Grant Programs The following grants may not be based on academic achievement. They are designed to assist in meeting some of a student's unmet financial need.

- Nichols Opportunity Grant
- Dr. Quincy Merrill Leadership Grant
- Hezekiah Conant Leadership Grant
- Women in Enterprise Grant
- Nichols Success Grant
- Emerging Scholars Award
- Academic Incentive Merit Scholarship

Restricted and Endowed Scholarships

Restricted and endowed scholarships are subject to change. Award amounts are based on the availability of funds and interest earned on funds.

Alexander/Sargent Scholarship, named for former trustee Constantine Alexander and his wife, is given to an incoming or continuing student who demonstrates financial need and academic achievement or community service.

Keith T. Anderson '81 Endowed Scholarship is awarded to a Nichols College student who is enrolled in the 3+1 Program and intends to obtain a Master of Science in Accounting degree.

Wayne Archambo '81 Endowed Scholarship is awarded to a returning student who demonstrates financial need, resides in Central Massachusetts, and maintains a GPA of 3.0 or greater.

Professor Jack Armstrong Endowed Scholarship for Excellence in Accounting is given to a rising sophomore with the highest overall GPA who has declared accounting as a specialization. This is a one-time scholarship, non-renewable.

Randy '83 MBA '96 and Donna '83 Becker Scholarship is awarded to a first-year student who seeks a degree at Nichols College and demonstrates financial need. Preference is given to students from Webster. If there are no eligible candidates from Webster, it may be awarded to a student from Dudley or Charlton.

Robert E. Beckwith '64 Endowed Scholarship is awarded to a returning student who demonstrates a significant improvement over their high school academic performance.

Bedard Family (David '86 and Ellen '87) Endowed Scholarship is awarded to a returning sophomore or junior who majors in a business field, maintains a GPA of 3.0 or higher, actively participates in the campus community, and is a resident of western or central Massachusetts.

John F. Birch Jr. '73 Memorial Scholarship was created by the parents and estate of the late John F. Birch. The scholarship is awarded to a student specializing in accounting and entering senior year with proven academic excellence and financial need.

Oliver W. Birkhead '42 Endowed Scholarship, established by former trustee Jane Birkhead in memory of her husband, is awarded to a student who maintains a 2.5 GPA, shows leadership qualities, and maintains an overall balance of academics, co-curricular activities and campus community involvement.

Board of Advisors Endowed Scholarship is given to a full-time rising junior or senior who demonstrates financial need, academic achievement with a GPA of 3.0 or higher, and leadership involvement.

Bob and Heather Brown Memorial Scholarship, established by Trustee James Brown '87 in memory of his parents, is awarded to a graduate of Billerica Memorial High School or Chelmsford High School who intends to complete their degree at Nichols College.

Don Chalmers '59 Memorial Scholarship is awarded to a student who demonstrates financial need, academic achievement, and community involvement.

Hal Chalmers/Elks Scholarship is awarded by committee to a student from Dudley, Webster, or Oxford. Eligibility is based on financial need.

Class of '54 Scholarship is given to a residential student based on current GPA, demonstrated financial need, and commitment to Nichols College.

Class of '57 Endowed Scholarship is awarded to a current sophomore entering junior year who has shown steady improvement in GPA and an increasing commitment to the Nichols College community through student and local activities.

Class of '63 Endowed Scholarship is awarded to a rising sophomore or a rising junior who has demonstrated financial need, maintains a GPA of 3.0 or better, and plans to graduate from Nichols College. Preference is given to students who are active in the Nichols College community, including positive civic activities in the Greater Dudley/Webster/Southbridge area. Special consideration is given to students who have been honorably discharged from any of the five branches of the U.S. Military Armed Services.

Class of '64 Endowed Scholarship (in memory of Patrick E. Donnelly) is awarded to a rising sophomore, junior or senior who has demonstrated financial need and who maintains a GPA of 2.75 or better. Preference is given to students who are involved in co-curricular activities on the Nichols College campus or in the local community unless they are working full or part time to support their college education.

Class of '65 Endowed Scholarship is awarded to a rising sophomore or a rising junior who has demonstrated financial need. Special consideration will be given to students who have been honorably discharged from any of the five branches of the U.S. Military Armed Services.

Class of '66 Endowed Scholarship is given to a rising sophomore, junior or senior who is majoring in accounting, finance, marketing, or management. Special preference is given to commuter students and special consideration is given to students who have been honorably discharged from any of the five branches of the U.S. Military Armed Services.

Class of '67 Endowed Scholarship is awarded to a returning sophomore who successfully completes the first year, demonstrates financial need, and plans to graduate from Nichols College. The scholarship is not renewable.

Class of '68 Endowed Scholarship (in memory of Sgt. Mark W. Grigsby) is given to a current undergraduate student who is an active member or veteran of the U.S. Military Armed Services, or, secondarily, a military-related family member, and plans to graduate from Nichols College.

Class of '69 Endowed Scholarship is given to a current undergraduate student who is a new student or, secondarily, a returning student, and a full-time resident on the Nichols College campus.

Class of '70 Endowed Scholarship is awarded to a new or returning undergraduate student who is an active participant in the campus community and who plans to graduate from Nichols College.

Class of '71 Endowed Scholarship assists a new or returning undergraduate student who is an active participant in the campus community and who plans to graduate from Nichols College.

Class of '72 Endowed Scholarship is awarded to a new or returning undergraduate student who is an active participant in the campus community and who plans to graduate from Nichols College.

Class of '78 Endowed Scholarship is awarded to a first-year student, either new or transfer, who is majoring in a business specialization and who has unmet financial need. The recipient must demonstrate drive and determination to pursue a Nichols College education as indicated by application, recommendation, and interview.

Class of '86 Endowed Scholarship is awarded to a returning student, either a sophomore or junior, who is majoring in a business specialization, maintains a GPA of 3.0 or higher, and actively participates in the campus community.

Class of '94 Endowed Scholarship is given to a returning student who resides in Massachusetts or New Hampshire, maintains a GPA of 2.8 or higher, and actively participates in the campus community.

James '67 and Nancy Coghlin Endowed Scholarship, created by a Nichols trustee and his wife, is given to an incoming or transfer student from a four-year institution who has keenly given back to their school and/or community prior to college acceptance and intends to actively participate in the campus community and graduate from Nichols College. Special consideration is given to students who seek an opportunity to recommit to their education.

Col. James L. Conrad Memorial Scholarship, named for the founding president of Nichols College, is given to a resident of northern Worcester County (Leominster north to the New Hampshire line) and based on academic performance, extracurricular activities, leadership potential, and financial need.

Professor Keith Corkum Endowed Scholarship in Economics recognizes excellence in the study of economics at Nichols College. The recipient must be a rising junior or senior who majors/minors in economics. Selection is based on academic achievement and service to the Nichols community.

Stephen A. Davis '80 Endowed Scholarship supports an incoming or returning student from Western Massachusetts (Franklin, Hampden, or Hampshire counties).

Richard Gough Day '69 Endowed Scholarship is awarded to a new or returning Nichols College student who is pursuing a business education with the goal of working in agriculture or recreation. Applicants from the Glens Falls (NY) area and Montana will be given special preference.

Rick DeCrosta '72 Endowed Scholarship, established by family, friends, and classmates in memory of Rick DeCrosta, is given to a returning student from the greater New Haven area who majors in finance or marketing.

Dillmeier Family (William Jr. '61 and William III '90) Endowed Scholarship is given to a returning, full-time student who majors in finance or accounting and actively participates in the campus community. Special preference is given to residents of the states of Maine, Washington, New Jersey, Pennsylvania and the balance of New England states.

Peter B. Dixon Scholarship is awarded to a worthy student or students at Nichols College who have financial need, with preference given to a student from Christian Brothers Academy of Lincroft, N.J., at the discretion of the Office of Student Financial Services.

Ed Donahue '72 and Karen Jankowski Endowed Scholarship, created by a Nichols College trustee and his wife, is awarded to a returning commuter student from Dudley or the surrounding area who majors in accounting or finance.

James Dunbar Scholarship in Criminal Justice, named for a former trustee and founder of Dunbar Armored, is given to a rising junior or senior who specializes in criminal justice management; it is based on academic achievement and service to the Nichols community.

J. L. Dunbar Family Scholarship is given to an incoming or returning student who plans to graduate from Nichols College and who demonstrates financial need.

Marc A. Emmi '75 Endowed Scholarship supports a full-time Nichols College student, with a special preference for students from Maine or students who have an interest in the sales industry.

Faucher Family Endowed Scholarship, established by Raymond Faucher '56 is given to a permanent resident of Thompson, Connecticut, with financial need, who attends Nichols as a commuter or a resident student.

Fels Commuter Scholarship for Webster and Dudley Residents, sponsored by Trustee Emeritus Gerald Fels '66 and his wife, Marilyn, offers a \$5,000 scholarship to Dudley and Webster residents who commute to Nichols College. The Fels Scholarship is renewable with a maximum value of \$20,000. To be considered, students must be accepted to the college and file a FAFSA application.

Joan Fels Endowed Scholarship, named in memory of the mother of Gerald Fels '66, supports several graduating high school seniors from Bartlett, Shepherd Hill, or other area high schools. Recipients must be permanent residents of Webster or Dudley, attend full time in the day division, demonstrate financial need, and commute in the first year.

Florida Endowed Scholarship is given to a new or returning student who is a resident of Florida, is active in the campus community and plans to graduate from Nichols College.

Russell E. Fuller Endowed Scholarship supports a Nichols College student from Central Massachusetts with financial need.

James C. Gahan IV Endowed Scholarship established in memory of Nichols student James C. Gahan IV '04, is given to a rising junior or senior who has completed at least 60 hours of coursework and majors in general business or communications. Selection is determined by committee and will be based on academic achievement and service to the Nichols College community.

William and Lynne Gillen Endowed Scholarship (in honor of Professor Jay Price), established by the parents of a 2017 graduate, is awarded to an incoming or returning student who plans to graduate from Nichols College and who demonstrates financial need.

Gould Generational Scholarship, created by the Gould family to honor their three generations of Nichols alumni, is awarded to a qualified student or students with demonstrated financial need.

Thomas J. Hall and Denise Hall Endowed Scholarship, established by Trustee Thomas Hall '69, is awarded to a returning student who resides in Connecticut. Preference is given to those who have experienced some form of personal or financial hardship.

Jeffrey A. Halprin Liberal Arts Scholarship, named for a Nichols College English professor, is given to a sophomore, junior, or

senior who excels in a liberal arts major, as measured by a 3.3 GPA or above.

John M. Harrison '68 Endowed Scholarship is awarded to an incoming or returning student who enters Nichols College with or maintains a GPA of 3.0 or greater.

G. Arnold Haynes '50 Endowed Scholarship is awarded to a new or returning student who demonstrates financial need and intends to graduate from Nichols College.

Hermann Foundation Scholarship was created to assist students who have financial need but do not qualify for federal or state assistance programs.

Hertzfeld Study Abroad Endowed Scholarship aids a student participating in a college-approved study abroad program. The award serves as additional aid, not in lieu of existing financial aid, and is to be awarded during the semester of the study abroad experience.

Barry D. Hogan '67 Endowed Scholarship is given to a full-time student entering the second year at Nichols College, or later. The student must be in good standing, have clear plans and a strong desire to graduate from Nichols, and demonstrate financial need. Preference is given to those who have experienced some form of personal or financial hardship.

Pat and Al Houston Endowed Scholarship, created by Al Houston DBA (Hon.) '16, former Nichols College trustee, and his wife, is awarded to one male and one female incoming student.

Edwin L. Hubbard Faculty Scholarship, created by and in honor of Professor Emeritus Edwin Hubbard, recognizes a deserving student who is an outstanding scholar in the sophomore class.

Ivascyn Family Endowed Scholarship is a renewable scholarship with preference for students residing in southern Worcester County.

Jeff Johnson '90 Endowed Scholarship is given to a rising sophomore who has demonstrated a marked improvement from the first semester to the second semester based on GPA and college involvement; preference is given to students from Charlton, Sutton, Oxford, Webster, Dudley or Worcester. A statement citing a reason for the improvement is required.

Justinian Council Seniors '65 Endowed Scholarship, established by classmates who served in the Justinian Council (former Student Government Association), is awarded to an incoming or returning student who plans to graduate from Nichols College and who demonstrates financial need.

Professor John Katori/Class of 1955 Scholarship, created by the Class of 1955 in honor of their graduating class and in memory of their classmate and former accounting professor, John Katori, is open for all returning students entering their junior year, with a preference for students specializing in accounting.

Lafayette Keeney '49 Endowed Scholarship, established in memory of Mr. Keeney by his friends and family, is given to a deserving Nichols student.

Keller Family Endowed Scholarship, established by Robert Keller '69, is given to a deserving new or returning student, preferably from Long Island, who has a desire to continue their education at Nichols College.

Robert B. Kuppenheimer Scholarship, established by a Nichols College alumnus and trustee, support a full-time undergraduate student who resides west of the Mississippi River and plans to graduate from Nichols College.

Fran Lemay '53 Endowed Scholarship is awarded to a new or returning student who is pursuing a Bachelor of Science in Business Administration degree, is active in the campus community and plans to graduate from Nichols College. The scholarship is renewable for subsequent years provided the student continues to meet the criteria and remain in good standing.

Hallie I. Linacre '21 Endowed Scholarship was established in memory of Hallie Linacre by her family and friends. It is given to a returning student who is active and involved in the campus community, with a preference for an accounting or finance student.

Thomas and Terri Lodge Endowed Scholarship, established by Trustee Thomas Lodge '79 and his wife, is given to a returning student who is majoring in accounting and who demonstrates financial need.

David F. Lombard '65 Endowed Scholarship is awarded to a student returning for their second year at Nichols College who demonstrates financial need.

Michael A. Lukasek Scholarship is given to an incoming first-year student at Nichols College who has declared accounting as their program or concentration and has demonstrated strong academic performance in high school. The scholarship is not renewable.

Gayle Slater MacNair Endowed Scholarship, created by J. Donald (Duke) MacNair '66 in memory of his wife, supports a female student majoring in finance who plans to graduate from Nichols College.

Kathleen M. MacPherson Endowed Scholarship in Business Administration, established by Robert P. MacPherson '71 in honor of his wife, is awarded to a returning student with a GPA of 3.0 or higher with a major field of study in one of the following disciplines: accounting, finance, economics, human resources, business management, information technology, or operations management.

Massachusetts Association of Accountants Scholarship is given to a student of high academic achievement who specializes in accounting. Selection is made by the Accounting Program chairperson.

McClutchy Family Scholarship, established by Trustee John McClutchy Jr. '72, is given to a student from Kolbe Cathedral High School, and may be awarded at the discretion of Student Financial Services to any student who has financial need or who is

experiencing financial hardship.

John H. McClutchy, Jr. '72 Endowed Scholarship (in honor of Professor William Steglitz) is given to a student who demonstrates financial need and an aptitude for quantitative analysis; preference is given to a graduate of one of these high schools: Thompson (public or parochial); parochial schools in Windham/ Worcester counties; Shepherd Hill; Bartlett; Southbridge; Burrillville; and public schools in Windham/Worcester counties. Selection is made by committee.

Military and Veteran Service Endowed Scholarship is awarded to an undergraduate or graduate student serving as a reservist in any of the five branches of the U.S. Military Armed Services or the National Guard and/or a family member of an active or retired service member.

M. Marcus Moran '66 Endowed Scholarship supports a new or returning student who is a resident of the north Central Massachusetts region.

Nichols Academy Scholarship is awarded to sophomores, juniors or seniors at Nichols College who are residents of Webster or Dudley, have a GPA of at least 3.0 and demonstrate financial need and involvement at Nichols College and the surrounding community.

Nichols Connect Scholarship, established by two Worcester business leaders, assists transfer students from Quinsigamond Community College.

Thomas H. Niles '63 Endowed Scholarship is awarded to a rising junior or senior who demonstrates financial need, is employed by Nichols College as a student worker and performs above and beyond their responsibilities in support of the College.

Patel Family Endowed Scholarship, established by friends and family in memory of Dr. Suryakant (Sam) Patel, former trustee and college physician, is given to an incoming first-year student from Webster or Dudley who demonstrates financial need.

Raymond C. Pecor '59 Scholarship is awarded to an incoming or returning full-time student who plans to graduate from Nichols College and who demonstrates financial need.

Philip Pettinelli '71 Endowed Scholarship, named in honor of the retired president of Southbridge Savings Bank, is awarded to a new or returning student who is a resident of Southbridge, Massachusetts, and/or a graduate of Southbridge High School.

Claire and Shelly Power Endowed Scholarship, created by former trustee Martin Power '78 in honor of his mother and wife, is given to a female student who has graduated from Southbridge High School and has been accepted for enrollment at Nichols College. Selection is based on financial need and academic performance.

President's Scholarship, established by retired Nichols President Susan West Engelkemeyer, PhD, is awarded to a female returning student (sophomore, junior or senior) who maintains a GPA of 3.0 or greater and who demonstrates leadership engagement in the Nichols community.

Marilyn and Earl Prolman Endowed Scholarship, established by Earl Prolman '54 and in memory of his wife, is given to a rising junior who has solid plans to graduate from Nichols College and pursue a career in business; preference is given to a student enrolled in the Entrepreneurial Certificate Program.

K. Michael Robbins '80 Endowed Scholarship, established by Cornerstone Bank in honor of its retired CEO, supports a new or returning Nichols College student residing in Central Massachusetts.

The Rock Family Scholarship, created by Trustee Al Rock '63, is given to a returning student who demonstrates financial need, majors in management, and actively gives back to the Nichols and broader communities.

Mike Runyon '67 Endowed Scholarship (in memory of Chris Runyon) supports a rising sophomore who has demonstrated financial need, maintains a 3.0 GPA, and intends to pursue a specialization in marketing.

Charles E. Sage '65 Endowed Scholarship is given to a student pursuing an academic travel experience, domestic or international, such as an internship, study abroad program or professional development activity.

R. Joseph Salois '98 Endowed Scholarship is awarded to an adult or non-traditional student who is seeking an undergraduate degree and demonstrates financial need. Preference is given to those who are from Central Massachusetts.

Richard W. Scheffler '63 Endowed Scholarship, established in memory of a devoted alumnus, volunteer, and employee at Nichols College, supports an incoming first-year student who has been actively involved in their high school and/or community.

Christopher R. Scott Endowed Scholarship, established by the late William Scott '66 in memory of his son, is awarded to a new or returning student who is active in the campus community and plans to graduate from Nichols College.

Shields Family Financial Fund, created by Richard Shields '65, is awarded to a new full-time student with financial need, with special preference for residents of Western Massachusetts, specifically Berkshire County.

Southbridge Chairmen Scholarship, established by Martin '78 and Shelly Power, in recognition of three business and civic leaders from Southbridge who each served as chair of the Nichols College Board of Trustees, is awarded to a new or returning student who is a resident of Southbridge, Massachusetts, intends to graduate from Nichols College, participates in the campus community, and demonstrates leadership potential.

Spilman Family Endowed Scholarship, created in memory of William Spilman '38 by his family, is given to a Nichols College student who is currently serving in one of the five branches of the U.S. Military Armed Services or National Guard, a first responder, or a member of a service or first-responder family.

John R. Suleski Jr. Memorial Scholarship is awarded to a high school senior from either Tourtellotte High School or Woodstock Academy.

President Debra Townsley Endowed Scholarship, created by and named for a former president of Nichols College, is awarded to a returning female sophomore with financial need and academic promise. Scholarship recipients are selected by committee based on leadership potential, commitment to the College, and the desire to complete a bachelor's degree at Nichols College.

Daniel L. Van Leuvan Memorial Scholarship, named for an emeritus professor of psychology and education at Nichols College and the first director of continuing education, supports a rising junior or senior majoring in psychology, history or English. The award is based on financial need, academic achievement, and overall contribution to the Nichols community.

Robert J. Vaudreuil '77 Endowed Scholarship is awarded to a new or returning student who demonstrates financial need. Preference is given to a first-generation college student.

James D. Wagner '59 Endowed Scholarship is awarded to a male student who has been professionally diagnosed and documented with dyslexia, demonstrates financial need, and has intention to complete a bachelor's degree from Nichols College.

Wenk Scholarship, established by Norman Wenk '42, is given to a resident of Mattituck, N.Y., who attends Nichols College.

Tammy Cardillo Wolf '94 Endowed Scholarship, created by a Nichols College trustee, is awarded to a female student, rising sophomore, junior or senior, who has a GPA of 2.5 or above, demonstrates financial need, is committed to earning a bachelor's degree from Nichols, and is actively involved with the Institute for Women's Leadership.

Deb and Paul Zimmerman Endowed Scholarship is awarded to a U.S. citizen who demonstrates financial need, i.e., eligible to receive a federal Pell Grant in the first year of college. The candidate must be enrolled full time in a bachelor's degree program at Nichols, as well as be involved in community activities and maintain at least a 2.5 GPA. In addition, the candidate must submit a letter of recommendation from a teacher or other professional. In the spirit of continuing the tradition of generosity, the donor asks that the recipients be willing to contribute to a scholarship fund at a later date to give future students the same opportunity.

State Funded Programs

State Scholarship Programs Many states provide scholarships to eligible residents and some states provide scholarships to students attending out-of-state schools. Requests for specific information should be directed to the state scholarship organization in the student's home state. For Massachusetts residents, please visit www.osfa.mass.edu for more information on Massachusetts state scholarship and grant programs. Massachusetts offers state grants to eligible full- and part-time students. Application for a state scholarship is made by completing the FAFSA by established deadlines. State priority deadlines are listed on the FAFSA. Students who meet the College's March 1st deadline will have also met all state deadlines.

Federally Funded Programs

For an up-to-date review of all federal aid programs, please visit www.studentaid.gov. Students must complete the FAFSA form in order to qualify for any federal aid. As with other campus programs, funding may be limited for certain programs, such as Federal SEOG and Federal Work-Study. Early application is advised. Students are encouraged to complete the FAFSA by March 1st each year to ensure maximum eligibility.

Federal Pell Grants The Federal Pell Grant Program is available to students who demonstrate significant financial need. The amount of the grant varies from year to year. Application to the Pell Grant Program is made by completing the FAFSA form.

Federal Supplemental Education Opportunity Grant Program (SEOG) The SEOG Program is a federal grant program awarded to students who demonstrate significant financial need and who are enrolled at least half-time. Priority consideration is given to Pell Grant recipients. Application for Federal SEOG is made by completing the FAFSA.

Federal Work Study Program Federal Work-Study is awarded to full-time day students who demonstrate significant financial need. Eligible students work an average of 10 hours per week on campus. A select group of off-campus jobs are also available to work-study eligible students. Application for Federal Work-Study is made by completing the FAFSA.

Federal Direct Loan Program A federally sponsored loan program, the Direct Loan Program, is administered through the College and the Department of Education. Federal Subsidized Direct Loans are awarded based on demonstrated financial need. Applicants are required to submit a FAFSA in order to determine eligibility. Loan amounts vary depending on eligibility and year in school. Those who do not demonstrate financial need may still qualify for a Federal Unsubsidized Direct Loan for which the student is responsible for interest. Repayment of either subsidized or unsubsidized loans begins six months after leaving school whether due to graduation or withdrawal.

The government limits Direct Loan borrowing in the first two years of enrollment, but then increases that limit during the third and fourth years. The loan limits are as follows:

Year In School	Subsidized/Unsubsidized Direct	Additional Unsubsidized Direct (*See Below)
1st year Status	\$5,500	\$4,000
2nd year Status	\$6,500	\$4,000

3rd year Status	\$7,500	\$5,000
4th year Status	\$7,500	\$5,000
Graduate Students	\$0	\$20,500

There are two types of Federal Direct Loans: subsidized and unsubsidized. The government pays the interest on subsidized loans while the eligible student remains in school at least half-time. The student is responsible for paying the interest on an unsubsidized loan while in school, from the first disbursement date to the end of repayment. The unsubsidized interest may be deferred by the student while in school.

*Additional unsubsidized loans are available to students whose parents are ineligible to borrow parent PLUS loans. Undergraduate dependent students whose parents are denied the Federal PLUS or undergraduate independent students may borrow \$9,500 (subsidized plus unsubsidized) in their first year; \$10,500 (subsidized plus unsubsidized) in their second year; \$12,500 (subsidized plus unsubsidized) in their third, fourth, and fifth years.

Eligible students will sign a promissory note prior to loan -disbursement.

Federal Parent PLUS Loan PLUS Loans are federally sponsored loans for credit-worthy parents of undergraduate students. The loan is disbursed in two equal disbursements, usually Fall and Spring. Repayment begins immediately after the scheduled second disbursement of the loan. The student must complete a FAFSA for consideration. Parents may borrow up to the cost of attendance less other aid.

Statement of Financial Eligibility

To receive financial aid at Nichols College, a matriculated student must complete all financial aid application requirements, enroll at least half-time, and maintain satisfactory academic progress.

Enrollment Status A student's enrollment status may affect the type and amount of financial aid for which they qualify. The chart below shows the credits needed per semester to qualify for financial aid:

Enrollment Status	Undergraduate Students	Graduate Students
Full-time	12 or more credits	6 or more credits
Three-quarter time	9 to 11 credits	5 credits
Half-time	6 to 8 credits	3 to 4 credits
< Half-time	1 to 5 credits	1 to 2 credits

Students attending less than half-time in any semester are ineligible for most forms of financial aid, with the exception of Pell Grants for needy students.

Satisfactory Academic Progress

Recipients of federal financial aid, including most loan programs, must make satisfactory academic progress toward their degree. Both the student's attempted credit hours (quantitative) and cumulative grade point average (qualitative) factor into satisfactory academic progress. Students are reviewed for progress at the end of the Spring semester.

Qualitative Measures of Satisfactory Academic Progress All undergraduate students must meet the grade point average and all other academic requirements as outlined below. Graduate students must maintain a 3.0 grade point average to maintain satisfactory academic progress.

Credit-Hours Attempted	Cumulative GPA
1-30	1.5
31-56	1.75
57 or more	2.00

- Course grades W (Withdrawn), I (Incomplete), and F (Failure) are counted as credits attempted but not successfully completed.
- Courses dropped before the published add/drop date each term do not count as attempted.
- Transfer credits are neutral for GPA and are counted as credits attempted and completed.

Quantitative Measures of Satisfactory Academic Progress

In addition to qualitative standards as outlined above, students must progress through their programs in a timely manner (not to

exceed 150% of the published length of the academic program and/or 180 attempted credits). Undergraduate full-time day students, part-time day students, undergraduate evening students, and graduate students must successfully complete two thirds of all credits attempted at Nichols College. Academic progress will be reviewed annually following the Spring semester.

Maximum Time Frame The time frame of a student's eligibility for financial aid is limited to 150% of the number of credits required to complete a degree as defined in the college catalog.

Financial Aid Suspension

- When a student is on Financial Aid Suspension, they will lose all eligibility for college, federal, and state assistance, including student/parent loans.
- Reminder: There could be situations where they are in good academic standing but fails to meet the academic standard for financial aid eligibility. In other words, it is possible for a student to maintain adequate academic standing for continued enrollment at the college but lose financial aid eligibility.

When a student has been placed on Financial Aid Suspension, the Financial Aid Appeals Committee may grant a semester of Financial Aid Probation (reinstatement of aid eligibility) if there are documented circumstances that have affected the student's ability to maintain appropriate academic standing. If a term of Financial Aid Probation is granted, the student must meet the conditions of that probation as stated in the prescriptive plan to continue eligibility. Failure to agree to or to meet those conditions will result in the loss of financial assistance eligibility.

Students who have exceeded 150% of the required degree credits are not eligible for a probationary period.

Notification of Loss of Financial Aid Written notice will be sent to any financial aid recipient who does not meet minimum satisfactory progress standards regarding their termination from aid for the subsequent term(s). The notice will be addressed to students' most current local address on file. It is the responsibility of each student to inform Student Financial Services of the correct address at all times.

Appeals Process Any student who has been terminated from financial assistance has the opportunity to appeal such action to the Financial Aid Appeals Committee. The suspension may be appealed on the basis of an undue hardship, such as the death of a relative or an injury to or illness of the student, as the cause of deficient academic performance. Documentation of the circumstances should accompany the appeal, i.e., doctors notes, etc. Students appealing their suspension should complete the Satisfactory Academic Progress Appeal Form. If such an appeal is successful, some or all of the financial assistance will be reinstated based on committee recommendation and funding availability at the time of appeal. Appeals may be mailed or faxed.

Mail to:

Nichols College
Student Financial Services
121 Center Road, PO Box 5000
Dudley, MA 01571

Fax to:

508-213-2118
Attention: Student Financial Services

Reinstatement of Lost Financial Aid Once a student regains satisfactory academic standing, or prevails upon appeal, their financial aid shall be reinstated, where continued eligibility and funding permits. For purposes of receiving financial aid, good academic standing is defined as meeting both qualitative and quantitative measures of academic progress as outlined above. Once a student's aid is lost, it may be reallocated to other students and is not reserved for any student pending appeal decisions. If reinstatement of aid is warranted, the College will reinstate a student's aid with any remaining resources for which the student is eligible. Be advised that some sources of financial aid, such as achievement scholarships, have a grade point average requirement for reinstatement. The College cannot guarantee that a student's aid package will be reinstated to match the previous amount awarded.

 **STUDENT LIFE**

Student life beyond the classroom is a crucial portion of a student's education at Nichols. A large and diverse number of experiences coupled with a growing student body offer each student increased possibilities for involvement in campus and community affairs.

Students can participate in social and professional organizations, special interest groups, cultural and social events, intercollegiate club and intramural sports, creative arts organizations, Student Government, and community service efforts.

Nichols is a residential college with a commitment to the concept of residential living as a part of the student's total educational experience. While the majority of the student body resides on campus, our commuting students are offered all the same opportunities and experiences. Commuting students should visit the Student Involvement Office to learn more about ways to be involved in the campus community. The Fels Student Center lounge is just one of the many spaces commuting students utilize campus-wide. All student facilities and activities on campus are open to commuters.

Nichols College seeks to promote the pursuit of activities that contribute to the intellectual, ethical and physical development of the individual student as well as ensuring the safety of persons engaging in those pursuits. In accordance with its responsibilities as an institution of higher education and upon the approval and acceptance by the President of the College, Nichols College establishes policies of student conduct and regulations for the use of its facilities. Therefore, it is expected that students will conduct their affairs with proper regard for the rights of others and of the College. All members of the College community share a responsibility for maintaining an environment where actions are guided by mutual respect, integrity and reason. Nichols College students are both citizens and members of the academic community. As citizens, students enjoy the same freedom of speech, peaceful assembly and right of petition that other citizens enjoy.

Academic Affairs

Honor Societies

Alpha Phi Sigma The national honor society for students in criminal justice. The goals of Alpha Phi Sigma are to honor and promote academic excellence, community service, educational leadership, and unity.

Alpha Sigma Lambda "First in Scholarship and Leadership," Alpha Sigma Lambda is the national honor society for non-traditional students who achieve and maintain the highest level of scholastic excellence while balancing their academics with personal and professional responsibilities.

Chi Alpha Sigma Chi Alpha Sigma is the first national scholar-athlete society to honor those collegiate student-athletes who have excelled in both the classroom and in athletic competition. Chi Alpha Sigma recognizes varsity athletes who have maintained a 3.4 or higher cumulative GPA throughout their junior and/or senior years.

Chi Sigma Mu Chi Sigma Mu is the Honors Society for the Commission on Sport Management Accreditation (COSMA), that is open to bachelor's, master's, and doctoral degree students who achieve academic excellence in their coursework and are nominated by a faculty member.

Delta Mu Delta The national college honor society for students in business administration. Its purpose is to promote higher scholarship in training for business and to recognize and reward scholastic attainment in business administration.

Phi Alpha Theta The national honor society in History; its Alpha Mu Eta chapter was established at Nichols in 2005. Its purpose is to recognize student excellence in the field of history as well as to encourage research, good teaching, and the exchange of ideas between students, teachers, and writers of history.

Sigma Alpha Phi The Nichols College chapter of the National Society of Leadership and Success (NSLS) organization was established in 2020. Students are selected based on their academic standing and leadership potential. Induction into the society requires completion of an orientation, a leadership training day, speaker broadcasts attendance, and participation in success networking teams.

Zeta Alpha Phi This Nichols College honor society is a select group of men and women who have shown excellence in the classroom in addition to their active participation in other campus activities. The primary aim of the organization is to stimulate student interest in academics and thereby improve the academic stature of the institution.

Athletics

NCAA Division III

Nichols offers an extensive athletics program with 11 men's and ten women's teams competing in the NCAA Division III. The athletics department also offers two gender neutral non-NCAA varsity programs in cheerleading and eSports. The College is a member of the National Collegiate Athletic Association (NCAA), Commonwealth Coast Conference (CCC), and the New England Collegiate Conference (NECC).

Men's Teams	Women's Teams	Gender Neutral Teams
Baseball	Basketball	Cheerleading
Basketball	Cross Country	eSports
Cross Country	Golf	
Football	Field Hockey	
Golf	Ice Hockey	
Ice Hockey	Lacrosse	
Lacrosse	Soccer	
Soccer	Softball	
Tennis	Tennis	
Track & Field	Track & Field	
Volleyball	Volleyball	

The Competition

Fall: The Bison athletics program includes football, men's and women's soccer, men's golf, men's and women's cross country, as well as field hockey, women's volleyball, and women's tennis. All compete in the ten-institution Commonwealth Coast Conference (CCC) with schools such as Western New England University, Endicott College, and Roger Williams University, among others. The women's tennis program won the CCC tournament championship in four consecutive seasons 2017-20.

Winter: The Bison compete in men's and women's basketball as well as in men's and women's ice hockey. All four programs compete in the CCC and all four have produced a number of all-stars at the conference and regional levels. The men's basketball team won the CCC tournament championship in five consecutive seasons (2017- 2022). Home ice for the Bison is the June R. Levy Rink in Harrisville, R.I.

Spring: Teams include baseball, softball, men's and women's lacrosse, men's golf, men's and women's track and field, men's tennis and men's volleyball. Many of the spring teams often travel to Florida or other similar locations for an early season start during spring break before beginning the CCC schedule. Men's volleyball participates in the NECC (New England Collegiate Conference) and had its inaugural season in spring 2019. The men's tennis team had won the conference championship for eight consecutive years (2011-19), and the men's track & field program won the CCC Championship in 2017 and 2019.

Athletics Facilities

Nichols boasts many fine outdoor sports facilities. The football, field hockey, soccer, and lacrosse teams practice and compete on our outdoor multi-purpose synthetic turf field that was installed in the summer of 2017, complete with lights, press box, bleachers, and an all-weather eight-lane track. The field was dedicated in 2005 in honor of Coach Michael J. Vendetti. Dedicated in the fall of 1992, the Francis J. Robinson Jr. Tennis Courts are fully lighted and were rebuilt in 2014-2015. Fields for soccer, softball, and baseball complement the College's outdoor facilities.

The multipurpose Chalmers Field House contains multiple levels and a clear span gymnasium of 120'x120'x35'. It has a basketball court, locker rooms, athletic offices, and equipment storage. The facility was remodeled and renovated in 2015 to include a weight room, fitness center, athletic training room, a multi-purpose meeting room, and an aerobics/dance studio. During the academic year, the field house is one of the busiest places on campus with intramural sports and recreational activities.

The Athletic Center, completed in the fall of 2000, contains a performance gym for varsity basketball and volleyball. The

building contains a suspended jogging track, two racquetball courts, one squash court, an atrium foyer with indoor climbing wall, two public locker rooms and six varsity locker rooms, and an athletics administration suite.

The Student Involvement Office

Academic Organizations

Accounting Club This organization provides students an opportunity to meet with professionals in the field of accounting and other related areas. The club invites outstanding speakers representing industrial, public, and governmental accounting. Off-campus activities include accounting seminars and field trips to local businesses and industries.

Criminal Justice Club This club provides a networking opportunity for those within the criminal justice degree programs. It also introduces members to career opportunities through event sponsorship and trips to area agencies.

History Club This club creates an environment in which Nichols students with an interest in history, politics and current events have the opportunity to increase their knowledge and broaden their intellectual horizons in appealing and enjoyable ways.

Hospitality Management Club This club expands students' knowledge and understanding of the hospitality industry. Through social events, traveling, and numerous educational activities, the Hospitality Management Club helps create a positive atmosphere around all Nichols College events, both on and off campus.

Human Resource Management Club Students in this club seek experiences and information to gain a greater understanding of the fields of Human Resource Management. The club hosts events for students and invites alumni to campus to network and connect with HR professionals.

Management Club The Management Club takes students into real world experiences, while using information learned in the classroom. Trips are taken across the region to various companies and events.

Marketing Club The Marketing Club attracts and integrates the interests of both concentrations through educational and exciting trips to show members how their learning pertains to the worlds of marketing and communications. Through community-wide volunteerism, through fundraising, by hosting dinners and guest speakers, academic knowledge translates into real club experiences.

Psychology Club This academic group seeks to involve any Nichols student in the world of psychology. Students are not required to be psychology majors to participate.

Sport Management Club Offering additional opportunities for students specializing in Sport Management, the club schedules guest speakers and arranges trips to athletic organizations to give students exposure to this robust field of business.

Campus Recreation

The Student Involvement Office supports Campus Recreation. This area is comprised of three major areas: Intramural Sports, Wellness Initiatives, and Club Sports.

Students have access to golf clubs, disc golf sets, lacrosse sticks, snowshoes, and variety of lawn games, teambuilding activities, and more.

Intramurals The Intramural program offers a variety of competitive activities, including basketball, disc golf, flag football, softball, indoor soccer, outdoor soccer, eSports, Ultimate Frisbee, golf, and more.

Wellness Classes Nichols currently offers several different wellness classes. HIIT, Yoga, Core, Strength Training, and more are all offered once or twice a week in our aerobics studio. All classes are free of charge for the Nichols College community.

Club Sports

Club Golf The Club Golf team competes in tournaments across New England and practices at the Dudley Hill Golf Course.

Dance Team The Dance Team aims to provide members a safe environment to express themselves through dance and movement, while providing opportunities to improve physical well-being. The team performs at the men's and women's basketball games during halftime, while also training to compete at the National Dance Alliance Collegiate Nationals in Florida.

Equestrian Club A club for students with all levels of horseback riding experience, this groups meets at a facility not far from campus.

Lacrosse Club The club lacrosse team was created in the spring semester of 2015 to meet the needs of our students. The roster consists of 20+ students who practice 2-3 times per week.

Ice Hockey Club This club is made up of players at a variety of skill levels who wish to improve their game-play through club level competitions with other colleges. Club hockey competes in the ACHA Hockey League.

Men's Rugby Club This club has both fall and spring seasons. Each season has a rigorous schedule which includes many home and away games. Since its inception in 1987, the men's rugby team has had much success, including several appearances in the NERFU playoffs.

Women's Club Lacrosse Students with a shared interest in the sport of lacrosse can join this group to stay active and participate in the club sport at Nichols.

Student Government

Student Government Association (SGA) The mission of the SGA is to serve as the voice of the student body. Led by the Executive Advisory Board – a team of six students – the SGA addresses concerns, issues, and desires of not only the student body but the greater college community. The SGA is the funding body for student organizations on campus, sponsoring club trips, speakers, novelty events, and leadership programs. The SGA Senate meets weekly in a formal setting, and monthly General Assembly meetings are open to all

students and to the community.

General Interest Organizations

Alternative Spring Break The students in this group fundraise their way to destinations such as New Orleans in order to work with Gulf Coast Volunteers for the Long Haul, Inc. and the St. Bernard Project, or Amarillo, Texas, to work with Habitat for Humanity. These trips are full of opportunities for Nichols students to learn about the culture and themselves, as well as the chance to gain a new appreciation for community service and assisting those in need.

Athletics Social Justice Club The ASJ aims to promote diversity, equity and inclusion among athletes.

Bowling Bison This group aims to give students the opportunity to bowl and interact socially with fellow Nichols College students.

Campus Activities Board (CAB) The mission of the CAB is to provide social activities and events that unite the student body and enhance the Nichols College community. CAB provides events ranging from comedians, live music, novelties, Bingo, Bison Fest, and more. CAB is open to the entire Nichols College community and welcomes programming suggestions to best meet the interests of the student body. CAB hosts over 100 programs a year.

Colleges Against Cancer This club's main goal is to raise funds for the American Cancer Society with a range of events culminating in the yearly Relay for Life event.

Common Ground Common Ground is a Christian club that meets weekly through the year. Students are welcome to join the relaxed atmosphere that allows them to pursue and understand the teachings of the Bible in a non-threatening and respectful way. The group celebrates the common ground between Protestant and Catholic traditions and welcomes anyone from any faith or non. Additional opportunities for service projects and events with other campuses and retreats are also provided.

Crypto Club The Crypto Club aims to further the members' understanding of cryptocurrency and how it can affect our future.

Film Club An organization for community members with a shared interest in movies.

Gavel Club The Bison Gavel Club is our college version of Toastmasters International, an educational organization that operates clubs worldwide. "Bison Gaveliers" participate in meetings, activities, and events to promote the development of communication, public speaking, and leadership skills in fun, interactive ways with the support and encouragement of their peers.

Harry Potter Club Founded in 2018, this club celebrates all aspects of Harry Potter, from the books to the movies. Join for discussions and trivia.

International Affairs Organization The mission of the International Affairs Organization is to embrace diversity and different cultures on and off campus. Since all students have different cultural or ethnic backgrounds, this club wants to embrace these differences with the hope of building a better community for everyone at Nichols.

Meditation Club This club promotes wellness with weekly meditation sessions for members and the campus community.

Men of Distinction This group provides an atmosphere of academic growth, community service, and mentorship to promote the highest ideals of citizenship according to the principles of leadership, service and scholarship. This teaches students to be successful, independent, self-sufficient men and will aid in their career path.

Operation Clean Up This group focuses on bringing sustainable practices to Nichols College.

Paranormal Club This club's purpose is to create an environment in which Nichols students with an interest in things of the afterlife, and ghosts/spirits of those who have passed, have a safe space to expand their knowledge and learn the safe ways to learn more about paranormal investigation.

Sewing Club A club for beginner and advanced sewers, embroiderers, and crocheters. Students collaborate and work on sewing projects on a weekly basis, and participate in monthly sewing clinics.

Ski & Snowboard Club The Ski & Snowboard club is a campus organization that gives students an opportunity to ski or snowboard at some of the best locations in New England.

Sisterhood is an organization that connects the women on campus and provides them a network, space, and resource to excel and grow during their time at Nichols. This organization strives to support, empower, and connect young women to build a network during and beyond their time at Nichols.

Student Publications and Communications Media

The Bison Newspaper Established in 2021, this student-run newspaper contains articles and information of interest to the general campus community.

College Literary Magazine Windfall provides a vehicle for Nichols' writers and artists to express their thoughts and ideas through essays, poems, photographs, art, and more.

WNRC Radio Station The Radio Club started FM broadcasts from the campus in the spring semester of 1975. The club's objective is to keep the student body informed of all current events taking place on campus and in the surrounding areas. It also provides students with quality music.

Student Support Services

Academic Advising

Upon entering Nichols, first-year students are assigned a professional academic advisor; transfers are assigned a transfer advisor and faculty advisor. Sophomores, juniors, and seniors are assigned a faculty advisor based on their concentration/major. These advisors serve as a resource for students to support their academic success and provide information concerning academic policies, course selection and registration, majors, minors, and concentrations. Academic advisors refer students to other counseling and support services when appropriate. Students are encouraged to meet with their advisor on a regular basis to discuss their academic and life goals, and to foster and strengthen a mentoring relationship.

Academic Center for Excellence and Support (ACES)

The Academic Center for Excellence and Support (ACES) assists students in becoming strong, confident learners. Whether students are preparing for an exam or prefer ongoing support, our peer tutors are consistently available as a resource through individual, group, and weekly tutoring. We also offer subject-specific drop-in help sessions and exam review sessions. All our services are available to all undergraduate students at no additional charge.

ACES tutors are current students who are recognized by members of our faculty for achieving academic success in the courses they tutor. All peer tutors receive training toward international certification throughout the year. In addition to helping students understand course material, tutors can help with note-taking habits, test-taking tips, skills for studying, staying organized, time management, and reading strategies. This program is for students, by students and is a safe place to grow and learn together.

In the spring of 2023, ACES became internationally recognized by The College Reading and Learning Association for our level 1 tutor training program. Our tutors also hold certificates for the training they receive to become peer tutors.

Career and Professional Development Center (CPDC)

The Career and Professional Development Center supports and empowers students as they identify, pursue, and achieve career-related goals. Students may schedule individual counseling appointments year-round tailored to their needs. Topics covered include resume/cover letter writing, interview preparation, professional network development, and job search strategies. Additionally, students can reserve interview rooms equipped for web and telephone-based interviews, borrow from the Bison Boutique (a professional lending clothing program), and take advantage of excellent online resources like Handshake, a recruiting and job search database. The CPDC hosts many career-related events, including two annual career fairs, on-campus recruiting, industry specific networking programs, and etiquette dinners.

Center for Diversity, Equity & Inclusion (CDEI)

The Center for Diversity, Equity and Inclusion (CDEI), located in the Fels Student Center, is dedicated to cultivating a campus culture that supports, empowers, and educates one another through open dialogue, education, programming and training. We strive to highlight the unique challenges our students face and seek opportunities to foster an equitable, diverse, and inclusive working, learning, living environment. The goal of CDEI is to create a more inclusive community through awareness, education and a focus on issues and culture surrounding the diversity of students, staff, and faculty.

CDEI was developed to serve as a leading force of social change within the scope of diversity, equity, and inclusion by serving as a resource for students of underrepresented identities at Nichols College. The CDEI is committed to being an advocate for minority populations by ensuring we develop inclusive and equitable policies, practices, and programs that address the needs of our underrepresented communities. Voices are heard and concerns are met. The CDEI strives to promote leadership, relationship building, and reinforce the College's emphasis on diversity and inclusion in the recruitment, retention, and advancement of the institution.

College Success

College Success is an academic support program designed for students in academic difficulty and is required of students on Academic Suspension Warning (ASW), Academic Probation, and Restart Probation. Topics can include self-reflection, time management, goal setting, study skills, learning styles, and personal wellness. There is a substantial focus on individual academic advising. Students are encouraged to meet weekly with a designated academic support services staff member, or they may be paired with a staff or faculty member to work with them as a Success Coach. Other methods of support may include academic workshops, a weekly class, tutoring, or study hall.

Conant Library

Conant Library provides a welcoming environment for study, work, and collaboration. The newly renovated library enhances learning and research by providing easy access to a wide range of print and online resources, including databases containing e-books, full-text articles, and company and industry information. Our digital newspapers, such as *The New York Times*, *Wall Street Journal*, and *Sports Business Journal* continue to be popular for both undergraduate and graduate programs. There are numerous computer workstations, a Bloomberg terminal, scanners, and laser printers for student use. For collaborative work, there are group-study rooms with 40" monitors and whiteboards, which can be reserved online. In addition, students can borrow course textbooks which are located behind the circulation desk. The Library staff are friendly, knowledgeable, and work in partnership with faculty to help students develop the expertise and critical thinking skills necessary for academic success at Nichols and professional success beyond. Research assistance is available in person as well as via Zoom, chat, email, and phone. The library hosted two art shows this past year. The fall art show featured artwork from Mundy Hepburn and the spring art show featured artwork by Professors Michael and Cynthia Saari. The library received a grant from the Dudley Cultural Council, which helped to fund the spring show, and plans to apply for a grant again next year. The renovations were very successful and the IT Help Desk and ACES tutoring center have found a home in the library which provides a one-

stop shop for student success.

Counseling Services

Here at the Nichols College Counseling Center (NCCC) our mission is to empower students to accomplish their mental health, education, and career goals utilizing a wide-range of strengths-based, short-term solution-focused student-centered Counseling modalities. Our goal to decrease stigma around mental health issues and empower the Nichols Community to support the counseling needs of our students with our integrative approach collaborating with many departments of the Nichols Community. We strive to educate and support the Nichols Community as we experience the high demand for Mental Health services across higher education.

Our well-being is shaped by many factors that change throughout one's life. Because of this dynamic nature, our office is committed not to simply educating around a narrow concept of wellness, but around self-reflection so that our students are empowered to make the best decisions for themselves at any given time in their life while at Nichols, and beyond!

The Counseling Center is staffed with experienced professional therapists who can help with a wide variety of mental health concerns, as well as basic life stressors and social concerns. We are appointment only. To make an appointment please email counseling.services@nichols.edu or call 508-213-2238. Our hours are Monday-Thursday 9am-3pm, Fri 9am-12pm. NCCC is in South Hall, please use front entrance and ring the doorbell to the right of the door. Please visit <https://www.nichols.edu/offices/counseling-services/> for more information and resources. We encourage students to use our free confidential clinical services as well as our 24/7 support line, Find@Nichols: 833-434-1217. We also share education and mental health awareness on Instagram @nichols.counseling

Fischer Institute

The Fischer Institute partners with faculty and student groups to offer outside the classroom experiences on and off campus. Exploring social, economic, political, and cultural issues extends student learning. Opportunities for student leadership and collaboration with faculty are promoted through Fischer.

Health Services

The operating hours at the Health Services Center, located in South Hall, are Monday through Thursday 9:00am-3:30pm, and Friday 9:00am-12:00pm. Students are evaluated by a registered nurse **by appointment only** during these hours. The staff physician is available for consultation daily and visits the College on Tuesdays and Thursdays, when needed. Health services are available to all full-time day students. Anyone wishing to schedule an appointment must call Health Services at 508-213-2238 or contact the Health Services office by email at health.services@nichols.edu

Nichols College has instituted an Electronic Medical Record system and the student-facing health portal is called BisonCare. All incoming first year students and transfer students are required to submit documentation of a current physical (preferably within the six months prior to entering the College), an up-to-date immunization record and a copy of their health insurance information into BisonCare. In addition to this required medical documentation, all incoming first year and transfer students are required to complete numerous forms within BisonCare before Health Services may provide treatment.

International Student Services (ISS)

International Student Services supports all in-bound students studying from different countries. Our team works to bring a positive and student-centered experience for all our international students. Our services include assisting in obtaining an I-20 for your F1 student visa, obtaining a driver's license, applying for a social security number, on campus employment, internships and assisting in filing taxes. We also foster a strong international community by organizing group trips and activities. For more information, please email us at: kris-ten.malinowski-paine@nichols.edu or visit our webpage. www.nichols.edu/international-students/

Institute for Women's Leadership (IWL)

Through campus initiatives, community connections, research analysis, and thought leadership, IWL focuses on the issues and challenges impacting women in business. IWL's mission is to develop the leadership potential of our students, and to serve as a resource and authoritative voice on women's leadership for the community at large. Opportunities for students include interacting with visiting professionals, attending conferences and events, hearing guest speakers, volunteering, and internships.

IWL was created in 2013 under the direction of President Susan Engelkemeyer and the Board of Trustees, in recognition of the unique leadership potential that exists within all our students, and the importance of the rapidly changing workplace to both current and future leaders. Information can be found at iwl.nichols.edu and on Instagram @IWL_nichols.

Learning Services

Learning Services supports students with documented learning differences and strives to help them realize their full learning potential. Success is met in a variety of ways, including but not limited to, specialized coaching and classroom accommodations depending on the individual student's needs. Students that wish to take advantage of classroom accommodations should submit their official documentation. Students must also schedule an appointment with Learning Services by contact us at LearningServices@Nichols.edu.

Orientation and Semester Opening Programs

During the summer, incoming students, their families and guests attend our New Student Summer Orientation program. The Nichols College Orientation program is a way for incoming students to meet their classmates, learn about life at Nichols College and work with student Orientation Leaders. At Orientation, families and guests attend workshops facilitated by staff, students and faculty. These workshops are designed so students and guests can learn about Nichols College policies and procedures. The orientation process is intended to make each student's transition to college as seamless and as enlightening as possible. In August and January, Fall Opening and Spring Opening programs for new students continue with campus-wide activities involving students, faculty and staff.

Information can be found at [Orientation.nichols.edu](https://orientation.nichols.edu).

Professional Development Seminar (PDS)

The Professional Development Seminar program was created so that the end of the college experience can be as promising as the beginning. The College recognizes a need to teach students the professional skills required in the workforce that are not included in the typical college curriculum. Ever mindful of changes in the workforce, program coordinators and instructors assess the PDS program to ensure it reflects current hiring trends, assuring students are well prepared to interview for internships and jobs and, ultimately, to take on their future careers.

The PDS program is a sequence of three one-credit required courses designed to meet students' unique developmental needs from the first-year experience through the junior experience. Students learn about a variety of topics including how to write effective resumes and cover letters, create LinkedIn profiles, develop a professional network, and successfully interview for internships and jobs. The program outcome is a confident, qualified student prepared for both the professional challenges ahead and the lifelong-learning opportunities that occur in the professional world. Nichols students graduate prepared for their professional lives.

For our Undergraduate Online (UGO) students, the PDS program consists of one three-credit required course. This course covers similar content as the PDS courses for our traditional day students however, it is tailored to meet the needs of the adult learner with professional experience.

Public Safety

Located in the Auditorium Building on the lower level, the Department of Public Safety is open from 8:00 a.m. to 4:00 p.m., Monday through Friday, for the purpose of conducting business. Public Safety Officers are on duty 24-hours a day, seven days a week, throughout the year. In order to report a crime or any suspicious activity, students may contact Public Safety personnel at any time via telephone by dialing 508-213-2298. Public Safety Officers respond to complaints or disturbances, crimes, suspicious persons, motor vehicle related problems, lockouts, and to any request for emergency assistance. Officers are responsible for performing investigations, preparing incident reports, and upholding the rules and regulations of the College, including housing regulations and the standards of conduct for students. Officers also note security-related problems such as broken windows and malfunctioning lights and locks.

Services include Operation I.D., vehicle assistance services, escort service, and lost and found. Public Safety also assists in educational programs in addressing students in matters pertaining alcohol/drug awareness, security awareness and other programs related to college life. The Department of Public Safety and the Dudley Police Department work in a model Community Policing program and work hand-in-hand in several areas to provide services to Nichols College.

The Department of Public Safety assists the Community Standards Coordinator in compiling campus crime statistics to comply with the Campus Safety and Security Act of 1990. A copy of these statistics and a copy of the Campus Safety, Security and Fire Safety report are made available to all day students upon check-in during the Fall semester. Copies of these reports are available at the Public Safety Office, Student Life, Admissions Office, Office of the President, and the Human Resources Office. Public Safety also compiles a Daily Crime Log and a Residence Hall Fire Log which are available for review at the Public Safety Office.

Residence Life

The Office of Residence Life, located in Fels 301, serves the residential needs of Nichols students. Professional staff members are responsible for the overall operations and support of each of the residential communities. The Office of Residence Life works to provide an environment for students that is safe, secure, and supportive of the academic mission of Nichols College. The Assistant Dean of Student Life and the Assistant Director of Residence Life oversees the professional Area Coordinators living in the residential community and supervises undergraduate student Resident Assistants (RAs) who serve as resources and address student concerns throughout the year. The Office of Residence Life also works to provide programming that contributes to building communities which reflect mutual respect, civility, social responsibility, and appreciation for diversity. Information can be found at [ResLife.nichols.edu](https://reslife.nichols.edu).

Student Financial Services

Student Accounts and the Office of Financial Aid provides service and guidance to all Nichols students regarding the financing of their Nichols education. The Office of Financial Aid also administers federal, private and institutional funds in the form of grants, loans and the federal Work Study program. The Student Financial Services staff is committed to providing students who demonstrate financial need with resources to finance a Nichols College education. 99% of our undergraduate day students receive financial assistance.

Nichols College average student loan indebtedness for the graduating class of 2021 is \$33,510. This includes federal Direct and private student loans. Updates are posted on the College website.

Student Involvement

The Student Involvement Office oversees all student programming on campus. Student Involvement oversees the Student Government Association, the Campus Activities Board, Campus Recreation, over 35 student organizations, New Student Orientation, Fall Opening, Alternative Spring Break, community service, and leadership programs. Student Involvement is the hub of co-curricular enrichment efforts on campus.

Veteran and Military Services

For over 200 years, Nichols College has been committed to serving those who serve, with alumni from every major military conflict from the American Civil War on. We are a certified Military Friendly School with an explicit commitment to the 8 Keys to Veteran Success and the Yellow Ribbon program. We believe that when veterans join our family for business and leadership education, our community grows stronger. Nichols will provide you with a close-knit campus, approachable faculty, small class sizes, and an education that prepares you for the journey ahead.



GENERAL REGULATIONS

Administrative Regulations

Organization

Full authority in all matters pertaining to Nichols College rests with the Board of Trustees. This policy-making body holds formal meetings three times per year. The Executive Committee of the Board of Trustees meets eight times throughout the year.

The President is the chief administrative officer of the College, acting by vested authority from the Board of Trustees.

Policies

Enrollment at Nichols College implies full acceptance of all College policies and regulations, including those having to do with conduct.

The College, in order to safeguard its scholarship and its moral atmosphere, reserves the right to dismiss any student whose presence is deemed detrimental. In such instances, there will be no financial adjustments.

Insults, rudeness, or obscenities, either written or oral, directed at any member of the College community are specifically prohibited. Students or other College personnel engaging in such activity may expect to be separated from the College.

As an institution of higher learning committed to providing the most constructive atmosphere possible for academic and personal advancement, Nichols College is particularly concerned about conduct such as sexual misconduct. The College will not tolerate such conduct, either by students or by members of the faculty, administration, or staff; any person found to have engaged in such conduct will be subject to appropriate discipline, up to and including expulsion from the Nichols College community.

In keeping with standards of academic ethics, Nichols College requires students and employees to uphold the copyright privileges of software vendors and to honor license agreements supplied with each software package used. The appropriate procedures for copying software, when permitted, are covered under U.S. copyright law.

In this community of learning, willful disruption of the educational process, destruction of property, and interference with the rights of other members of the community will not be permitted. There will be prompt and appropriate action against the person or persons responsible. Students, faculty, administrators, and employees who are not in agreement with this basic philosophy are urged to sever their ties with the College.

Student Regulations

Automobile Policy

Any motor vehicles that will be kept on campus MUST be registered with the Department of Public Safety according to Massachusetts General Laws. The Public Safety Department is charged with enforcing all rules and regulations pertaining to parking on College properties. Enforcement of these rules and regulations is managed through written violations, vehicle immobilization and/or towing of a vehicle. The parking rules and regulations are well publicized, and we ask that you please become familiar with them so as to avoid parking infractions.

All student vehicles MUST be registered and have a valid Nichols College parking decal permanently affixed in a visible spot. Applications for parking decals can be submitted online through the Nichols College student portal, hub.nichols.edu.

Identification Card

Each student is required to have an identification card made at the time of registration. Replacement of the I.D. card costs \$25.00. Students are required to carry their identification cards when on campus and present them when requested by a College official. If a card is lost or broken after business hours, a residential student may obtain a temporary card at Public Safety. New cards can be obtained in the Public Safety office, Monday through Friday, between the hours of 8am and 11:30pm.

Code of Conduct/Community Standards

At Nichols College, it is expected that students will conduct their affairs in accordance with all Community Standards. All members of the College community share a responsibility for maintaining an environment where actions are guided by mutual respect, integrity and reason.

Students are expected to refer to the Student Code of Conduct for details on policies and procedures found on the Community Standards Hub page. Nichols College reserves the right to make policy changes at any time without prior notice.

In seeking to encourage and support responsible behavior, Nichols College places reliance upon self-discipline, counseling and advisement. In certain circumstances where these preferred means fail, Nichols College must rely upon the rules and procedures described in the Student Code of Conduct. In the enforcement of this Code, Nichols College functions in an administrative manner. The Conduct Process affords fundamental fairness but does not follow the traditional common law adversarial method of a court of law.

Individuals in violation of state and federal law are subject to prosecution by the appropriate state and federal authorities regardless of whether the activity occurs on or off campus. In addition, the student may be subject to disciplinary action by the College pursuant to

the Student Code of Conduct. The severity of the imposed sanctions will be appropriate to the behavior.

Information Technology Regulations

Acceptable Use of Information Technology Resources

Purpose

The purpose of this policy is to outline the acceptable uses of computing and information technology resources for the Nichols College community. This policy outlines the standards for acceptable use of college computing and information technology resources that include, but are not limited to, equipment, software, networks, data, and telecommunications services, whether owned, leased, or otherwise provided by Nichols. This policy is intended to reflect the College's commitment to the principles, goals, and ideals described in the Nichols College Mission Statement.

Coordination with Other Policies

Users of information technology resources at Nichols College are advised that other college policies, including those for Human Resources, the faculty and student handbooks, and notably those policies governing copyright and intellectual property compliance, may be related to the use of information technology resources, and that those policies must be observed in conjunction with this policy.

Additionally, laws (including, but not limited to FERPA, HIPAA, etc.) and college policies relating to disclosure of confidential information must be observed.

Access to and Expectations of Persons Using Information Technology Resources

It is the policy of Nichols College to maintain access for its community to local, national and international sources of electronic information in order to provide an atmosphere that encourages the free exchange of ideas and sharing of information. Nichols maintains a variety of information technologies for use as resources for people, catalysts for learning, increased access to technology, and an enriched quality of learning. Access to this environment and the college's information technology resources is a privilege and must be treated with high ethical and legal standards.

Both the Nichols community as a whole and each individual user have an obligation to abide by the following standards of acceptable and ethical use:

- Use only those computing and information technology resources and data for which you have authorization and only in the manner and to the extent authorized.
- Use computing and information technology resources only for their intended purpose.
- Protect the access and integrity of computing and information technology resources.
- Abide by applicable laws and college policies and all applicable contracts and licenses; and respect the copyright and intellectual property rights of others, including the legal use of copyrighted material.
- Respect the privacy and personal rights of others.
- Connecting end-user equipment to the network that has appropriately maintained software; including (but not limited to) operating systems, browsers, plug-ins, anti-virus, and other software as appropriate.

Access to Nichols information technology and computing resources is a privilege granted to students, staff, and faculty at Nichols. The college extends access privileges to individual users of the college's information technology and computing resources. The extension of these privileges is predicated on the user's acceptance of and adherence to the corresponding user responsibilities detailed in this policy. The college reserves the rights to limit, restrict, or extend access to information technology resources as it deems appropriate.

Residence Hall Network Access Restrictions

No student shall turn on or connect student owned wireless access points, gateways, or routers in the residence halls or elsewhere on campus. These wireless routers are commonly sold in retail stores and provide home private use; however, when brought on campus they cause Nichols College wireless interference, network congestion, and loss of network access to other students.

Application

This policy applies to all users of Nichols computing and information technology resources, including faculty, staff, students, alumni, guests, external individuals or organizations and individuals accessing external network services, such as the Internet via college facilities. The Chief Technology Officer will determine operational policies, networking standards and procedures to implement the principles outlined in this policy. The Information Technology department (IT) has the right to protect shared information technology resources.

Ownership

Nichols College assumes and reserves ownership of all data, files, messages, and programs stored in its computer systems and cloud-based services. Users cannot claim ownership of any data stored in Nichols College computer systems. Users can, however, expect exclusive use of all e-mail messages stored in their user accounts. Cooperation with any system administrator requests regarding user computing activities is expected. Only under certain unusual circumstances involving issues of system integrity, sexual harassment, or suspicion of illegal use of computer resources, and at the direction of the President of the college, Chief Technology Officer, Vice President for Operations, Assistant Vice President for Human Resources, or Vice President of Student Affairs, will the system administrator access email stored in user accounts.

In the event that any user is separated from the college, for any reason, and their access to technology resources is terminated, the college bears no responsibility to provide the user with copies of any personal data, files, messages, or programs from college resources. The only exception to this policy is for those employees that would like to retrieve academic materials developed and used in

support of their teaching and academic leadership responsibilities. In this case, the employee's manager, or their designee, would be responsible for reviewing all files/messages in the applicable folder(s) to ensure that there is no confidential information in the files/messages being copied for the employee.

Copying Copyrighted Materials (software, music, videos)

Respect for the intellectual work and property of others has traditionally been essential to the mission of academic institutions. As members of the academic community, Nichols College values the free exchange of ideas. Just as Nichols College does not tolerate plagiarism, it does not condone the unauthorized copying of any copyrighted materials. The copying of these types of materials without the permission of its owner is illegal and a criminal offense.

Storage/Copying of Confidential Information

Nichols maintains systems that store a significant amount of confidential information on faculty, staff, students, donors, prospects, vendors, etc. Access to this information is restricted based on a need to know. Under no circumstances is confidential information to be copied or exported off the server and stored on a laptop/portable computer, tablet, desktop computer, home computer, cloud-based storage (except for I.T. provisioned storage such as the Office365 suite of storage services), smart phone, or removable storage media, including, but not limited to, CD/DVD, USB key/thumb drive, or IPOD/MP3 players.

Regarding cloud-based storage of files, the College must ensure continued access to confidential information in the event that an individual severs ties to the College, whether the separation is amicable or otherwise. Therefore, the only cloud-based storage allowed is that which is provisioned by I.T. staff.

It should also be understood that e-mail messages, which have file attachments containing confidential information, run the same risk of exposure as files on removable storage media, laptops, tablets, or smart phones. Therefore, files containing confidential information must not be attached to any e-mail messages.

The restrictions listed above for confidential information also apply to the storage of College-proprietary information.

Use of College-Assigned Usernames and Passwords

Nichols College assigns usernames and passwords to individuals to provide users with access to specific information and system resources, based on the needs of their job function. Under no circumstances are users to share usernames and passwords with anyone else, unless requested to do so by a system administrator for the purpose of troubleshooting a system issue. Sharing of this information will be construed as circumventing the college's security practices and procedures, and will expose that user to risk of disciplinary action. Any need for system access to data or resources must be processed as a request through the appropriate channels, so that appropriate authorizations can be obtained and documented.

Verification of Student ID

For students enrolled face-to-face, online or modified HyFlex courses, or students utilizing online materials through a course management system associated with a traditional course, identification is determined by the use of a unique username and password that is securely distributed to every student once enrolled in the school and through pedagogical and related practices that are effective in verifying student identity. Nichols College protects student privacy in compliance with the Family Educational Rights & Privacy Act of 1974 (FERPA) and will notify students at the time of registration or enrollment if there are any projected additional student charges associated with the verification of student identity. In addition, the Nichols College Academic Honesty Policy is clearly articulated in the College catalogs and referenced on all course syllabi.

Right to Monitor and Access

The campus computer systems linked together on a common fiber-optic network are owned by Nichols College, or, in some cases, are privately owned as personal computers brought to campus by faculty, staff, or students. Regardless of ownership, every computer attached to the campus network for any reason (e.g., Internet connectivity, e-mail accessibility, etc.) is subject to monitoring by the IT staff.

Devices and information stored on the Nichols College network are not private. Thus, any information users input or transmit on the Nichols College network can and may be reviewed by the college without prior notice to them, even if that information is protected by an individual password. Nichols College explicitly reserves the right to access, monitor, review, copy or delete any information stored or transmitted on any device on the college network at any time as the college deems appropriate. This may include random, unannounced audits to ensure that the college's information systems are being used in accordance with this policy.

Uses

In general, the Nichols College academic community shall use college information technology resources (which include privately-owned computers connected to the college network) in connection with the college's core teaching, research, and service missions. Uses that do not significantly consume resources or interfere with other users also are acceptable, but may be restricted by IT. Under no circumstances shall members of the college community or others use college information technology resources in ways that are illegal, that threaten the College's tax-exempt or other status, or that interfere with reasonable use by other members of the college community. Any use of college information technology resources, including network infrastructure, for commercial purposes is prohibited.

Sanctions for Violations

Failure to comply with the appropriate use of computing and information technology resources threatens the atmosphere for the sharing of information, the free exchange of ideas and the secure environment for creating and maintaining information properly, and subjects one to disciplinary action. Any member of the Nichols community found using computing and information technology resources in violation of this policy is subject to existing disciplinary procedures including, without limitation, suspension of system privileges, expulsion from school, termination of employment and/or legal action as may be appropriate. Nichols College also reserves the right to

confiscate any privately-owned equipment that is used in the violation of this Acceptable Use Policy.

Review of the Policy

This policy may be assessed from time to time to reflect substantive change as a result of changes to the Nichols College information technology resources and/or changes in legal statutes that impact information technology resources, copyright, or other intellectual property issues. The Chief Technology Officer is responsible for determining when the policy needs to be reviewed and the process for review and revision.

File Sharing and Copyright Policy

All members of the Nichols College community are expected to comply with Title 17 of the United States Code also known as the "Copyright Act of 1976" and the Digital Millennium Copyright Act (1998) in their use of the College's Internet connection.

All users of Nichols College network resources are also expected to abide by the rules in the Higher Education Opportunity Act of 2008 with regard to peer-to-peer file sharing.

www.educause.edu/focus-areas-and-initiatives/policy-and-security/educause-policy/legal-sources-online is an example of a site that helps ensure legal downloads of protected materials.

Allowable

- Make a backup copy of a CD, or a DVD, or software purchased for personal use
- Copy purchased music or movies to purchaser's own computer
- Copy purchased music or movies to purchaser's own PDA, iPod, or MP3 music device
- Make a CD for personal use of music purchased for personal use from appropriate sites on the Internet

Not Allowable

- Share, for others to download, music, or movies, or software via a network (including the Internet)
- Make copies of a CD, or a DVD, or software borrowed from a friend or to give to a friend
- Distribute for personal gain music purchased or downloaded
- Download music, or movies, or software without purchasing them (unless they are legally "free")

Consequences of Violations

Violations of copyright law can have serious consequences in the area of:

- **Civil Liability:** Persons found to have infringed may be held liable for substantial damages and attorneys' fees. The law entitles a plaintiff to seek statutory damages up to \$150,000 for each act of willful infringement.
- **Criminal Liability:** Copyright infringement also carries criminal penalties under the No Electronic Theft Act. Depending on the number and value of the products exchanged, penalties for a first offense may be as high as ten years in prison.
- **College Sanctions:** Students are responsible for their compliance with copyright law. The College cannot take responsibility for student compliance, and cannot defend students against a claim by a copyright owner. Upon receipt of a complaint about a student's behavior, College officials are required to take action. This action could range from terminating a student's Internet connection and/or providing the student's name to the copyright owner, to suspension or expulsion from the College, depending on the severity of the infringement.

Use of Nichols-Assigned Student Email Accounts for College Notices

Each student is assigned a Nichols College email account/address. This address is the one the College will use to send important correspondence. Some examples of college correspondence include weather-related college closures, registration updates, responses to support requests sent to the Information Technology Help Desk, and class-related messages from faculty. Students are expected to check their Nichols email accounts regularly. Communication to faculty or staff must be via students' Nichols email accounts as well. For security reasons, the faculty and staff will only provide confidential information about student status at the College through students' Nichols email address.

Academic Regulations

Student Freedoms, Rights and Responsibilities

Student Freedoms

In full agreement with and following the "Joint Statement of Rights and Freedoms of Students" (American Association of University Professors), Nichols College upholds its students' freedoms: to learn, to associate, to inquire, and to express.

Freedom to Learn At Nichols College, students are free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for maintaining the standards of academic performance established for each of their courses.

Freedom to Associate Students bring to Nichols College a variety of interests previously acquired, then develop new ones as members of the academic community. At Nichols, they are free to organize and join associations to promote the interests they have in common with others.

Freedom to Inquire Students and student organizations at Nichols College are free to examine and discuss all questions of interest to them.

Freedom to Express At Nichols College, students and student organizations are free to express opinions publicly and privately.

Student Rights and Responsibilities

The Family Educational Rights and Privacy Act (FERPA)

FERPA affords students certain rights with respect to their education records. These rights are:

1. The right to inspect and review the student's education records within 45 days of the day the College receives a request for access. If a student wants to review his or her record, the student should contact the College office that maintains the record to make appropriate arrangements.
2. The right to request the amendment of the student's education records that the student believes is inaccurate or misleading. Students may ask the College to amend a record that they believe is inaccurate or misleading. They should write the College official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the College decides not to amend the record as requested by the student, the College will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is defined as a person employed by the College in an administrative, supervisory, academic, or support staff position (including law enforcement unit and health staff); a person or company with whom the College has contracted (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; a student serving on an official committee, such as a disciplinary or grievance committee; or a person assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the College discloses education records without consent to officials of another school in which a student seeks to enroll.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-4605

Directory Information Nichols College designates the following items as Directory Information: student name; address; telephone number; email address; date and place of birth; major field of study; participation in officially recognized activities and sports; weight and height of members of athletic teams; dates of attendance; degrees, honors and awards received; most recent previous school attended; and photograph, plus the parents' name and address. The College may disclose any of these items without prior written consent, unless notified in writing to the contrary by the second week after the start of a term.

Fees for Copies of Records The fee for copies is \$2.00 per page.

Academic Policies

Absences

Course Assignments and Outcomes Student absences do not reduce or eliminate course requirements or outcomes.

Documentation Absences may only be excused by a student's individual faculty member who reserves the right – as appropriate – to require timely, written verification of the basis for the student's absence from class in a form acceptable to the faculty member.

Nichols College Health Services does not provide documentation for excused absences unless the student is required to leave campus or is quarantined to their room.

This policy is consistent with our goal of supporting dialogue between faculty and students. Students are responsible for promptly notifying faculty about absences. These are conversations students will have in the future with supervisors in the workplace, and these conversations will serve as an introduction to appropriate workplace behavior.

Excused Absences Those absences from class specifically approved by the faculty member upon receipt of required absences documentation.

Extended Absences Extended absences are excused absences that are projected to result, or in fact result, in cumulative or consecutive student absences of three weeks or longer during a semester. For example, extended absences can include, but are not limited to, health or injuries, court appearances, or death of an immediate family member.

Extended Absences and Course Outcomes Students who require an extended absence must complete a Request for Special Academic Adjustments Form and submit it along with supporting documents to the Assistant Dean for Learning Services.

Once the formal request has been received by the Assistant Dean, they will assemble an ad hoc review committee consisting of the Dean of Business/Dean of Liberal Arts, a faculty member/advisor, and other departmental administrators as needed.

The ad hoc committee will review the information submitted by the student and make a determination whether there is any form of

reasonable academic adjustment or accommodation that may be offered that will allow the student to complete course requirements despite an extended absence during the semester. If adjustment or accommodation is deemed potentially available by the ad hoc committee, the Assistant Dean or appropriate designee will work with the student and student's faculty to attempt to reach mutual agreement on such an adjustment or accommodation.

Students should review the Nichols College Policy Relative to Absences as well as consult with the Student Financial Services office regarding Financial Aid eligibility.

Excessive Excused Absences Faculty shall determine, as an exercise of their individual discretion, whether excused student absences have materially impeded student progress or outcomes. If such a determination is made, faculty reserve the right to recommend that the student consider withdrawal from the course by the College's course withdrawal date, established each semester on or before the end of ten full weeks of classes. The decision to withdraw from the course is, however, ultimately left to the student.

Financial Implications of Withdrawal from the College

Financial Aid Eligibility – Students who cannot successfully meet academic outcomes in any given semester of attempted credits and choose to withdraw from the College are required to meet with the Office of Financial Aid to discuss College and Federal Government Financial Aid requirements.

Tuition & Refunds – Tuition, fees and room & board refunds for students who cannot successfully meet academic outcomes in any given semester of attempted credits and choose to withdraw are made in accordance with the College's standard refund schedule in the College Catalog. There are no additional refunds for withdrawals due to absences.

Students are required to meet with both the Office of Student Accounts and the Office of Financial Aid to discuss financial implications of withdrawal from the College.

Grade of Incomplete Assuming the faculty member determines as an exercise of their individual discretion that a student returning from an excused absence (i) has already completed at least 60% of the current semester's coursework, and (ii) projects to be able to successfully complete all course requirements if provided limited additional time, a faculty member may assign a grade of Incomplete to allow a student up to seven (7) weeks of additional time to complete course requirements. Students are required to engage their professor and establish with the professor a mutually agreeable written plan for submitting all required coursework.

Make-up work Students are responsible for communicating directly with faculty members about missed work from excused absences. Direct conversations between student and faculty member clarify how the student can fulfill their academic responsibilities and continue their academic efforts while working around an illness/injury/other challenge.

Withdrawal from a Course

Withdrawal from (or failure) of a specific course for any reason, does not entitle a student to a refund for that course.

Students ***enrolled in a 15-week course*** are permitted to withdraw from a course during the first 10 weeks of the semester with a grade of W. Students ***enrolled in a 7-week course*** are permitted to withdraw from a course during the first 4 weeks of a session with a grade of W. Students should take note of class withdrawal deadlines posted on the academic calendar and class syllabi.

The W grade has no impact on a student's GPA. Students exercising the W grade option should consult with their academic advisor. Full-time students should bear in mind that they may not carry fewer than 12 credits without impacting their financial aid and/or health coverage.

The W grade is **not** available after the aforementioned 10th and 4th weeks. Non-attendance does not constitute a withdrawal from a course.

Withdrawal from a course may impact a student's Financial Aid eligibility. It is strongly recommended that students meet with the Office of Financial Aid prior to withdrawing from any course to discuss Financial Aid implications, if any.

Withdrawal from the College

Students who withdraw from the College prior to the completion of a semester must do so by the last day of classes for that semester. Students must meet with a member of the Student Financial Services office to complete a withdrawal during the semester. A "W" will appear on the student's transcript for any class that was not completed. Students who plan to withdraw from the College after a semester has ended may file a withdrawal to be effective at the end of the semester. The withdrawal between semesters must be completed prior to the beginning of the next semester in order to avoid incurring additional financial obligations.

In cases where course outcomes cannot be met because of excused absences, Nichols College also allows for students to officially withdraw from the College altogether, as opposed to withdrawing from a specific course. Tuition, fees and room & board refunds will be calculated on the College's standard refund schedule found in the College Catalog. There are no additional refunds for withdrawal from the College due to excused absences.

Full-time day students who elect to leave Nichols College for reasons other than graduation must officially withdraw from the institution. Please see the full policy, Withdrawal Procedures and Policies, under STUDENT FINANCES, FINANCIAL REGULATIONS.

Appeal Procedure for Contesting a Grade

The appeal procedure may be used to challenge a grade that results from a faculty member exercising usual and customary professional judgment in the evaluation of student work. No grade may be appealed after six months from the issuance of the grade.

1. A student who believes an error has been made in their grade in any class should attempt to resolve the issue informally with the instructor.

- In the event that an informal resolution does not occur, the student should promptly (within two weeks of speaking with the instructor) submit the grievance in writing, with supporting evidence, to the instructor's Dean and request a meeting with that person. The Dean should then arrange a meeting with the student within two weeks, review the grievance and supporting evidence, meet with the instructor, and resolve the problem, providing the student with written notification.
- If the student remains dissatisfied with the Dean's decision, within two weeks of receiving written notification from the Dean, the student may submit a written appeal to the Provost to request a meeting. Following this meeting, the Provost would make a binding decision, thereby concluding the matter.

Attendance

Statistics indicate that attendance is a top predictor of student success.

Faculty members record attendance electronically, daily, or minimally, weekly. Recorded absences generate courtesy Absence Alerts by direct email to students, to advisors and to coaches the following day. Students, advisors and coaches follow-up on email alerts as needed to encourage the highest level of student engagement possible.

Attendance may or may not be built into the grade structure of the course. All faculty course attendance policies are published as part of their course syllabi. Students should make sure they understand their professors' attendance policies, which vary. For example, absences usually do not excuse course assignments or due dates without prior communication with the professor.

Students should go to class regularly. When unable to attend class, they should communicate directly with their professors. Students are responsible for promptly notifying faculty about absences. These are conversations students will have in the future with supervisors in the workplace, and these conversations will serve as an introduction to appropriate workplace behavior. This policy is consistent with our goal of supporting dialogue between faculty and students.

Classroom Conduct and Academic Expectations

Because all students and faculty at Nichols College are entitled to a positive and constructive teaching and learning environment, Nichols College classroom participants are prohibited from engaging in behavior or activity that causes the disruption of teaching, learning, research or other academic activities necessary for the fulfillment of the college mission. It is expected that students and instructors will:

- Respect the views and opinions of the instructor and fellow students, and engage in a constructive, respectful, and professional manner.
- Participate in a learning environment free from interference, discrimination, intimidation, sexual harassment, stalking, or disparagement in the classroom.
- Respect the professional authority of the faculty, including maintaining an environment free from bullying, harassment, or coercion related to grading and institutional policies.

Violations will be reported to the Office of Academic Affairs.

Class Standing By Credit Hour

Completed credit hours:

Senior	87+
Junior	57-86
Sophomore	27-56
First-year	0-26

Continued Enrollment/Academic Suspension

Students whose cumulative grade point average (GPA) falls below the minimums listed below will be placed on **Academic Suspension Warning (ASW)**, and will be enrolled in the College Success program.

Credit-Hours Attempted (not including W courses)	Minimum Cumulative GPA Needed
1 - 31	1.5
32 - 45	1.75*
46 or more	2.0

**Transfer students must achieve a minimum GPA of 1.75 in their first semester. Transfer students who do not meet this requirement will be placed on Academic Probation. Thereafter, they must follow the previously stated GPA guidelines.*

Failure to meet the minimum required cumulative GPA by the end of the next nine or more credit hours will result in Academic Suspension.

Academic Sanctions

Academic Suspension Failure to meet the minimum required cumulative GPA by the end of the term of Academic Suspension Warning will result in Academic Suspension. Furthermore, any student who has been at Nichols for more than one semester and earns less than a 1.00 in any one semester in which they were enrolled in nine or more credits will be academically suspended. If a student with less than nine credit hours in any one semester receives less than a 1.00 grade point average for two consecutive semesters, the student will be placed on Academic Suspension.

Suspended students with extenuating circumstances may appeal the suspension to the Academic Review Committee by a letter to the Registrar. Committee meetings are held in January and June. The appeal letter is due in the Office of the Registrar prior to the meeting to be considered for appeal.

If there is no appeal, or if an appeal is not successful, suspended students wishing to re-enter the College at a later time must submit a letter of intent to the Registrar for consideration by the Academic Review Committee. The letter must be submitted after five months have elapsed and at least three weeks before the student would like to enroll.

As an indicator of academic promise, a student may take up to seven credit-hours during the period of suspension.

Academic Probation for First-Year Students First-year students who earn less than a 1.00 GPA after being enrolled in nine or more credits in their first semester at the College will be placed on Academic Probation. These students will be eligible to continue for an additional semester in the Restart Program and must earn the minimum GPA required or will be placed on Academic Suspension with no appeal for one semester. Students must submit a letter of intent to the Restart Program Coordinator via the Office of the Registrar (by January for spring entry, or June for fall entry). This letter should outline the strategies students will employ to improve their academic performance.

Academic Probation *If a suspension appeal is successful,* the student will be eligible to return to the College on Academic Probation. Additionally, first-year students who earn less than a 1.00 after their first nine or more credits in their first semester at the College are placed on Academic Probation. There are two categories of probation:

- 1) **Standard Academic Probation:** This category of probation is for students who were on Academic Suspension Warning but did not meet the minimum required cumulative GPA after one semester, and for transfer students* who did not achieve the required minimum 1.75 GPA before their second semester at Nichols.
- 2) **Restart Program:** This category of probation is for students who received less than a 1.00 GPA in any one semester in which they were enrolled for nine or more credits. As part of the Restart Program, an Action Plan will be created with the student which will include weekly meetings with an assigned Success Coach.

No student on probation may hold office in any College organization, participate in any intercollegiate event or program, including athletics, or otherwise represent the College publicly. A student on probation is expected to attend all classes. Students on probation are not excluded from membership in student organizations or from intramural athletics. Participation in intercollegiate athletics is subject to the regulations of the National Collegiate Athletic Association and other athletic associations in which the College holds membership.

In cases where a student's overall GPA is 2.0 or above, Academic Probation does not prohibit participation in co-curricular activities, as previously described.

Students who successfully complete winter or summer inter-session course(s) and raise their cumulative GPA above the minimum standards listed above may request to have their academic status reviewed by submitting a letter of request to the Office of the Registrar. All requests will be considered by the Academic Review Committee and a subsequent decision will be communicated to the petitioning student via email.

All readmitted students are required to have an approved Action Plan on file. Readmission to the College does not guarantee eligibility for Financial Aid.

Students who are on Academic Probation and are suspended again are not eligible for readmission or appeal until a period of at least five months has elapsed; the exception to this rule is for the student who has earned a GPA of 2.0 or higher during their most recent semester (fall or spring).

Readmission After Long-Term Suspension Students who were suspended for academic reasons and who have been separated from Nichols College for a period of five years or longer may appeal for readmission on a full-time or part-time basis by submitting a letter to the Registrar. Normally, such students will not be required to go before the Academic Review Committee. Their standing and academic program status will be evaluated and determined after readmission.

Course Load

Fall/Spring Semesters The normal course load for full-time day students is 14-17 credit-hours. First-year students with a GPA of 3.3 or above and 14 or more earned credits, sophomores with a GPA of 3.0 or above, juniors with a 2.7, and seniors with a 2.4 may take up to 19 credit-hours. Under special circumstances, seniors with GPAs under 2.4 may be permitted to take up to 19 credit-hours with special permission from the Academic Advisor and Dean. Tuition includes up to 18 credit-hours per term.

Summer/Winter Intersessions and Accelerated Online/Hybrid Courses Accelerated undergraduate courses are offered during the Summer and Winter Intersessions. Students may take up to 12 credit-hours in the Summer, and up to 4 credit-hours during the Winter. Day students may take up to 3 credit-hours in the Undergraduate Online program during the Fall and/or Spring semesters, provided they meet the same GPA and credit minimum criteria listed above regarding course overloads.

Course Repeat

A student may elect to repeat any course with one exception: the course is part of a sequence of courses and the more advanced

course has already been completed. Upon completion of a repeated course, the student's transcript will indicate that a course has been retaken. The most recent grade earned will become the official grade for the course. It will replace the former grade as a factor in the GPA. The student's cumulative grade point average will reflect this performance. This policy does not apply to the WF grade.

Grade Point Average (GPA)

The point value for each grade received is multiplied by the number of credit-hours for that course. A total of the grade points for the semester's courses is then divided by the overall credit-hours attempted to determine the semester grade point average (GPA). A perfect average would be 4.0 (A).

The semester grade point average includes only grades received in a given semester. The cumulative grade point average is a measure of the student's total coursework attempted at Nichols College. To figure the cumulative grade point average, the total number of grade points (the sum of all course grades multiplied by their grade point values) is divided by the total number of credit-hours attempted. Credits assigned W grades are not counted in the total of attempted credit-hours for the GPA or CGPA. Exception: Financial Aid calculations count credits associated with W grades as attempted credit-hours.

Grades of AU and W have no effect on GPA. A grade of P is counted toward hours earned but does not have a quality point value. Grades WF and F are included in hours attempted but represent no earned hours and 0.0 grade points.

Grade Reports

Grade reports are available to all students online at the end of each semester and also at mid-semester to first-year students. Deficiency (below C-) grade reports are also available online to all students at mid-semester.

Grading System

Letter grades are awarded in all courses as follows:

Grade Grade Points per Credit-Hour

A	(93 – 100%)	4.0	Excellent
A-	(90 – 92.99%)	3.7	
B+	(87 – 89.99%)	3.3	
B	(83 – 86.99%)	3.0	Above Average
B-	(80 – 82.99%)	2.7	
C+	(77 – 79.99%)	2.3	
C	(73 – 76.99%)	2.0	Average
C-	(70 – 72.99%)	1.7	
D+	(67 – 69.99%)	1.3	
D	(63 – 66.99%)	1.0	Below Average
D-	(60 – 62.99%)	0.7	
F	(59.99% and below)	0.0	Failure

AU Audit - Only with the permission of the Registrar during Add/Drop

W Withdrawn within first 10 weeks of a semester

WF Grade is awarded in instances of academic dishonesty

I Indicates coursework not completed.

Incomplete (I) grades must be removed within seven weeks of being issued or the Registrar will change the grade to F

P Pass (courses on pass/fail basis; see Registrar for regulations governing pass/fail courses)

Honors

Dean's List and President's List: The Dean's List and President's List give recognition to those students who achieve high grades during a single semester. In order to be included on the Dean's List, a student must have a minimum average of 3.5 for at least 12 undergraduate credit-hours and must have received no grades below B- during the semester. Students whose semester average is 3.85 or higher for at least 12 undergraduate credit-hours and no grades below B- will receive President's List honors.

Commencement Honors: High scholastic achievement during the entire College career is recognized at commencement. Outstanding scholars are awarded degrees with three levels of distinction. In order to be eligible for Commencement Honors, a student must have earned at least 48 credits at Nichols College and must have achieved the following cumulative averages:

Honors	Required Average
Cum Laude	3.4 - 3.64
Magna Cum Laude	3.65 - 3.84
Summa Cum Laude	3.85 - 4.0

Student(s) with the highest grade point average will be recognized by being awarded the President's Award for Academic Excellence. In order to be recognized for this award, a student must have earned at least 90 credits at Nichols College.

In order for a student to participate in the graduation ceremony in May, they must not have more than 7 credit-hours to complete. Undergraduate students who complete 47 or fewer credits at Nichols and meet the following GPA requirements will earn honors distinction:

Honors	Required Average
With distinction	3.70 - 3.84
With high distinction	3.85 - 4.0

Nichols Honors Scholar Commencement Recognition: At graduation, students who have successfully completed the Honors Scholar Program, (see ACADEMIC PROGRAMS, Nichols Honors Scholar Program), with the required 3.4 GPA within the honors courses and overall will be recognized. Their diploma and official College academic transcript will reflect the designation Nichols Honors Scholar.

Limitations of Applicability

A student in continuous attendance must complete the graduation requirements listed in the Catalog in effect at the time of initial registration. In the event a student does not remain in continuous attendance at Nichols, the requirements for graduation become those in effect at the time of re-entry into the program.

Requirements for Degrees

An appropriate degree is awarded to each student who fulfills the following requirements:

1. Completion of all admission requirements.
2. Successful completion of one of the programs of study in the catalog in effect at the time of the student's matriculation. For full-time students, the program must be completed within 10 semesters, not necessarily consecutive. Part-time bachelor's degree candidates shall complete all degree requirements within 10 calendar years.
3. Achievement of a cumulative grade point average of 2.0.
4. Achievement of a grade point average of 2.0 in the concentration or the major area of study.
5. Achievement of a grade point average of 2.0 in the minor or the certificate. Students may opt to drop the minor or certificate from their program of study if they don't meet the GPA requirement.
6. If a student has completed all course requirements for graduation but does not meet the 2.0 overall CGPA and/or the 2.0 GPA in the major or concentration requirements, the student may take a maximum of 3 courses in an attempt to meet the GPA graduation requirement.
7. Satisfactory completion of two W-designated (Writing Intensive courses).*
8. All students (including transfer students) must take at least 30 credit-hours – immediately preceding graduation – at Nichols College and complete all degree requirements. 30 of the final 36 credit-hours must be taken at Nichols College.

***Writing-Intensive Courses** Students are required to complete at least two writing-intensive "W" courses prior to graduation. "W" courses are upper-level offerings designed to give students additional writing practice in various academic disciplines. Normally, students are expected to take one "W" course in their concentration or major, and another outside the concentration/major. Transfer students should consult Academic Advisors about the "W" course requirement and the selection of "W" courses. The schedule of classes, published by the Registrar, indicates the "W" courses being offered during a given semester.

Transcripts

Transcript orders must be submitted electronically. Nichols College partners with the National Student Clearinghouse for the submission and processing of requests for transcripts from Nichols College, Central New England College, and Worcester Junior College. Visit www.getmytranscript.com to submit a request for an official transcript.

Transfer Courses

Students enrolled at Nichols must receive written approval from the Registrar before registering for a course(s) for credit to be taken at another institution for transfer back to Nichols. Transfer credit is awarded only for grades of C or better. Official transcripts must be provided to the Nichols College Registrar's Office in order for transfer credit to be applied to a student's record.

Unit of Credit

Nichols College, a NECHE accredited institution, recognizes the "Carnegie Unit" as the measure of a traditional semester credit hour and as the primary measure of degree attainment that may be awarded on the basis of a combination of both formal and informal activities and learning experiences. The Nichols College definition of credit hour follows the definition of credit hour established by the United States Department of Education and is consistent with the New England Commission of Higher Education (NECHE) guidelines.

United States Department of Education Definition of the Credit Hour:

For purposes of the application of this policy and in accord with federal regulations, a credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates:

1. Not less than one hour of classroom or direct faculty instruction and a minimum of two hours out of class student work each week for approximately fifteen weeks for one semester or trimester hour of credit, or ten to twelve 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, practicums, studio work, and other academic work leading to the award of credit hours.

Policy Guideline:

Courses offered at Nichols College for full time day students and/or graduate and professional studies students may be delivered in a traditional 15 week semester, in 7 week accelerated modified HyFlex and/or in online formats. Regardless of learning modality, courses deliver equivalent learning experiences. The following factors would be fair indicators of equivalency.

- **Learning outcomes** for the same course in varying formats should be stated identically. The statement should be sufficiently abstract that multiple and varied learning activities and assessments would serve to demonstrate accomplishment of the outcomes.
- **Equal numbers of instructional hours across formats for a course**, activities delivered in class and online outside the physical classroom.

Direct faculty instruction time includes but is not limited to classroom instruction, e-learning, laboratory work, field work and internships. Additional academic activities include, but are not limited to, readings, reflections, essays, reports and group or teamwork.

Each of these basic measures for undergraduate, accelerated and graduate programming may be adjusted to reflect modified academic calendars, delivery modalities, and formats of study. It is expected that for every hour of instruction time students will have at least an additional 2 hours of outside classroom work.

Table of Direct Faculty Instruction Time

Credit Hour	Total "clock hour time" of instruction	Direct faculty instruction time per week in a 7-week session	Direct faculty instruction time per week in a 15-week semester
1	15 hours	1 hour, 47 minutes	50-60 minutes = 1 clock hour
2	30 hours	3 hours, 34 minutes	1 hour, 40 minutes
3	45 hours	5 hours, 21 minutes	2 hours, 30 minutes

Use of Correct English

Any student whose written or spoken English in any course is unsatisfactory may be reported by the instructor to the Provost who may assign supplementary work, without academic credit, varying in amount with the needs of the student. If the work prescribed is equivalent to a course, the regular tuition fee is charged. The granting of a degree may be delayed for failure to make up such deficiency in English to the satisfaction of the Provost.

Nichols College Academic Honesty Policy

Enrollment in an academic course at Nichols College obligates the student to follow the College's Academic Honesty Policy, the violation of which can lead to serious disciplinary action. The policy may be stated simply as follows:

The College expects all academic work submitted by a student (papers, exams, projects, computer programs, etc.) to be the student's own. Plagiarism (as defined below), cheating during examinations, and assisting others in the acts of plagiarism or cheating, are expressly prohibited by the policy. In sum, a student's academic performance must be an honest representation of the student's ability.

As a condition for continuing enrollment, all students at Nichols College are required to sign the following statement:

I understand and hereby subscribe to the Nichols College Academic Honesty Policy, as stated and explained above, as a condition for my continuing enrollment at the College.

Academic Dishonesty Defined

1. **Plagiarism** is the un-credited use of words or ideas which are the result of other persons' efforts or from automated services (including chatbots and artificial intelligence (AI) such as ChatGPT). Examples of plagiarism include the following:
 - a. Copying of other persons' work during examinations, with or without their permission;
 - b. Duplication of other persons' homework, themes, essays, reports, research papers, computer code, spreadsheets, graphics,

etc. with or without their permission;

- c. Use of specific passages or detailed use of specific ideas as set forth in books, journals, magazines, etc. without proper citation;
 - d. Use of materials provided by term paper services.
 - e. Use of content, data, text, or other information generated by automated services (including chatbots and artificial intelligence (AI) such as ChatGPT), unless properly cited and with explicit permission of the faculty.
2. **Complicity in plagiarism** is condoning copying of one's own work, including homework, themes, essays, reports, research papers, computer code, spreadsheet, graphics, etc. (Note: Selling or assisting in the sale of such work may violate Massachusetts General Law Part IV, Title I, Chapter 271, Section 50.)
 3. **Use of notes, mobile devices, "crib sheets," or other outside help during examinations** unless the instructor specifically authorizes use of such materials or an "open book" examination format. (Note: Taking an exam for another person is a violation of Massachusetts General Law Part IV, Title I, Chapter 271, Section 50.)
 4. Multiple submissions, or the submission of work previously used for credit at Nichols or any other institution.

Penalties

Penalties for violating the Academic Honesty Policy may be imposed regardless of whether a student knowingly or intentionally committed academic dishonesty. Resources are available to assist students with proper citation and use of sources. Pleading ignorance does not excuse or justify a violation of the Academic Honesty Policy. In addition, prior incidents in other courses may be taken into consideration when determining penalties.

Minor and Significant Violation Penalties

A faculty member will exercise his or her own judgment in determining whether a minor violation warrants a conversation with the student or warrants formal sanctions. The faculty member may permit the student to resubmit the assignment, with or without a grade penalty. In cases of minor violations, faculty are encouraged, but not required, to forward a record of minor violations that are resolved informally to the Office for Academic Affairs for record keeping. For minor violations that are resolved informally, faculty should keep a copy of the Academic Honesty Violation Report for their own records. For formal sanctions of minor violations and for all significant violations, faculty shall submit an Academic Honesty Violation Report to the Office for Academic Affairs and keep a copy for their own records.

Penalties for Minor Violations

The following penalties are imposed for minor violations that warrant formal action as determined by the faculty member:

First minor violation

The student receives a failing grade on the assignment. The faculty member submits an Academic Honesty Violation Report to the Office for Academic Affairs.

Second minor violation

The student receives a failing grade in the course. The faculty member submits an Academic Honesty Violation Report to the Office for Academic Affairs.

Third minor violation

The student is recommended for suspension from the College. The Provost will convene an ad hoc committee of at least three (3) faculty members to determine the appropriate course of action.

Penalties for Significant Violations

The following penalties are imposed for significant violations of the Academic Honesty Policy.

First significant violation

The student receives a failing grade in the course. The faculty member submits an Academic Honesty Violation Report to the Office for Academic Affairs.

Second significant violation

The student is recommended for suspension from the College. The Provost will convene an ad hoc committee of at least three (3) faculty members to determine the appropriate course of action.

Third significant violation

The student is recommended for expulsion from the College. The Provost will convene an ad hoc committee of at least three (3) faculty members to determine the appropriate course of action.

Delay in Detection

If instances of plagiarism or academic dishonesty are discovered after course credit is earned or a degree is awarded, the College may impose penalties retroactively. Possible actions include changing the course grade, withholding a degree, or rescinding a degree. In

such cases, the Provost will convene an ad hoc committee of at least three (3) faculty members to determine the appropriate course of action.

Levels of Severity*

Multiple minor violations in a single course or across multiple courses are considered a significant violation and should be dealt with as outlined below.

Minor Violation

1. Using verbatim phrases or sentences without proper citation or insufficient citation of other individuals' concepts and/or ideas.
2. Replacing certain words or reordering phrases instead of paraphrasing.
3. Reordering or combining individual sentences verbatim to create a new paragraph.

Significant Violation

1. Using verbatim paragraphs of text without proper citation.
2. Copying most or all of a paper, article, or other document.
3. Using all or part of another student's work, with or without that person's knowledge or permission.
4. Allowing your work to be copied by another student, in whole or in part. (Note: Selling or assisting in the sale of such work may violate Massachusetts General Law part IV, Title I, Chapter 271, Section 50.)
5. Submitting a paper found online.
6. Purchasing a paper, spreadsheet, or other content from any source. (Note: Selling or assisting in the sale of such work may violate Massachusetts General Law part IV, Title I, Chapter 271, Section 50.)
7. Use of notes, mobile devices, "crib sheets", or other outside help during examinations.
8. Multiple submissions, or the submission of work previously used for credit at Nichols or any other institution.
9. Multiple minor violations in a single course or across multiple courses are considered a significant violation.

**Unless an instructor specifies otherwise, these guidelines apply to all courses.*

Faculty Reporting Process

A faculty member has the responsibility both to determine that an Academic Honesty Policy violation has occurred in his or her course and to impose the appropriate penalty for this violation. The faculty member should follow this process to document and report the incident:

1. Compile the documentation indicating that academic dishonesty has occurred.
2. Discuss the incident with the student.
3. After the discussion, determine the consequences of the violation and notify the student.
4. Document the incident.
 - Complete the Academic Honesty Violation Report
 - Submit a copy of the report to the Office for Academic Affairs, if warranted (see Penalties)
 - Keep a copy of the report and all supporting documentation for faculty member's own records

If the Office for Academic Affairs' records indicate that this is not the student's first offense, the Provost will take action in accordance with the previously stated guidelines.

Student Right to Appeal

Minor Violation Penalty Appeal Procedure A student may appeal a minor violation penalty if the student believes that they are unjustly accused or that the penalty is inappropriate. The student must submit a written appeal, with supporting evidence, to the faculty member's Dean for Business or Dean for Liberal Arts (undergraduate courses) or the Dean for the Graduate School (graduate courses) within seven (7) business days of being notified of these accusations and/or sanctions and request a meeting with this Dean. Following this meeting, the Dean would make a binding decision within seven (7) business days, thereby concluding the matter.

Significant Violation Penalty Appeal Procedure A student may appeal a significant violation penalty if the student believes that they are unjustly accused or that the penalty is inappropriate. The student must submit a written appeal, with supporting evidence, to the Dean for Business or Dean for Liberal Arts (undergraduate courses) or Dean of for the Graduate School (graduate courses) within seven (7) business days of being notified of these accusations and/or sanctions. The Provost will convene an ad hoc committee composed of at least three (3) faculty members and the Provost (ex officio and nonvoting). After a hearing, the committee will issue a final and binding decision within two (2) business days.



GENERAL REGULATIONS – GRADUATE SCHOOL

Graduate Grading System

Letter grades are awarded in all graduate-level courses as follows:

Grade Grade Points per Credit-Hour

A	(93 – 100%)	4.0	Excellent
A-	(90 – 92.99%)	3.7	
B+	(87 – 89.99%)	3.3	Above Average
B	(83 – 86.99%)	3.0	Average
B-	(80 – 82.99%)	2.7	
C+	(77 – 79.99%)	2.3	Failure
C	(73 – 76.99%)	2.0	
C-	(70 – 72.99%)	1.7	
F	(59.99% and below)	0.0	
AU	Audit - Only with the permission of the Registrar during Add/Drop		
W	Withdrawn within first 4 weeks of a 7-week session		
WF	Grade is awarded in instances of academic dishonesty		
I	Indicates coursework not completed. Incomplete (I) grades must be removed within seven weeks of being issued or the Registrar will change the grade to F.		
P	Pass (courses on pass/fail basis; see Registrar for regulations governing pass/fail courses)		

Graduate Academic Standing, Warning & Dismissal

Graduate students must receive a grade of "B-" or higher in a graduate-level course to be counted toward a student's graduate program of study. If a student received a grade lower than a "B-" in a course, the student must retake the course, and earn a "B-" or better.

Note: A student must maintain a program GPA of 3.00 or higher.

When a student's cumulative GPA falls below a 3.0, with at least six (6) credits completed, an academic warning will be issued to the student and their Student Success Director and Academic Graduate Program Chair will be notified. The student should meet with their Student Success Director within 15 days of receipt of the warning notice and develop an academic plan to bring their GPA above a 3.0. Two consecutive terms on academic warning may result in dismissal from the Graduate Program. Dismissal decisions will be reviewed by their respective Dean for the Graduate School.

Dismissed students with extenuating circumstances may appeal the dismissal to the Graduate School Appeals Committee by a signed PDF letter email to appeals@nichols.edu. If there is no appeal, or if an appeal is not successful, dismissed students wishing to re-enter the College at a later time must submit a letter of intent to the Registrar for consideration by the Graduate School Review Committee. The letter must be submitted after five months have elapsed and at least three weeks before the student would like to enroll.

Note: There is a 10-year statute of limitations on all graduate-level courses. Any course that is over 10 years old will not be applied toward the degree requirements; however, all grades will count toward a student's GPA, regardless of when taken.

State Authorization Reciprocity Agreement (SARA)

Nichols College is a member of NC-SARA (National Council for State Authorization Reciprocity Agreement). Initial responsibility for the investigation and resolution of distance learning complaints resides with Nichols College. Further consideration and resolution, if necessary, is the responsibility of the SARA Portal Entity, and other responsible agencies for Higher Education in Massachusetts.

For questions about the student complaint and grievance process of Graduate Studies HyFlex (online) programs, please complete the form at <https://www.nichols.edu/files/SARA-Student-Complaint-form-ONLY.pdf>. Students may submit the form via mail to Nichols College, Office of Academic Affairs, PO Box 5000, Dudley, MA 01571 or email to Academic.Affairs@nichols.edu.

For all non-academic Complaints, please utilize the Office of Community Standards: <https://www.nichols.edu/student-life/policies>



ACADEMIC PROGRAMS

Undergraduate Degree Programs

Bachelor of Science in Business Administration

with concentrations in:

- Accounting
- Accounting & Finance (Double Concentration)
- Business Analytics
- Corporate Finance & Investments
- Criminal Justice Management
- Digital & Social Media Marketing
- Economics
- Entrepreneurship
- Finance
- Healthcare Management
- Hospitality, Events, & Tourism
- Human Resource Management
- Intelligent Automation
- International Business
- Management
- Marketing
- Marketing Analytics
- Nonprofit Management
- Real Estate Management
- Sport Management
- Sport Marketing & Content Creation
- Sport Sales & Strategy

Students seeking a broader business perspective may select a program in General Business.

Bachelor of Arts

with majors in:

- Communication
- Criminal Justice
- Criminal Psychology
- Economics
- Psychology

Programs in Business Administration (BSBA)

A Business Administration degree at Nichols focuses on developing a student's knowledge, leadership and professional skills through experiential learning. Our faculty possesses expertise developed in their fields and brings that to the classroom to offer a broad view of business. A focus on the development of leadership and communication skills is emphasized across the curriculum as we develop tomorrow's leaders to succeed in their chosen field.

Our BSBA core courses cover the core principles of business, including, accounting, computer information systems, finance, and management and marketing. Students also complete 18-30 credit hours in their chosen concentration. BSBA students complete a total of 120 credit hours.

Students enrolled in a Business Administration (BSBA) degree will be required to select and complete a 12 credit Liberal Arts minor. Students transferring in with sufficient credit to be considered a Junior or above, and students in the Undergraduate Online Program, are exempt from the requirement to complete a minor.

Accounting

The accounting profession has evolved into a dynamic and varied environment where technology and specialized skills are in high demand. The accounting field can no longer be described without mentioning many of its variations such as audit, tax, analysis, internal audit, compliance, information security, and fraud. Expectations for today's accountants are higher than ever.

True to the roots of accounting, the program provides a foundation of accounting concepts and tools. An additional focus is placed on technology in the form of data design and flow, information technology controls and tools, and data analytics. Representative of the specialized nature of the industry, the program enables each student the chance to explore specialization before entering the workforce.

The program provides support and guidance for those seeking the following designations: CPA, CMA, CIA, CISA and CFE. Through a series of curricular and co-curricular activities, students will be immersed within the accounting profession prior to being hired. Graduating students will have the opportunity to obtain advantages as they search for careers in firms, corporations and the government.

The Accelerated Accounting program follows the same curriculum but may be completed in 3 years. The 3+1 program offers students the opportunity to complete their Bachelor's and a Master of Science in Accounting degrees in 4 years.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (27 credits)

ACCT 238 Financial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(30 credits)

Required Courses

ACCT	241	Intermediate Accounting I
ACCT	242	Intermediate Accounting II
ACCT	245	Accounting Information Systems
ACCT	341	Intermediate Accounting III
ACCT	343	Cost Accounting
ACCT	402	Federal Taxes
ACCT	444	Advanced Analytics for Accountants
ACCT	490	Internship in Accounting

Elective Courses: Choose one (1) course from:

ACCT	345	Internal Audit
ACCT	404	Auditing

Choose one (1) course from

ACCT	342	Advanced Accounting
ACCT	370	Special Topics in Accounting
ACCT	399	Fraud Examination
ACCT	493	Governmental and Non-Profit Accounting
FIN	325	Corporate Finance
Any MSA Course		

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

9 credit-hours of electives

Total Credits Required: 120

NOTE: An Accounting-Finance Concentration is available for students seeking a broad accounting and finance background. Please see an academic advisor for more information.

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Accounting & Finance (Double Concentration)

Accounting and Finance are complimentary majors that many of our students want to pair up. They're also some of the most involved programs, so we've created this special track that makes it easy to double major in Accounting and Finance. Current students should speak with their academic advisor to learn more about this program.

NOTE: Students cannot enroll directly in this double concentration. Students must start in either the Accounting or Finance concentration, then submit a Declaration of 2nd Major/Concentration form to request approval to be in the double concentration. Please see an academic advisor for more information.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (27 credits)

ACCT 238 Financial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

Accounting Courses (21 credits)

Required:

ACCT	241	Intermediate Accounting I
ACCT	242	Intermediate Accounting II
ACCT	245	Accounting Information Systems
ACCT	341	Intermediate Accounting III
ACCT	343	Cost Accounting
ACCT	402	Federal Taxes
ACCT	404	Auditing

Finance Courses (18 credits)

Required:

FIN	325	Corporate Finance
FIN	393	Investment & Security Analysis
FIN	432	Financial Planning
FIN	480	Financial Decision Making

Elective Courses: Choose two (2) courses from (at least one must have an FIN designation):

ECON	304	Inflation & Employment
ECON	307	Money, Banking & the Economy
ECON	412	International Economics
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	370	Special Topics In Finance
FIN	394	Portfolio Analysis & Management
FIN	435	Options & Futures Trading
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II
FIN	490	Finance Internship
FIN	491	Research Associate Internship
FIN	492	Teaching Associate Internship
FIN	494	Faculty-Led Travel

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Total Credits Required: 120

NOTE: Two additional accounting courses would be required to become licensed as a CPA in most states.

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Business Analytics

With an explosion of big data initiatives in organizations worldwide, the demand for data-savvy individuals has never been higher. Our BSBA in Business Analytics is specifically designed to prepare the next generation of innovative professionals. You will learn the cutting-edge technical skills you need to manage, distill, and interpret data for industries including healthcare, finance, or marketing. You will master programming languages like Python and R so that you can derive actionable information from data. With an emphasis on extracting meaning from data, this program is designed to prepare students for careers in a wide variety of industries or for professionally-oriented graduate programs, like our own MBA.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses

DS	237	Programming in Python
DS	320	Data Mining
DS	350	Information Management
MATH	353	Intro to Statistical Computing
DS	480	Capstone

Data Science Elective (choose one course from the following options):

DS	340	Data Visualization
MATH	351	Regression Analysis

Elective Course (choose one additional course from the following options):

ACCT	300	or higher
DS	300	or higher
MATH	300	or higher
MKCM	433	Market Research
SMGT	466	Sport Analytics

Experiential Learning (choose one course from the following options):

DS	490	Internship in Data Science
DS	491	Research Associate Internship
DS	492	Teaching Associate Internship
DS	493	Advanced Project
DS	494	Faculty Led Travel

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Corporate Finance & Investments

Corporate Finance and Investments is a focused concentration that relies heavily on analytical skills as they are an essential part of business. These skills are used daily in conducting valuations, identifying investment opportunities, managing portfolios, and assessing an organization's assets for making sound business decisions. By combining the study of financial management and investments, the curriculum helps students understand the relationship between the corporate financial manager and the investment analyst. The areas of study include the financial environment within the firm, the various capital and money markets, the role played by commercial and investment banks, and techniques for allocating capital within a firm.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

FIN	325	Corporate Finance
FIN	393	Investments & Security Analysis
FIN	394	Portfolio Analysis & Management
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II
FIN	480	Financial Decision Making

It is recommended that students enroll in FIN 472 Thunder Fund I prior to FIN 473 Thunder Fund II. However, it is not required.

Elective Courses (choose two additional courses from the following options):

ACCT	241	Intermediate Accounting I
DS	237	Programming in Python
ECON	412	International Economics
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	432	Financial Planning
FIN	435	Options & Futures Trading
FIN	490	Internship in Corporate Finance or Investments (approval required by Program Chair)

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

EXCLUSION: Students cannot pursue a double concentration in Finance and Corporate Finance & Investments.

Criminal Justice Management

The Criminal Justice Management program offers undergraduate students an opportunity to pursue careers in the corporate security and safety departments of major corporations as well as local, state, and federal law enforcement agencies. This program is structured on the business core curriculum and prepares students to work in private security and management fields such as investigations, emergency planning and disaster management, homeland security, and physical security. By helping to facilitate skills in communications, behavioral sciences, quantitative analysis, and environmental dynamics, the Criminal Justice program provides a well-rounded education for sustained professionalism and personal growth.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

CJ	209	Introduction to Justice Studies
CJ	210	Criminal Law and Procedure
CJ	302	Security Investigations: Concepts, Principles, and Practices
CJ	347	Emergency Planning and Disaster Management
CJ	480	Advanced Issues in Criminal Justice

Elective Courses (two additional courses in CJ from those listed below):

CJ	230	Cybersecurity
CJ	232	Constitutional Law
CJ	234	Specialty Courts
CJ	306	Women, Violence, & Conflict
CJ	324	Forensic Analysis and Interpretation
CJ	370	Special Topics in Criminal Justice
CJ	375	Research Methods in Criminal Justice
CJ	390	Criminal Justice Internship
CJ	417	Homeland Security / Terrorism
CJ	470	Special Topics in Criminal Justice
CJ	493	Physical Security: System Design, Integration, and Control
MSC	625	Leadership of Public Organizations
MSC	705	Domestic Violent Extremism

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Digital & Social Media Marketing

As part of the broader marketing program, the Digital and Social Media Marketing concentration is designed for students seeking careers at advertising agencies, consumer products, and business to business organizations, leveraging digital/social platforms for brand awareness and call-to-action campaigns. Students will develop strategic visual and written communication skills as well as proficiency in the latest digital marketing and analysis platforms. The Digital and Social Media Marketing program will prepare students for careers as digital and social media strategists. The program is designed to draw upon academic synergy with foundational business courses as well as psychology, sociology, technology and communication.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

MKCM	318	Social Media Marketing
MKCM	361	Consumer Marketing
MKCM	366	Digital Marketing
MKCM	433	Market Research
MKCM	480	Marketing Seminar

Elective Courses (choose three from the following options - at least one must be a 400-level course; at least two must have an MKCM designation):

COMM	258	Visual Communication
COMM	318	Social Media and Society
COMM	320	Communicating Through Storytelling
COMM	322	Studio Production
DS	312	Business Analysis
DS	320	Data Mining
DS	340	Data Visualization
MKCM	317	Public Relations Strategy & Practice
MKCM	370	Special Topics in Marketing
MKCM	435	Integrated Marketing Communications
MKCM	470	Special Topics in Marketing
MKCM	490	Internship in Marketing
MKCM	491	Research Associate Internship
MKCM	492	Teaching Associate Internship
MKCM	493	Advanced Project
MKCM	494	Faculty-Led Travel

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Economics

Economics offers students an understanding of how individuals interact within society to produce goods and services and conduct daily business, family, and other social affairs. Economics brings together business, finance, politics, philosophy, history, management, and government to function as a general business approach to college studies. Economics classes at Nichols College emphasize the connection between economic theory and the real world of business and social life. The department of economics cultivates passion for inquiry that produce social scientific literacy, independent thinking, quantitative reasoning skills, lifelong learning, social responsibility, and success in jobs markets and social life.

The business Economics concentration is most appropriate for students who have a drive to succeed in a professional business environment, and/or a desire for graduate work for Master of Business Administration (MBA) or Master of Economics (MS or MA). A Bachelor of Science in Business Administration with an Economics concentration is great preparation for jobs in just about any field. Employers often desire graduates with a strong business economics background for careers in management, marketing, sales, finance, public policy, and working for nonprofit organizations.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

ECON	303	Prices and the Market System
ECON	304	Inflation, Employment, and National Income
ECON	307	Money, Banking, and the Economy

and one from

ECON	490	Internship
ECON	491	Research Associate Internship
ECON	492	Teaching Associate Internship
ECON	493	Advanced Project
ECON	494	Faculty-Led Travel

Elective Courses (three additional courses in ECON from those listed below):

ECON	305	Labor Economics
ECON	309	World Economic Geography
ECON	370	Special Topics in Economics
ECON	412	International Economics
ECON	415	Urban and Regional Economics
ECON	470	Special Topics in Economics
ECON	480	Seminar in Economics
FIN	335	International Finance
HIST	352	American Economic History

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Entrepreneurship

A concentration in Entrepreneurship offers students the opportunity to take control of their future, by starting or running their own business. It is for those who seek an education that combines experiential learning with practical business skills, while working to provide solutions to real-world problems.

Entrepreneurs have a mindset of that of experimenters, risk-takers, innovators, and are willing to explore and develop opportunities to create something new. The Entrepreneurship curriculum challenges students in developing a business or product from the ground-up as they explore the next generation of business ideas and methods.

If students choose not to build a business of their own, but rather take their skills to a company; they will have the mindset and tools necessary to help them create value, innovate and problem solve.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

HRM	213	Human Resource Management
EPS	378	Entrepreneurial Management
EPS	385	Business Finance for Entrepreneurs
EPS	386	Sales and Marketing for Entrepreneurs
EPS	451	The Bison Business Challenge
EPS	480	Entrepreneurship Capstone

and one from the experiential learning suite of choices:

EPS	490	Entrepreneurship Internship
EPS	491	Research Associate Internship
EPS	492	Teaching Associate Internship
EPS	493	Advanced Project
EPS	494	Faculty-Led Travel

Elective Courses (choose one from the following options):

COMM	314	Influence & Persuasion
COMM	322	Studio Production
EPS	370	Special Topics in Entrepreneurship
MGMT	389	Management of Innovation & Change
MKCM	317	Public Relations Strategy & Practice
MKCM	361	Consumer Marketing
MKCM	436	Sales Management

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Finance

Finance is the study of money management in business along with the saving and investment habits of society. Financial analysis is an essential part of modern business and one of the primary activities of financial institutions. The program in finance is intended to develop an understanding of the role of finance in business organizations and to provide the student with the tools necessary for making sound decisions about money. By combining the study of financial management and investments, the curriculum helps the student understand the relationship between the corporate financial manager and the investment analyst. The areas of study include the financial environment within the firm, the various capital and money markets, the role played by commercial and investment banks, and techniques for allocating capital within the firm.

A concentration in Finance can lead to careers in corporate finance, banking, insurance, investment counseling, portfolio management, bond and commodities trading, and real estate.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

FIN	325	Corporate Finance
FIN	393	Investments & Security Analysis
FIN	432	Financial Planning
FIN	480	Financial Decision Making

and one from:

FIN	472	Thunder Fund I
FIN	473	Thunder Fund II

Elective Courses (choose two additional courses from the following options; at least one must have an FIN designation):

ECON	304	Inflation, Employment, and National Income
ECON	307	Money, Banking, and the Economy
ECON	412	International Economics
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	370	Special Topics in Finance
FIN	394	Portfolio Analysis & Management
FIN	435	Options & Futures Trading
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II
FIN	490	Internship in Finance*
FIN	491	Research Associate Internship*
FIN	492	Teaching Associate Internship*
FIN	494	Faculty-Led Travel*

**Only one experiential learning opportunity may be selected as an elective.*

For those who choose to take both Thunder Fund I and II, it is recommended that students enroll in FIN 472 Thunder Fund I prior to FIN 473 Thunder Fund II. However, it is not required.

EXCLUSION: Students cannot pursue a double concentration in Finance and Corporate Finance & Investments.

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

NOTE: An Accounting-Finance Concentration is available for students seeking a broad accounting and finance background. Please see an academic advisor for more information.

General Business

The General Business program is specifically designed to provide flexibility while developing skills and knowledge in each of these essential business functions. Students customize their curriculum to match their interests and meet the needs of an evolving business environment. Courses draw on economic, quantitative, human resource, management and leadership theories, which are applied through experiential learning opportunities.

Graduates of the General Business program know a variety of specific business functions but also understand the dynamics of the entire organization. They are prepared for team and leadership positions in various industries across business sectors - or as an entrepreneur start their own business.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

GBUS	220	Business Exploration
GBUS	490	General Business Internship*

Elective Courses:

Choose six (6) courses from any of the following subject areas No more than four (4) courses can be from the same subject area.
(Please note: some courses have required prerequisites)

Accounting

ACCT	241	Intermediate Accounting I
ACCT	242	Intermediate Accounting II
ACCT	245	Accounting Information Systems
ACCT	343	Cost Accounting
ACCT	399	Fraud Examination
ACCT	402	Federal Taxes

Civic Leadership and Politics

PSCI	316	Current Issues in Public Policy
PSCI	319	International Security Studies
Any 300-level PSCI elective		

Communication

COMM	312	Organizational Communication
COMM	313	How Women Lead
COMM	314	Influence & Persuasion
COMM	322	Studio Production
COMM	324	Ethical Communication in the Workplace
COMM	326	Cultural Identity & Communication
COMM	370	Special Topics in Communication
COMM	470	Special Topics in Communication
COMM	481	Communication Across Disciplines
ENGL	321	Professional Writing
MKCM	317	Public Relations Strategy & Practice
MKCM	366	Digital Marketing
BUS	615	Business Communication

Criminal Justice Management

CJ	302	Security Investigations: Concepts, Principles, and Practices
CJ	306	Women, Violence, & Conflict
CJ	321	Investigative Interviewing
CJ	324	Forensic Analysis and Interpretation
CJ	325	Criminology
CJ	347	Emergency Planning and Disaster Management
CJ	370	Special Topics in Criminal Justice
CJ	375	Research Methods in Criminal Justice
CJ	417	Homeland Security / Terrorism
CJ	470	Special Topics in Criminal Justice
CJ	493	Physical Security: Systems Design, Integration, and Control

Economics

ECON	303	Prices and the Market System
ECON	304	Inflation, Employment, and National Income
ECON	305	Labor Economics
ECON	307	Money, Banking, and Economy
ECON	370	Special Topics in Economics
ECON	412	International Economics
ECON	415	Urban Economics
HIST	352	American Economic History

Entrepreneurship

EPS	370	Special Topics in Entrepreneurship
EPS	378	Entrepreneurial Management
EPS	385	Business Finance for Entrepreneurs
EPS	386	Sales and Marketing for Entrepreneurs
EPS	451	The Bison Business Challenge

Finance

FIN	325	Corporate Finance
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	370	Special Topics in Finance
FIN	393	Investments & Security Analysis
FIN	394	Portfolio Analysis & Management
FIN	432	Financial Planning
FIN	435	Options and Futures Trading
FIN	470	Special Topics in Finance
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II

Healthcare Management

HCM	342	Healthcare Management
HCM	344	Healthcare Systems
HCM	346	Healthcare Law & Ethics
HCM	370	Special Topics in Healthcare Management
HCM	418	Healthcare Financial Management

Hospitality, Events, & Tourism

HSP	341	Casino Management
HSP	351	Event Planning & Management
HSP	361	Hospitality Facility Operations
HSP	362	Travel & Tourism
HSP	370	Special Topics in Hospitality
HSP	371	Performance Management in the Hospitality Industry
HSP	470	Special Topics in Hospitality
HSP	480	Issues in Hospitality Management

Human Resource Management

HRM	343	Assessment, Staffing and Employment Law
HRM	344	Developing and Motivating Human Potential
HRM	370	Special Topics in HRM
HRM	443	Compensation and Benefits
HRM	470	Special Topics in HRM
HRM	481	International Human Resource Management
BUS	615	Business Communication
BUS	625	Current Trends in Leadership

Intelligent Automation

DS	212	Introduction to Intelligent Automation
DS	312	Business Analysis
DS	315	Principles of Automation
DS	370	Special Topics in Data Science

International Business

IBUS	287	International Management
IBUS	324	Comparative Political and Economic Systems
IBUS	358	International Business Strategy and Trade
IBUS	362	International Business Ethics
IBUS	363	International Project Management
IBUS	370	Special Topics in International Business
PSCI	319	International Security Studies
IBUS	412	International Economics
IBUS	434	International Marketing
IBUS	444	Advanced Economies and Emerging Markets
IBUS	470	Special Topics in International Business

Management

HCM	342	Healthcare Management
HCM	344	Healthcare Systems
MGMT	287	International Management
MGMT	337	Project Management
MGMT	358	Sustainable Management
MGMT	360	Nonprofit Management: Principles and History
MGMT	362	Business Impact of Nonprofits
MGMT	370	Special Topics in Management
MGMT	378	Entrepreneurial Management
MGMT	389	Management of Innovation and Change
MGMT	421	Corporate Social Responsibility
MGMT	444	Current Issues Seminar

MGMT	470	Special Topics in Management
BUS	615	Business Communication
BUS	625	Current Trends in Leadership

Marketing

COMM	312	Organizational Communication
MKCM	317	Public Relations Strategy & Practice
MKCM	318	Social Media Marketing
MKCM	361	Consumer Marketing
MKCM	362	Business Marketing
MKCM	366	Digital Marketing
MKCM	370	Special Topics in Marketing
MKCM	433	Market Research
MKCM	434	International Marketing
MKCM	435	Marketing Communication
MKCM	436	Sales Management
MKCM	470	Special Topics in Marketing

Real Estate Management

FIN	340	Real Estate Finance & Investment
REAL	350	Real Estate Principles
REAL	352	Real Estate Law
REAL	354	Appraisal of Real Estate
REAL	356	Real Estate: Real World, Real Projects
REAL	371	Special Topics in Real Estate Management
REAL	471	Special Topics in Real Estate Management

Sport Management

SMGT	352	Sport in Society
SMGT	363	Sport Event Management
SMGT	368	Sport Finance
SMGT	370	Special Topics in Sport Management
SMGT	460	Athletics Administration
SMGT	462	Sport Communications
SMGT	464	Sponsorship and Sales
SMGT	466	Sport Analytics
SMGT	469	Coaching Administration and Management
SMGT	470	Special Topics in Sport Management

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

*Students officially enrolled in the Undergraduate Online Program are allowed to substitute GBUS 490 with MGMT 493.

Healthcare Management

The Healthcare Management concentration provides insight into the many challenges and aspects of the healthcare industry. Students will explore topics including healthcare systems and policy, healthcare delivery and payment structures, as well as pivotal issues concerning patient safety, ethics and health-related law. As the field continues to evolve with multiple care modalities and electronic data management, the program is built upon a business and analytic approach to problem solving, best practice patient care, and the monitoring of national healthcare trends.

The Nichols College Healthcare Management concentration will distinguish itself by supplying the key building blocks necessary to become a professional in this incredibly important, expanding and evolving field. Students will find this concentration a good fit if they wish to develop: Strong knowledge of data analytics; leadership, communication and managerial skills for business decision-making; ethical reasoning and critical thinking skills.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

DS	340	Data Visualization
HCM	342	Healthcare Management
HCM	344	Healthcare Systems
HRM	213	Human Resource Management

and one from the experiential learning suite of choices:

HCM	490	Healthcare Management Internship
HCM	491	Research Associate Internship
HCM	492	Teaching Associate Internship
HCM	493	Advanced Project
HCM	494	Faculty-Led Travel

Elective Courses:

Choose one of the following Healthcare courses:

HCM	346	Healthcare Law and Ethics
HCM	418	Healthcare Financial Management

And choose a second elective from the following:

DS	350	Information Management
HCM	346	Healthcare Law and Ethics
HCM	370	Special Topics in Healthcare Management
HCM	418	Healthcare Financial Management
HRM	343	Assessment, Staffing and Employment Law
HRM	344	Developing and Motivating Human Potential
MGMT	389	Management of Innovation and Change

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Hospitality, Events, & Tourism

The Hospitality, Events, & Tourism program prepares students for leadership and management roles in one of the largest industries in the world – hospitality and tourism. Built on service excellence, this exciting industry offers a wide range of professional careers in event planning, hotel management, food and beverage, travel and tourism, and leisure segments including casinos and gaming, theme parks, cruises, and club management.

While building on the strengths of our undergraduate business core, the Hospitality program offers specialized courses designed to meet the changing demands and trends within this dynamic industry and provides students with a hands-on experiential learning approach that includes high impact internships, industry certifications, and client-based projects. Hospitality, Events, & Tourism graduates combine the best of classroom experiences, practical applications, and key business and leadership skills to successfully accelerate their careers in an industry that is projected to capture 23% of all new domestic jobs through 2023.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

HSP	211	Introduction to Hospitality Management
HRM	213	Human Resource Management
HSP	351	Event Planning and Management
HSP	480	Issues in Hospitality Management
HSP	490	Internship in Hospitality Management *
HSP 300 or HSP 400 Hospitality Course Elective		

Elective Courses (one additional course from the following options):

COMM	311	Visual Communications
COMM	326	Cultural Identity & Communication
HSP	341	Casino Management
HSP	361	Hospitality Facility Operations
HSP	362	Travel & Tourism
HSP	370	Hospitality Special Topics Course
HSP	371	Performance Management in the Hospitality Industry
HSP	470	Hospitality Special Topics Course
HSP	491	Research Associate Internship
HSP	492	Teaching Associate Internship
HSP	493	Advanced Project
HSP	494	Faculty-Led Travel
LEAD	322	Disney to Belichick - Culture of Excellence
MKCM	361	Consumer Marketing
SMGT	470	Special Topics in Sport Management (if Hospitality related)

*Option for 6 credit or 9 credit flexible internship; fulfilling HSP 490 and 1-2 free elective courses.

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Human Resource Management

Human Resource Management (HRM) is the “people” part of the business. Every industry needs HR people to recruit employees, design compensation and benefit programs, consult with managers on staffing and legal issues, and guide strategic executive decisions. Human Resource professionals work in dynamic environments where creativity and problem-solving are the distinguishing characteristics of successful managers. This is the ideal field for those who want a business career that will allow them to work with people to help organizations and employees reach their objectives.

The HRM program is focused on developing students’ ability to think creatively and constructively about various workplace issues such as employee rights, compensation and benefits, performance management, employment law, and global talent management. Through a range of projects and a required internship, students gain practical experience in the general practices of the field.

Graduates of the program are prepared for exciting careers in numerous capacities across virtually every industry, including health care, medical device, insurance, banking, high tech, entertainment, and government.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

HRM	213	Human Resource Management
HRM	343	Assessment, Staffing and Employment Law
HRM	344	Developing and Motivating Human Potential
HRM	443	Compensation and Benefits
HRM	481	International Human Resource Management

And one experiential learning course from:

HRM	490	Internship in Human Resource Management
HRM	491	Research Associate Internship
HRM	492	Teaching Associate Internship
HRM	493	Advanced Project
HRM	494	Faculty-Led Travel

Elective Courses (one additional course from the following options):

COMM	312	Organizational Communication
COMM	313	How Women Lead
COMM	326	Cultural Identity & Communication
ECON	305	Labor Economics
GDS	216	Introduction to Gender and Diversity Studies
HIST	213	Civil Rights in America
HRM	470	Special Topics in HRM
HRM	491	Research Associate Internship
HRM	492	Teaching Associate Internship
HRM	493	Advanced Project
HRM	494	Faculty-Led Travel
IBUS	287	International Management
MGMT	389	Management of Innovation and Change
PSY	212	Life-Span Development
PSY	342	Group and Team Dynamics
PSY	372	Counseling Psychology
PSY	424	Identity and Human Sexuality
PSY	462	Social Psychology
REL	322	World Religions
BUS	615	Business Communication
BUS	625	Current Trends in Leadership

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Intelligent Automation

The industrial revolution is upon us and the nature of work is fundamentally changing. Opportunity abounds, but innovation can be two sides of the same coin. Traditional roles that involve repetitive digital tasks are going away as organizations are deploying automation to perform these mundane tasks more efficiently, reliably and quickly. Digital skills are becoming a requirement for many existing roles where they were not once a priority. Our BSBA in Intelligent Automation is specifically designed to prepare the next generation of business technologists. You will learn cutting edge automation techniques while gaining the business domain expertise to implement process automations. This hands-on curriculum gives you the skills to identify and automate repetitive processes thereby improving productivity.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

DS	212	Introduction to Intelligent Automation
DS	312	Business Analysis
DS	315	Principles of Automation
DS	480	Capstone
MGMT	389	Management of Innovation and Change

Elective Course (choose one additional course from the following options):

DS	340	Data Visualization
DS	370	Special Topics in Data Science

Experiential Learning (choose one course from the following options):

DS	490	Internship in Data Science
DS	491	Research Associate Internship
DS	492	Teaching Associate Internship
DS	493	Advanced Project
DS	494	Faculty Led Travel

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

International Business

The International Business program is interdisciplinary. This program examines differences in business practices such as management, marketing, finance, economics, as well as language, communication, social interaction, work attitudes, relationships, economics, politics, lifestyle, and social structures. The program is structured on three pillars within the field, including International Business, International Management, and International Affairs, Governance and Policy. The International Business program enables students to understand and ever-changing international business environment, the cross-border movement of goods, capital, other cultures, its people, technology, and the management of business organizations in global markets, and how to be successful in these multicultural environments. The three-prong curriculum structure enables students to develop competencies relevant to specific managerial problems, including business, decision-making and marketing analytics, in an international context.

The program prepares students for careers with multinational corporations, financial institutions with foreign operations, and government agencies involved in international trade and finance with other international organizations.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

IBUS	287	International Management
IBUS	324	Comparative Politics and Economic Systems
IBUS	358	International Business Strategy and Trade
IBUS	480	Seminar in International Business

and one from

IBUS	490	Internship in International Business
IBUS	491	Research Associate Internship
IBUS	492	Teaching Associate Internship
IBUS	493	Advanced Project
IBUS	494	Faculty-Led Travel

Elective Courses (choose three additional courses from the following options):

HRM	481	International Human Resource Management
IBUS	362	International Business Ethics
IBUS	363	International Project Management
IBUS	370	Special Topics in International Business
IBUS	412	International Economics
IBUS	434	International Marketing
IBUS	444	Advanced Economies and Emerging Markets
IBUS	450	Quantitative and Qualitative International Business Decision Making
IBUS	452	International Marketing and Economic Research Analysis
PSCI	319	International Security Studies

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Management

Now, more than ever, our fast-paced global society needs dynamic managers to bring order to chaos. The Nichols College Management Program prepares you to lead in the future workforce by developing your communication skills to present clear and direct solutions to corporate problems; exercising your critical thinking and analytical abilities to quickly and correctly interpret key business metrics; exposing you, through case studies, to ethical dilemmas that encourage social consciousness and civic responsibility; and placing you in challenging internships with our corporate partners as an opportunity to network and hone your leadership skills. With decades of experience in management, business ownership, and consulting, our management faculty invests in the success of our students.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

HRM	213	Human Resource Management
MGMT	287	International Management
MGMT	389	Management of Innovation and Change
MGMT	444	Current Issues Seminar

and one from the experiential learning suite of choices:

MGMT	490	Management Internship
MGMT	491	Research Associate Internship
MGMT	492	Teaching Associate Internship
MGMT	493	Advanced Project
MGMT	494	Faculty-Led Travel

Elective Courses (choose three from the following options):

COMM	312	Organizational Communication
ECON	415	Urban and Regional Economics
EPS	385	Business Finance for Entrepreneurs
HCM	342	Healthcare Management
HCM	344	Healthcare Systems
MGMT	337	Project Management
MGMT	358	Sustainable Management
MGMT	360	Nonprofit Management: Principles and History
MGMT	362	Business Impact of Nonprofits
MGMT	370	Special Topics in Management
MGMT	378	Entrepreneurial Management
MGMT	421	Corporate Social Responsibility
MGMT	470	Special Topics in Management
PSCI	480	Seminar in Civic Leadership
REAL	350	Real Estate Principles
REAL	352	Real Estate Law
REAL	354	Appraisal of Real Estate
REAL	356	Real Estate: Real World, Real Problems
BUS	615	Business Communication
BUS	625	Current Trends in Leadership

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Marketing

The Marketing program is designed for students who are interested in developing strategic marketing and communication plans for business-to-consumer, business-to-business, non-profit and governmental organizations. In a rapidly evolving global marketplace, organizations devote substantial resources to create and sustain superior interactions with customers at all points of contact: in person, mobile, online and virtual. The program employs experiential learning approaches, often in the form of direct student interaction with active companies and organizations, to develop and apply data analysis, planning, digital communication, selling, leadership and decision making skills. These skills are honed in courses related to specific aspects of marketing to help make students career-ready. The Marketing program offers flexible, topical, and relevant course offerings to prepare students for careers as marketing managers, market researchers, and sales professionals.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

COMM	247	Introduction to Communication Studies
MKCM	361	Consumer Marketing
MKCM	433	Market Research
MKCM	480	Marketing Seminar

Elective Courses (choose four from the following options - at least one must be a 400-level course; at least two must have an MKCM designation):

COMM	312	Organizational Communication
COMM	314	Influence & Persuasion
COMM	320	Communicating Through Storytelling
COMM	322	Studio Production
COMM	326	Cultural Identity & Communication
DS	312	Business Analysis
DS	320	Data Mining
DS	340	Data Visualization
MKCM	317	Public Relations Strategy & Practice
MKCM	318	Social Media Marketing
MKCM	362	Business Marketing
MKCM	366	Digital Marketing
MKCM	370	Special Topics in Marketing
MKCM/IBUS	434	International Marketing
MKCM	435	Marketing Communication
MKCM	436	Sales Management
MKCM	470	Special Topics in Marketing
MKCM	490	Internship in Marketing
MKCM	491	Research Associate Internship
MKCM	492	Teaching Associate Internship
MKCM	493	Advanced Project
MKCM	494	Faculty-Led Travel

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Marketing Analytics

As part of the broader Marketing program, the Marketing Analytics concentration is designed for students seeking careers that leverage data and analysis to improve marketing decision-making. The growth of digital marketing applications has created the need for marketing analytics professionals in all organizations, from start-ups to Fortune 500. Students will learn to use a variety of analytics tools and techniques to plan, collect, analyze and report business intelligence specifically designed to improve marketing planning, execution, measurement, and return on investment.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

DS	340	Data Visualization
MKCM	361	Consumer Marketing
MKCM	433	Market Research
MKCM	480	Marketing Seminar

Elective Courses (choose four from the following options - at least one must be a 400-level course; at least two must have an MKCM designation):

DS	312	Business Analysis
DS	320	Data Mining
MGMT	337	Project Management
MKCM	318	Social Media Marketing
MKCM	366	Digital Marketing
MKCM	370	Special Topics in Marketing
MKCM	470	Special Topics in Marketing
MKCM	490	Internship in Marketing
MKCM	491	Research Associate Internship
MKCM	492	Teaching Associate Internship
MKCM	493	Advanced Project
MKCM	494	Faculty-Led Travel
PSY	342	Group and Team Dynamics
PSY	375	Applied Research Methods I

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Nonprofit Management

Income inequity, societal conflict, climate change – the Nonprofit Management concentration supports students who seek to channel their personal values into careers that evoke change and impact environmental sustainability. The concentration applies business principles and operational scale to find and resource solutions. This concentration utilizes case studies and internships with nonprofits to develop students and graduate leaders ready to lead change.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(24 credits)

Required Courses:

HRM	213	Human Resource Management
MGMT	358	Sustainable Management
MGMT	360	Nonprofit Management: Principles and History
MGMT	362	Business Impact of Nonprofits
MGMT	421	Corporate Social Responsibility
MGMT	444	Current Issues Seminar

and one from

MGMT	490	Internship (Nonprofit focus)
MGMT	491	Research Associate Internship
MGMT	492	Teaching Associate Internship
MGMT	493	Advanced Project
MGMT	494	Faculty-Led Travel

Elective Courses (choose one from the following options):

COMM	312	Organizational Communication
COMM	412	Political Communication
ECON	415	Urban and Regional Economics
EPS	385	Business Finance for Entrepreneurs
PSCI	480	Seminar in Civic Leadership

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Real Estate Management

The Real Estate Management Program, provides students with the skills and competencies to begin a rewarding professional career in the real estate industry. With the explosive demand in real estate, fueled by strong demographics, financial incentives, and record buyer engagement, real estate expertise has become increasingly valuable, both professionally and personally. The Real Estate program offers students a competitive edge in the many career paths the industry has to offer including: residential and commercial brokerage and leasing, investing and flipping, appraising, property management and operations, and lending. Emphasizing a real-world approach to learning, the curriculum targets preparation for the National real estate exam, real estate law application, property valuation, sales strategies, and investment decision making. Industry foundations are supported and enhanced by hands-on learning experiences through specialized internships, consulting projects, networking with real estate professionals, and faculty with professional real estate backgrounds.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

LSB 327 Business Law and Ethics

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

MKCM 202 Principles of Marketing

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(21 credits)

Required Courses:

HRM	213	Human Resource Management
REAL	350	Real Estate Principles
REAL	352	Real Estate Law
REAL	444	Current Issues Seminar
REAL	490	Real Estate Internship

Elective Courses (choose two from the following options):

FIN	340	Real Estate Finance & Investment
MKCM	366	Digital Marketing
MKCM	436	Sales Management
REAL	354	Appraisal of Real Estate
REAL	356	Real Estate: Real World, Real Projects
REAL	371	Special Topics in Real Estate Management
REAL	471	Special Topics in Real Estate Management
REAL	491	Research Associate Internship
REAL	492	Teaching Associate Internship
REAL	493	Advanced Project

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

15 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Sport Management

The Sport Management program builds on the strength of the undergraduate business curriculum while offering specialized courses designed to recognize the unique demands of the sport industry. The sport industry has experienced dynamic growth and is now recognized as a diverse multi-billion-dollar, global enterprise. Sport managers must understand the complexities of the business world and develop strategies for success in this competitive industry.

The Sport Management program provides the academic and practical experiences needed to gain successful employment in the field. This concentration provides the skills necessary for success in a variety of areas including sport marketing, event management, high school and collegiate athletics, game day operations, sales and sponsorship, and management of amateur and professional sports organizations.

The Sport Management program builds on the strength of the undergraduate business curriculum while offering specialized courses designed to recognize the unique demands of the sport industry.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

SMGT 267 Sport Marketing and Fan Engagement

SMGT 359 Sport Law

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(30 credits)

Required Courses:

SMGT	251	Introduction to Sport and Operations Management
SMGT	352	Sport in Society
SMGT	363	Sport Event Management
SMGT	462	Sport Communication
SMGT	480	Sport Seminar

Sport Management Practical Experience Requirement (6 credits):

Six credit hours of experiential learning are required for the Sport Management concentration. A minimum of three out of the six credit hours must be a SMGT internship course. Completion of the internship credit can be achieved through a combination from the following courses: SMGT 489, or SMGT 490 and SMGT 297, or SMGT 490 and a TAI or RAI.

Sport Management Elective Courses (9 credits - choose three courses from the following):

SMGT	297	Sport Practicum (Any SMGT practicum 292-299)
SMGT	368	Sport Finance
SMGT	370	Special Topics in Sport Management
SMGT	460	Athletics Administration
SMGT	464	Sponsorship and Sales
SMGT	466	Sport Analytics
SMGT	469	Coaching Administration and Management
SMGT	470	Special Topics in Sport Management

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

6 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Sport Marketing & Content Creation

A concentration in Sport Marketing & Content Creation prepares you to leverage and develop brand assets to drive consumer demand. The program includes hands-on experience in sport brand management, digital asset creation, and emerging media management. Using market research, you will develop data-backed solutions for athletes, stadiums/arenas, sport events, and sport brands.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

SMGT 267 Sport Marketing and Fan Engagement

SMGT 359 Sport Law

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(30 credits)

Required Courses:

MKCM	361	Consumer Marketing
SMGT	251	Introduction to Sport and Operations Management
SMGT	352	Sport in Society
SMGT	363	Sport Event Management
SMGT	462	Sport Communication
SMGT	480	Sport Seminar

Sport Marketing & Content Creation Practical Experience Requirement (6 credits):

Six credit hours of experiential learning are required for the Sport Marketing & Content Creation concentration. A minimum of three out of the six credit hours must be a SMGT internship course. Completion of the internship credit can be achieved through a combination from the following courses: SMGT 489, or SMGT 490 and SMGT 297, or SMGT 490 and a TAI or RAI.

Sport Marketing & Content Creation Elective Courses (6 credits – choose two courses from the following):

COMM	258	Visual Communication
MKCM	366	Digital Marketing
MKCM	433	Market Research
MKCM	434	International Marketing
SMGT	298	Sport Social Media Practicum
SMGT	299	Sport Broadcasting Practicum
SMGT	470	Special Topics in Sport Management
SMGT	490	Internship with a focus in Sport Marketing/Content Creation

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

6 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Sport Sales & Strategy

The Sport Sales & Strategy program builds on the strength of the undergraduate business curriculum while offering specialized courses designed to recognize the unique demands of the sport industry. A concentration in Sport Sales & Strategy refines your ability to sell, negotiate, and build relationships. This program will help you stay competitive in the global sporting marketplace as you explore key functional areas like revenue generation, forecasting, and sales management. Enhanced by the focus on new and emerging technologies in sport, this program teaches you to harness data to power your sales strategy.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 237, DS 320, DS 340, FIN 201, FIN 472, FIN 473, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, MATH 353, PSY 228, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Business Core

Required Courses (30 credits)

ACCT 238 Financial Accounting

ACCT 240 Managerial Accounting

DS 201 Introduction to Data Science

ECON 223 Introduction to Economics

FIN 303 Financial Management

MGMT 227 Principles of Leading and Managing

MGMT 365 Operations Management

SMGT 267 Sport Marketing and Fan Engagement

SMGT 359 Sport Law

LEAD 400 Leading Strategic Initiatives

Concentration Courses

(30 credits)

Required Courses:

SMGT	251	Introduction to Sport and Operations Management
SMGT	352	Sport in Society
SMGT	363	Sport Event Management
SMGT	462	Sport Communication
SMGT	464	Sponsorship and Sales
SMGT	480	Sport Seminar

Sport Sales & Strategy Practical Experience Requirement

(6 credits):

Six credit hours of experiential learning are required for the Sport Sales & Strategy concentration. A minimum of three out of the six credit hours must be a SMGT internship course. Completion of the internship credit can be achieved through a combination from the following courses: SMGT 489, or SMGT 490 and SMGT 297, or SMGT 490 and a TAI or RAI.

Sport Sales & Strategy Elective Courses (6 credits – choose two courses from the following):

DS	350	Information Management
EPS	386	Sales and Marketing for Entrepreneurs
MKCM	436	Sales Management
SMGT	295	Sport Practicum in Ecommerce
SMGT	296	Sport Practicum in Sales
SMGT	470	Special Topics in Sport Management
SMGT	490	Internship with a focus on Sales or Sales Strategy

Liberal Arts Minor

Choose one of the following Liberal Arts Minors (12 credits):

Communication, Civic Leadership & Politics, Criminal Justice, Economics, English, Gender & Diversity Studies, History, Legal Studies, Media Studies, Psychology, or Liberal Arts

Free Electives

6 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Programs in Liberal Studies (BA)

While Nichols College has a number of programs specializing in administration, the liberal disciplines remain the essential foundation for all of our coursework. This includes the Social Sciences, Physical Sciences, Mathematics, History, and the Arts and Humanities. The College has combined these requirements with carefully selected upper-level offerings to provide degree programs leading to a Bachelor of Arts in Communication, Criminal Justice, Criminal Psychology, Economics, or Psychology.

These programs provide a strong background for a variety of careers, as well as give students a foundation for advanced graduate studies. Through the courses in their majors, students earning Bachelor of Arts degrees develop a mastery of the knowledge, methods, and theories pertinent to their areas of concentration. The liberal studies curriculum produces a well-rounded graduate who is capable of critical and logical thinking; has knowledge of scientific, historical, and social phenomena; has an appreciation of aesthetic and ethical aspects of life; is a competent communicator; can think scientifically and quantitatively; and is capable of lifelong learning.

Students enrolled in a Liberal Studies (BA) degree will be required to select and complete a 12 credit Business minor. (Please note, there are two Business minors that are 15 credits.) Students transferring in with sufficient credit to be considered a Junior or above, and students in the Undergraduate Online Program, are exempt from the requirement to complete a minor.

Communication

A Communication degree prepares students for careers in a variety of fields, including journalism, social media, public relations, marketing, and advertising. According to a recent survey by the National Association of Colleges & Employers, effective written and oral communication skills are among the most important attributes sought by employers when making hiring decisions. Communication majors are valued because of their ability to use critical and analytical thinking skills to build successful relationships and contribute to positive group dynamics. Nichols Communication majors make a difference in the workplace and the world as they emerge from the program with a strong sense of ethics and social responsibility, and the ability to shape decisions in business and society: locally, nationally and globally. Key skills that a Communication student will develop are public speaking, writing, persuasion, editing, social media, and visual media.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from ACCT 238, COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 201, DS 237, DS 320, DS 340, ECON 223, FIN 201, FIN 303, FIN 472, FIN 473, HRM 213, HSP 211, IBUS 287, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, LSB 327, MATH 353, MGMT 227, MKCM 202, PSY 228, SMGT 251, SMGT 359, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Liberal Arts Core

Interpreting Our Stories (6 credits)

Origins: 1 course to be selected from ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, HIST 355, or special topics in HIST

Modern to Contemporary: 1 course to be selected from ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 315, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, HIST 369, PSY 226, or special topics in HIST or PSCI

Examining The Human Condition (6 credits)

2 courses to be selected from CJ 321, HUM 244, GDS 216, GDS 370, GDS 470 or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, special topics in INTD, or special topics in CPSY

Making Connections (3 credits)

LA 400 Liberal Arts Capstone

Major Courses

(30 credits)

Required Courses:

COMM 247	Introduction to Communication Studies
COMM 258	Visual Communication
COMM 314	Influence & Persuasion
COMM 326	Cultural Identity & Communication
COMM 481	Communication Across Disciplines
COMM 490	Communication Internship

Elective Courses (four additional courses from those listed below - no more than two can be at the 200 level):

COMM 206	Introduction to Film
COMM 248	Media Literacy
COMM 251	Interpersonal Communication
COMM 270	Special Topics in Communication
COMM 312	Organizational Communication
COMM 313	How Women Lead
COMM 318	Social Media and Society
COMM 320	Communicating Through Storytelling
COMM 322	Studio Production
COMM 324	Ethical Communication in the Workplace
COMM 370	Special Topics in Communication
COMM 470	Special Topics in Communication
ENGL 321	Professional Writing
ENGL 342	Sportswriting
ENGL 345	Non-fiction Writing
ENGL 346	Journalism
HIST 344	Media and Politics in America
LEAD 203	Leading and Working in Teams
MKCM 317	Public Relations Strategy & Practice
MKCM 361	Consumer Marketing
MKCM 366	Digital Marketing
MKCM 435	Marketing Communication
MKCM 470	Special Topics in Marketing (upon approval)
PSY 308	Psychology of Temperament
PSY 342	Group and Team Dynamics
PSY 375	Applied Research Methods I
BUS 615	Business Communication

Business Minor

Choose one of the following Business Minors (12 credits):

Accounting; Business Analytics; Corporate Finance & Investments (15 credits); Criminal Justice; Economics; Finance; Healthcare Management; Hospitality, Events, & Tourism; Human Resource Management; Intelligent Automation; International Business; Legal Studies; Management; Marketing; Real Estate Management; Sport Management; or Business Administration (15 credits)

Free Electives

21 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Criminal Justice

The Criminal Justice program offers undergraduate students the opportunity to develop the skills and knowledge required for obtaining rewarding career opportunities in the public and private sectors. The core curriculum is grounded in the liberal arts and adaptable to areas of focus in counterterrorism, courts, law enforcement, policy, and social work. The criminal justice program provides a well-rounded education for sustained professionalism and personal growth.

Note: Students may only major in Criminal Justice, Psychology or Criminal Psychology. There is NOT an option to major in more than one of these three majors.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from ACCT 238, COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 201, DS 237, DS 320, DS 340, ECON 223, FIN 201, FIN 303, FIN 472, FIN 473, HRM 213, HSP 211, IBUS 287, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, LSB 327, MATH 353, MGMT 227, MKCM 202, PSY 228, SMGT 251, SMGT 359, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Liberal Arts Core

Interpreting Our Stories (6 credits)

Origins: 1 course to be selected from ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, HIST 355, or special topics in HIST

Modern to Contemporary: 1 course to be selected from ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 315, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, HIST 369, PSY 226, or special topics in HIST or PSCI

Examining The Human Condition (6 credits)

2 courses to be selected from CJ 321, HUM 244, GDS 216, GDS 370, GDS 470 or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, special topics in INTD, or special topics in CPSY

Making Connections (3 credits)

LA 400 Liberal Arts Capstone

Major Courses

(33 credits)

Required Courses:

CJ	209	Introduction to Justice Studies
CJ	210	Criminal Law & Procedure
CJ	325	Criminology
CJ	390	Internship in Criminal Justice
CJ	417	Homeland Security/Terrorism
CJ	480	Advanced Issues in Criminal Justice

and one from

CJ	232	Constitutional Law
CJ	234	Specialty Courts

Elective Courses (four additional courses from those listed below):

CJ	230	Cybersecurity
CJ	232	Constitutional Law
CJ	234	Specialty Courts
CJ	245	American Corrections
CJ	302	Security Investigations
CJ	306	Women, Violence, & Conflict
CJ	324	Forensic Analysis and Interpretation
CJ	347	Emergency Planning & Disaster Management
CJ	370	Special Topics in Criminal Justice
CJ	375	Research Methods in Criminal Justice
CJ	470	Special Topics in Criminal Justice
CJ	493	Physical Security
PSCI	319	International Security Studies
SOC	215	Juvenile Delinquency
MSC	625	Leadership of Public Organizations
MSC	705	Domestic Violent Extremism

Business Minor

Choose one of the following Business Minors (12 credits):

Accounting; Business Analytics; Corporate Finance & Investments (15 credits); Economics; Finance; Healthcare Management; Hospitality, Events, & Tourism; Human Resource Management; Intelligent Automation; International Business; Legal Studies; Management; Marketing; Real Estate Management; Sport Management; or Business Administration (15 credits)

Free Electives

18 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Criminal Psychology

The Bachelor of Arts in Criminal Psychology Program applies knowledge of the mind and human behavior to the criminal justice system. The purpose of this Program is to reveal the mysteries that drive criminal behaviors and to improve the lives of those affected by crime. Criminal psychology offers insights into the origins of criminal behaviors by drawing upon the theories and practical applications of both the fields of psychology and criminal justice. If your knowledge about this field is from entertainment media, then plan to have your expectations challenged. The truth is there's more than profiling serial killers and investigating crime scenes. In reality, the field of criminal psychology is more complex and fascinating. Criminal psychology also involves evaluations of mental competency, ability to stand trial, working with child witnesses, designing interventions to reduce offender recidivism and ways to help victims of violent crime. Successfully navigating this field of study requires sharp critical thinking skills and a skeptical mind.

Note: Students may only major in Criminal Justice, Psychology or Criminal Psychology. There is NOT an option to major in more than one of these three majors.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from ACCT 238, COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 201, DS 237, DS 320, DS 340, ECON 223, FIN 201, FIN 303, FIN 472, FIN 473, HRM 213, HSP 211, IBUS 287, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, LSB 327, MATH 353, MGMT 227, MKCM 202, PSY 228, SMGT 251, SMGT 359, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Liberal Arts Core

Interpreting Our Stories (6 credits)

Origins: 1 course to be selected from ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, HIST 355, or special topics in HIST

Modern to Contemporary: 1 course to be selected from ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 315, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, HIST 369, PSY 226, or special topics in HIST or PSCI

Examining The Human Condition (6 credits)

2 courses to be selected from CJ 321, HUM 244, GDS 216, GDS 370, GDS 470 or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, special topics in INTD, or special topics in CPSY

Making Connections (3 credits)

LA 400 Liberal Arts Capstone

Major Courses

(39 credits)

Required Courses:

CJ	209	Introduction to Justice Studies
CJ	210	Criminal Law & Procedure
CJ	232	Constitutional Law
CJ	321	Investigative Interviewing
CJ	325	Criminology
PSY	315	Forensic Psychology
PSY	375	Applied Research Methods I
PSY	478	Abnormal Psychology
PSY	493	Applied Research Methods II
CPSY	490	Criminal Psychology Internship

Elective Courses (choose three):

Any CJ/PSY/CPSY course at a 200-level or higher. Must include at least one CJ course and one PSY course.

Business Minor

Choose one of the following Business Minors (12 credits):

Accounting; Business Analytics; Corporate Finance & Investments (15 credits); Economics; Finance; Healthcare Management; Hospitality, Events, & Tourism; Human Resource Management; Intelligent Automation; International Business; Legal Studies; Management; Marketing; Real Estate Management; Sport Management; or Business Administration (15 credits)

Free Electives

12 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Economics

Economics is the social science concerned with the study of people “in the ordinary business of life.” It examines the behavior of consumers, business firms, labor unions, government, and other decision makers who take part in the process whereby limited resources are allocated so as to best satisfy people’s wants and desires. The major in Economics provides the student with a unique opportunity to blend both theoretical and practical courses in a manner designed to develop decision-making skills. Students may choose courses according to their interests and vocational objectives. The student is exposed to a number of applied fields which focus on personal, local, regional, national, and international economic problems.

Economics majors have a wide variety of career options in both the private and public sectors. These include careers in state and local government, federal and international agencies, business, finance and banking, journalism, teaching, politics, and law. In addition, the Economics major provides an excellent foundation for graduate study in economics or other social sciences, business, law, or public administration. Internship opportunities are available for qualified applicants.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from ACCT 238, COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 201, DS 237, DS 320, DS 340, ECON 223, FIN 201, FIN 303, FIN 472, FIN 473, HRM 213, HSP 211, IBUS 287, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, LSB 327, MATH 353, MGMT 227, MKCM 202, PSY 228, SMGT 251, SMGT 359, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Liberal Arts Core

Interpreting Our Stories (6 credits)

Origins: 1 course to be selected from ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, HIST 355, or special topics in HIST

Modern to Contemporary: 1 course to be selected from ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 315, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, HIST 369, PSY 226, or special topics in HIST or PSCI

Examining The Human Condition (6 credits)

2 courses to be selected from CJ 321, HUM 244, GDS 216, GDS 370, GDS 470 or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, special topics in INTD, or special topics in CPSY

Making Connections (3 credits)

LA 400 Liberal Arts Capstone

Major Courses

(30 credits)

Required Courses:

ECON	223	Introduction to Economics
ECON	303	Prices and the Market System
ECON	304	Inflation, Employment, and National Income
ECON	307	Money, Banking, and the Economy

and one from

ECON	490	Economics Internship
ECON	491	Research Associate Internship
ECON	492	Teaching Associate Internship
ECON	493	Advanced Project
ECON	494	Faculty-Led Travel

Elective Courses (five additional courses in ECON from those listed below):

ECON	305	Labor Economics
ECON	309	World Economic Geography
ECON	370	Special Topics in Economics
ECON	412	International Economics
ECON	415	Urban and Regional Economics
ECON	470	Special Topics in Economics
ECON	480	Seminar in Economics
FIN	335	International Finance
HIST	352	American Economic History

Business Minor

Choose one of the following Business Minors (12 credits):

Accounting; Business Analytics; Corporate Finance & Investments (15 credits); Criminal Justice; Finance; Healthcare Management; Hospitality, Events, & Tourism; Human Resource Management; Intelligent Automation; International Business; Legal Studies; Management; Marketing; Real Estate Management; Sport Management; or Business Administration (15 credits)

Free Electives

21 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Psychology

A degree in psychology can prepare you for a wide variety of career paths. Our Psychology majors are known for their strong communication skills, understanding of human behavior, problem-solving skills, and ability to collect, organize, and analyze information. Our graduates are well-positioned to pursue further graduate training.

The Psychology curriculum challenges students to critically evaluate complex issues in today's world by exploring the science of human thought and behavior. From core and foundation courses that address general concepts and theoretical perspectives, to specialized electives that allow you to delve more deeply into specific areas of interest. Working closely with their advisor, students are encouraged to combine electives to form a thematic concentration that is personally and professionally meaningful. Because psychology examines how and why people act, think, and feel, the Psychology Major (or Minor) is particularly useful when combined with other disciplines such as criminal justice, marketing, business communication, and management.

The Psychology Faculty is committed to service as teachers and mentors, helping students define their professional goals both in and out of the classroom through research projects, teaching assistant opportunities, internships and independent study. Students can participate in community service through the Psychology Club and other campus organizations. All students can join the American Psychological Sciences organization and present their research.

General Education Courses

Communication (12 credits)

College Writing: 1 course to be selected from ENGL 105 or ENGL 212 (Analytical Writing - Honors only course)

COMM 152 Effective Speaking

CRIT 201 Critical Writing, Reading & Research

Advanced Writing: 1 course to be selected from ENGL 320, ENGL 321, ENGL 329, ENGL 342, ENGL 345, ENGL 346 or ENGL 347

Leadership and Professional Development (12 credits)

DS 101 Data Literacy

LEAD 101 Learning to Lead

SEM 139 First-Year Professional Development Seminar (1 credit)

SEM 239 Sophomore Professional Development Seminar (1 credit)

SEM 339 Junior Professional Development Seminar (1 credit)

Professional Development: 1 course to be selected from ACCT 238, COMM 251, COMM 258, COMM 313, COMM 322, COMM 324, DS 201, DS 237, DS 320, DS 340, ECON 223, FIN 201, FIN 303, FIN 472, FIN 473, HRM 213, HSP 211, IBUS 287, LEAD 203, LEAD 210, LEAD 270, LEAD 322, LEAD 370, LSB 327, MATH 353, MGMT 227, MKCM 202, PSY 228, SMGT 251, SMGT 359, BUS 615, BUS 625, MSA 745, MSC 625, or a 490/491/492/493/494 experiential learning course from any subject area

Social and Behavioral Science (3 credits)

1 course to be selected from COMM 247, COMM 248, COMM 326, CJ 245, CJ 321, GDS 216, BUS 615, BUS 625, MSC 625, MSC 705, ECON, HIST, INTD, PSCI, PSY, SOC, or special topics in CPSY

Humanities and Global Values (6 credits)

Humanities: 1 course to be selected from Art, Dance, Foreign Language, Humanities, Literature, Music, Philosophy, or Religion

Global Values: 1 course to be selected from COMM 320, COMM 324, COMM 326, ENGL 234, ENGL 237, HIST 113, HIST 114, HIST 115, HIST 210, HIST 215, HIST 325, HIST 339, HIST 342, HIST 369, HUM 241, HUM 254, INTD 215, PSCI 324, REL 322, SPAN 126, or SPAN 127

Math and Applied Science (9 credits)

MATH 215 Statistics

Math: 1 course to be selected from MATH 117, MATH 122, MATH 190, or MATH 195

Science: 1 course to be selected from ESCI 233 or ESCI 243

Liberal Arts Core

Interpreting Our Stories (6 credits)

Origins: 1 course to be selected from ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, HIST 355, or special topics in HIST

Modern to Contemporary: 1 course to be selected from ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 315, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, HIST 369, PSY 226, or special topics in HIST or PSCI

Examining The Human Condition (6 credits)

2 courses to be selected from CJ 321, HUM 244, GDS 216, GDS 370, GDS 470 or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, special topics in INTD, or special topics in CPSY

Making Connections (3 credits)

LA 400 Liberal Arts Capstone

Major Courses

(30 credits)

Required Courses:

PSY	151	General Psychology
PSY	375	Applied Research Methods I
PSY	493	Applied Research Methods II

Psychology Foundations (4 required):

PSY	212	Life Span Development
PSY	308	Psychology of Temperament
PSY	311	Brain and Behavior
PSY	372	Counseling Psychology
PSY	374	Cognition, Learning and Memory
PSY	462	Social Psychology
PSY	478	Abnormal Psychology

Psychology Electives (3 required from courses listed below or additional selections from Psychology Foundation courses listed above):

PSY	214	The Psychology of Terrorism
PSY	216	Coaching Psychology
PSY	219	Psychology of Humor
PSY	222	Psychology of Happiness
PSY	224	The Psychology of Sleep and Dreaming
PSY	226	Stories of Addiction
PSY	228	Experiential Psychology: The Leadership Challenge
PSY	242	Profiles of Serial Killers and Mass Murderers
PSY	277	Psychology of Adolescence
PSY	315	Forensic Psychology
PSY	317	Movies & Mental Illness
PSY	342	Group and Team Dynamics
PSY	350	Life Strategies: Coping with Change
PSY	270/370/470	Special Topics in Psychology (may be taken more than once at 270, 370 or 470 designation)
PSY	424	Identity and Human Sexuality
PSY	490	Internship in Psychology
PSY	491	Research Associate Internship
PSY	492	Teaching Associate Internship
PSY	494	Faculty-Led Travel

Business Minor

Choose one of the following Business Minors (12 credits):

Accounting; Business Analytics; Corporate Finance & Investments (15 credits); Criminal Justice; Economics; Finance; Healthcare Management; Hospitality, Events, & Tourism; Human Resource Management; Intelligent Automation; International Business; Legal Studies; Management; Marketing; Real Estate Management; Sport Management; or Business Administration (15 credits)

Free Electives

21 credit-hours of electives

Total Credits Required: 120

NOTE: All courses are 3 credit-hours unless otherwise noted and may meet only one degree requirement.

Note: Students may only major in Criminal Justice, Psychology or Criminal Psychology. There is NOT an option to major in more than one of these three majors.

Minors in Business

Minors are available in the following areas. A student pursuing a minor must complete four courses in an area from those listed below and earn a 2.0 or above in the subject area. (Please note that the minors in Corporate Finance & Investments and Business Administration each require five courses.) Each student in a Bachelor of Arts program must select one of the minors in business. Students may elect to add a second minor. Minor courses for a second minor may satisfy free elective requirements only. A student must submit a Declaration of Minor form, available online through the Registrar's page on the Nichols HUB.

Accounting

ACCT	241	Intermediate Accounting I
ACCT	242	Intermediate Accounting II
ACCT	245	Accounting Information Systems
<i>and one from</i>		
ACCT	343	Cost Accounting
ACCT	370	Special Topics in Accounting
ACCT	399	Fraud Examination
ACCT	402	Federal Taxes
ACCT	490	Accounting Internship
ACCT	491	Research Associate Internship
ACCT	492	Teaching Associate Internship
ACCT	493	Governmental and Non-Profit Accounting
ACCT	494	Faculty-Led Travel

Business Analytics

Any four

DS	237	Programming in Python
DS	320	Data Mining
DS	350	Information Management
DS	340	Data Visualization
DS	480	Capstone
MATH	351	Regression Analysis
MATH	353	Introduction to Statistical Computing
SMGT	466	Sport Analytics

Corporate Finance & Investments

FIN	325	Corporate Finance
FIN	393	Investments and Security Analysis
FIN	394	Portfolio Analysis & Management
FIN	480	Financial Decision Making
<i>and one from</i>		
ACCT	241	Intermediate Accounting I
DS	237	Programming in Python
ECON	412	International Economics
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	435	Options and Futures Trading
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II
FIN	490	Internship in Corporate Finance or Investments (Approval required by Program Chair)

Criminal Justice

Any four

CJ	209	Introduction to Justice Studies
CJ	210	Criminal Law and Procedure
CJ	230	Cybersecurity
CJ	232	Constitutional Law
CJ	234	Specialty Courts
CJ	245	American Corrections
CJ	270	Special Topics in Criminal Justice
CJ	302	Security Investigations
CJ	306	Women, Violence, & Conflict
CJ	324	Forensic Analysis and Interpretation
CJ	325	Criminology
CJ	347	Emergency Planning and Disaster Management
CJ	370	Special Topics in Criminal Justice
CJ	375	Research Methods in Criminal Justice
CJ	417	Homeland Security/Terrorism
CJ	470	Special Topics in Criminal Justice
CJ	493	Physical Security

Economics

ECON	303	Prices and the Market System
		<i>or</i>
ECON	304	Inflation, Employment and National Income
		<i>and</i>

3 Economics electives

Finance

FIN	325	Corporate Finance
FIN	393	Investments and Security Analysis
FIN	432	Financial Planning
		<i>and one from</i>
ECON	304	Inflation, Employment, and National Income
ECON	307	Money, Banking, and the Economy
ECON	412	International Economics
FIN	335	International Finance
FIN	340	Real Estate Finance & Investment
FIN	370	Special Topics in Finance
FIN	394	Portfolio Analysis & Management
FIN	435	Options and Futures Trading
FIN	472	Thunder Fund I
FIN	473	Thunder Fund II
FIN	480	Financial Decision Making
FIN	490	Internship in Finance
FIN	491	Research Associate Internship
FIN	492	Teaching Associate Internship
FIN	494	Faculty-Led Travel

Healthcare Management

HCM	342	Healthcare Management
HCM	344	Healthcare Systems
		<i>and two from</i>
DS	320	Data Mining
HCM	346	Healthcare Law and Ethics
HCM	370	Special Topics in Healthcare Management
HCM	418	Healthcare Financial Management
HCM	490	Healthcare Management Internship
HCM	491	Research Associate Internship
HCM	492	Teaching Associate Internship
HCM	493	Advanced Project
HCM	494	Faculty-Led Travel

Hospitality, Events, & Tourism

HSP	211	Introduction to the Hospitality Industry
		<i>and three from (2 of which must be HSP courses)</i>
HSP	341	Casino Management
HSP	351	Event Planning and Management
HSP	361	Hospitality Facility Operations
HSP	362	Travel & Tourism
HSP	370	Special Topics in Hospitality
HSP	371	Performance Management in the Hospitality Industry
One HSP	300/400	Hospitality Elective
HSP	470	Special Topics in Hospitality
HSP	490	Internship in Hospitality Management
HSP	491	Research Associate Internship
HSP	492	Teaching Associate Internship
HSP	493	Advanced Project
HSP	494	Faculty-Led Travel
LEAD	322	Disney to Belichick - Culture of Excellence
MKCM	361	Consumer Marketing
SMGT	470	Special Topics in Sport Management (if Hospitality related)

Human Resource Management

HRM	213	Human Resource Management
		<i>and two from</i>
HRM	343	Assessment, Staffing and Employment Law
HRM	344	Developing and Motivating Human Potential
HRM	443	Compensation and Benefits
HRM	470	Special Topics in Human Resource Management
HRM	481	International Human Resource Management
HRM	490	Internship in Human Resource Management
		<i>and one additional course from above or from the list below</i>
COMM	326	Cultural Identity & Communication
COMM	312	Organizational Communication
COMM	313	How Women Lead
GDS	216	Introduction to Gender and Diversity Studies
HIST	213	Civil Rights in America
IBUS	287	International Management
HRM	491	Research Associate Internship
HRM	492	Teaching Associate Internship
HRM	493	Advanced Project
HRM	494	Faculty-Led Travel
MGMT	389	Management of Innovation and Change
PSY	212	Life-Span Development
PSY	342	Group and Team Dynamics
PSY	372	Counseling Psychology
PSY	424	Identity and Human Sexuality
PSY	462	Social Psychology
REL	322	World Religions

Intelligent Automation

DS	212	Introduction to Intelligent Automation
DS	312	Business Analysis
DS	315	Principles of Automation <i>and one from</i>
DS	340	Data Visualization
DS	370	Special Topics in Data Science
DS	490	Data Science Internship
DS	491	Research Associate Internship
DS	492	Teaching Associate Internship
DS	493	Advanced Project
DS	494	Faculty-Led Travel

International Business

IBUS	287	International Management <i>and three from</i>
IBUS	324	Comparative Political and Economic Systems
IBUS	358	International Business Strategy and Trade
IBUS	362	International Business Ethics
IBUS	363	International Project Management
IBUS	370	Special Topics in International Business
IBUS	412	International Economics
IBUS	434	International Marketing
IBUS	444	Advanced Economies and Emerging Markets
IBUS	450	Quantitative and Qualitative International Business Decision Making
IBUS	452	International Marketing and Economic Research Analysis
IBUS	470	Special Topics in International Business
IBUS	480	Seminar in International Business
IBUS	490	Internship in International Business
IBUS	491	Research Associate Internship
IBUS	492	Teaching Associate Internship
IBUS	493	Advanced Project
IBUS	494	Faculty-Led Travel

Legal Studies

PSCI	315	Business, Government and Regulation
LSB	400	Advanced Legal Studies
<i>Two additional courses to be selected from:</i>		
CJ	210	Criminal Law & Procedure
CJ	232	Constitutional Law
CJ	234	Specialty Courts
HRM	343	Assessment, Staffing & Law
REAL	352	Real Estate Law
Internship with approval of program chair		

Management

Any four

HRM	213	Human Resource Management
HCM	342	Healthcare Management
HCM	344	Healthcare Systems
MGMT	287	International Management
MGMT	342	Health Care Management
MGMT	358	Sustainable Management
MGMT	360	Nonprofit Management: Principles and History
MGMT	362	Business Impact of Nonprofits
MGMT	370	Special Topics in Management
MGMT	378	Entrepreneurial Management
MGMT	389	Management of Innovation and Change
MGMT	421	Corporate Social Responsibility
MGMT	444	Current Issues Seminar
MGMT	470	Special Topics in Management
REAL	350	Real Estate Principles
REAL	352	Real Estate Law
REAL	354	Appraisal of Real Estate

Marketing

MKCM	361	Consumer Marketing
<i>and three from the list below (at least one must be 400-level)</i>		
COMM	258	Visual Communication
COMM	312	Organizational Communication
COMM	326	Cultural Identity & Communication
MKCM	317	Public Relations Strategy & Practice
MKCM	318	Social Media Marketing
MKCM	362	Business Marketing
MKCM	366	Digital Marketing
MKCM	433	Marketing Research
MKCM	434	International Marketing
MKCM	435	Marketing Communication
MKCM	436	Sales Management
MKCM	470	Special Topics in Marketing
MKCM	490	Internship in Marketing

Real Estate Management

REAL	350	Real Estate Principles
REAL	352	Real Estate Law
<i>and two from</i>		
FIN	340	Real Estate Finance and Investment
REAL	354	Appraisal of Real Estate
REAL	356	Real Estate: Real World, Real Projects
REAL	371	Special Topics in Real Estate Management
REAL	471	Special Topics in Real Estate Management
REAL	490	Internship (Approval required by Program Chair)
REAL	491	Research Associate Internship
REAL	492	Teaching Associate Internship
MKCM	366	Digital Marketing
MKCM	436	Sales Management

Sport Management

SMGT	251	Introduction to Sport and Operations Management <i>and three from</i>
SMGT	267	Sport Marketing and Fan Engagement
SMGT	297	Sport Practicum (Any SMGT practicum 292-299)
SMGT	352	Sport in Society
SMGT	363	Sport Event Management
SMGT	460	Athletics Administration
SMGT	462	Sport Communications
SMGT	464	Sponsorship and Sales
SMGT	466	Sport Analytics
SMGT	469	Coaching Administration and Management
SMGT	470	Special Topics in Sport Management

Business Administration

The Business Administration Minor was designed for Liberal Arts students seeking a general introduction to the core principles of business. The minor is 15 credits offering students choice in a preferred area of interest(s) for 6 credits. Combined with a Liberal Arts degree the student is better prepared to lead in the operational aspects of their chosen field. (Only students in a Bachelor of Arts program may pursue this minor.)

ACCT	238	Financial Accounting
MGMT	227	Principles of Leading and Managing
MKCM	202	Principles of Marketing <i>choose one from</i>
FIN	303	Financial Management
DS	201	Introduction to Data Science
LSB	327	Business Law and Ethics

Plus 3 additional credits from the Business Curriculum (students select an advanced business elective at the 300 or 400-level)

Minors in Liberal Arts

Minors in the Liberal Arts may be selected from those listed below. A student pursuing a minor must complete four courses in one area from those listed below. Each student in a Bachelor of Science in Business Administration program must select one of the minors in liberal arts. Students may elect to add a second minor. Minor courses for a second minor may satisfy free elective requirements only. A student must submit a Declaration of Minor form, available online through the Registrar's page on the Nichols HUB.

Communication

COMM 247 Introduction to Communication

Three additional courses to be selected from:

Any COMM course, with a maximum of one at the 200-level

HIST 344 Media and Politics in America

MKCM 317 Public Relations Strategy & Practice

MKCM 366 Digital Marketing

MKCM 435 Marketing Communication

ENGL 342 Sportswriting

ENGL 346 Journalism

Civic Leadership & Politics

Students studying Civic Leadership and Politics can gain a versatile set of skills that can be applied in a wide range of exciting careers in federal, state and local governments; law; business; international organizations; nonprofit associations and organizations; campaign management and polling; journalism; electoral politics; research and university and college teaching.

For students interested in studying business, civic leadership is becoming critically important. The worlds of business and politics are becoming increasingly entangled in the contemporary era, with businesses and government having to learn together to adapt to changing global regulatory and financial pressures. From individual entrepreneurs to international economic sectors, and from cities to global governance institutions; rather than treating processes of governance and the organization of firms and markets separately, the CLPS program will reinforce the linkages between them.

PSCI 204 Introduction to Political Science

Two (2) 300-level or above PSCI electives

PSCI 480 Seminar in Civic Leadership and Politics

Criminal Justice

Any four

CJ 209 Introduction to Justice Studies

CJ 210 Criminal Law and Procedure

CJ 230 Cybersecurity

CJ 232 Constitutional Law

CJ 234 Specialty Courts

CJ 245 American Corrections

CJ 270 Special Topics in Criminal Justice

CJ 302 Security Investigations

CJ 306 Women, Violence, & Conflict

CJ 324 Forensic Analysis and Interpretation

CJ 325 Criminology

CJ 347 Emergency Planning and Disaster Management

CJ 370 Special Topics in Criminal Justice

CJ 375 Research Methods in Criminal Justice

CJ 417 Homeland Security/Terrorism

CJ 470 Special Topics in Criminal Justice

CJ 493 Physical Security

Economics

ECON 303 Prices and the Market System

or

ECON 304 Inflation, Employment and National Income

and

ECON 3 Economics electives

English

Any four courses having an ENGL prefix, two of which may have a course number of 200.

Gender & Diversity Studies

The Gender and Diversity Studies (GDS) Minor explores gender awareness and diverse identities from interdisciplinary perspectives. The approach will help to develop critical thinking in various fields, cultural intelligence, and gender sensitivity, all of which are essential components for diversity management. Integrating Liberal Arts and Business course offerings, the GDS Minor blends practical and theoretical approaches in its critical analyses of gender, race, class, and sexuality. Students are required to complete a total of 12 credits, or four courses, to fulfill the requirements of the minor.

GDS 216 Introduction to Gender and Diversity Studies

GDS 416 Gender and Diversity Studies Capstone

and two approved electives from the following lists

Choose 1 from Business: COMM 310, COMM 313, ECON 305, ECON 412, ECON 415, GDS 271, GDS 371, HRM 344, IBUS/MGMT 287, MKCM 361

Choose 1 from Liberal Arts: GDS 270, GDS 370, HIST 322, HIST 369, HUM 254, INTD 317, PSCI 324, PSY 343, PSY 344, PSY 424

History

One course with a HIST prefix at the 100-level

Three courses with a HIST prefix at the 200-level or above (but no more than two at the 200-level).

Legal Studies

PSCI 315 Business, Government and Regulation

LSB 400 Advanced Legal Studies

Two additional courses to be selected from:

CJ 210 Criminal Law & Procedure

CJ 232 Constitutional Law

CJ 234 Specialty Courts

HRM 343 Assessment, Staffing & Law

REAL 352 Real Estate Law

Internship with approval of program chair

Media Studies

COMM 248 Media Literacy

Three additional courses to be selected from: (maximum of two from the same subject)

COMM 206 Introduction to Film

COMM 258 Visual Communication

COMM 318 Social Media & Society

COMM 322 Studio Production

ENGL 342 Sportswriting

ENGL 346 Journalism

HIST 344 Media & Politics in America

MKCM 317 Public Relations Strategy & Practice

MKCM 366 Digital Marketing

PSY 317 Movies & Mental Illness

SMGT 462 Sport Communication

Psychology

Any four courses having a PSY prefix and a course number of 200 or higher.

Liberal Arts

Students completing a BSBA have the option of completing the twelve-credit Liberal Arts Minor. The Liberal Arts Minor allows business students great flexibility and facilitates exploration in the liberal arts. Course offerings include topics in English, History, Humanities and the Social Sciences. By broadening the idea of a minor beyond that of a single discipline, the Liberal Arts Minor will encourage an interdisciplinary approach to education. (for students pursuing a business concentration only)

Interpreting Our Stories

Origins, 1 from: ENGL 234, ENGL 236, ENGL 308, ENGL 314, ENGL 470, HIST 110, HIST 111, HIST 113, HIST 114, HIST 211, HIST 315, or HIST 355

Modern to Contemporary, 1 from: ENGL 214, ENGL 237, ENGL 309, ENGL 312, ENGL 327, ENGL 471, HIST 112, HIST 115, HIST 210, HIST 213, HIST 215, HIST 217, HIST 322, HIST 325, HIST 339, HIST 340, HIST 342, HIST 344, HIST 352, or HIST 369.

Examining The Human Condition

2 courses to be selected from HUM 244, GDS 216, or any course 200 or above in PHIL, PSCI, PSY, REL, SOC, or special topics in INTD

Certificate in Analytics

Analytics focuses on the effective use of information to provide fact-based insights and drive positive actions. IN the 21st century, analytics has become an essential component in strategic planning, forming the basis for data-driven decision making. a certificate in analytics prepares students to solve complex problems in a business environment with a combination of quantitative skills and hands-on expertise using current software applications. The prerequisite to entering the program is successful completion of MATH 215 with a grade of B or better. The certificate requires 12 credits of coursework, consisting of 4 three-credit courses. Two of the courses can be double counted as part of the student's academic program.

Choose three courses from

DS	212	Introduction to Intelligent Automation
DS	237	Programming in Python
DS	312	Business Analysis
DS	315	Principles of Automation
DS	320	Data Mining
DS	340	Data Visualization
DS	350	Information Management
MATH	351	Regression Analysis
MATH	353	Introduction to Statistical Computing

One course from

CJ	325	Criminology
DS	212	Introduction to Intelligent Automation
DS	237	Programming in Python
DS	312	Business Analysis
DS	315	Principles of Automation
DS	320	Data Mining
DS	340	Data Visualization
FIN	325	Corporate Finance
MATH	351	Regression Analysis
MATH	353	Introduction to Statistical Computing
MKCM	433	Market Research
PSY	375	Applied Research Methods I
SMGT	466	Sport Analytics

Certificate in Entrepreneurship

The Entrepreneurship Certificate program is intended to provide an opportunity for students interested in Entrepreneurship to pursue their chosen academic concentration while concurrently pursuing a Certificate in Entrepreneurship. The certificate requires 12 credits of coursework, consisting of 4 three-credit courses, 2 of which can be double counted as part of the student's academic program. Students are strongly encouraged to take EPS 227 as the prerequisite for these courses, but MGMT 227 will also suffice.

EPS	378	Entrepreneurial Management
EPS	385	Business Finance for Entrepreneurs
EPS	386	Sales and Marketing for Entrepreneurs
EPS	480	Entrepreneurship Capstone

Certificate in Sport Analytics

By 2025, the global sport industry is projected to be valued at nearly four billion dollars and nearly every role in the sport industry will be influenced by data analytics. The Sport Analytics Certificate program provides hands-on training in statistical analyses, data mining, computer programming, and visualization. These skills prepare you to leverage data to drive continued growth within the sport industry. The certificate requires 12 credits of coursework; 3 credits must be an internship or practicum in a related field. Six of the certificate credits may be double counted as part of the student's academic program.

SMGT	293	Practicum in Sport Performance Analytics
MATH	351	Regression Analysis
SMGT	466	Sport Analytics

and one from

MATH	353	Introduction to Statistical Computing
DS	350	Information Management
Any DS 400 level course		
Any MATH 400 level course		

Certificate in Sport Coaching & Team Development

Through the integration of technology and the focus on applied practice, the Sport Coaching & Team Development Certificate enhances your sport 'playbook.' The program examines coaching techniques, sport psychology, administration, and athlete development, enabling you to effectively lead your team or organization. The certificate requires 12 credits of coursework; 3 credits must be an internship or practicum in a related field. Six of the certificate credits may be double counted as part of the student's academic program.

SMGT	294	Practicum in Sport Coaching and three from
PSY	216	Coaching Psychology
PSY	342	Group and Team Dynamics
SMGT	293	Practicum in Sport Performance Analytics
SMGT	292	Practicum in NCAA Rules & Regulations
SMGT	460	Athletics Administration
SMGT	469	Coaching Administration and Management
SMGT	490	Internship with a focus in Coaching or Coaching Leadership

Certificate in Terrorism Studies

Students who participate in this program will develop an in-depth, interdisciplinary understanding of the causes and consequences of terrorism both at home and abroad. Students will have the opportunity to earn certifications through federal agencies such as the Department of Homeland Security and the Federal Emergency Management Agency. This program is appropriate for students in any major. Those who successfully complete the program will be well-positioned for graduate study (including the Nichols College MSC program) and a diverse array of career fields in the public and private sectors in security, law enforcement, public policy, and emergency planning. The certificate requires 12 credits of coursework, 6 of which may be double counted.

HIST	210	War on Terror
CJ	417	Homeland Security <i>(Prerequisite of CJ 347 can be waived for non-CJ majors)</i> and two from
PSY	214	The Psychology of Terrorism
CJ	306	Women, Violence, & Conflict
CJ	347	Emergency Planning and Disaster Management <i>(Prerequisite of CJ 209 can be waived for non-CJ majors)</i>
PSCI	319	International Security Studies
MSC	705	Domestic Violent Extremism <i>(Students must be enrolled in the 4+1 program)</i>

Other Academic Programs

Emerging Leaders Program

The Emerging Leaders Program is for students seeking to learn more about leadership through experiential learning opportunities. Students will develop a strong leadership foundation with a focus on the strengthening of the following attributes: achievement, collaboration, creativity, integrity, knowledge, and social responsibility.

The Emerging Leaders Program is open to all students who have completed LEAD 101 with a B- or higher. This is a *non-credit* bearing program; however, students completing the program receive a leadership distinction upon graduation. Upon acceptance into the program students will participate in a variety of activities, including networking opportunities, career-related experience, and a leadership summit experience during which students travel together to a selected destination.

Students completing this program will emerge with stronger communication skills, and strengthened abilities to persuade, to make decisions, and ultimately, to assume leadership positions in their chosen fields.

Program Requirements	Description	# Required
I. LEAD 101 Learning to Lead	Nichols foundational course in leadership: Join your First Year cohort either fall or spring semester.	Grade Requirement: Achieve B- (2.7) or higher in LEAD 101 and an overall C+ (2.3) cumulative GPA.
II. Declaration Day	A networking event to formally enter and commit to the Emerging Leaders Program: Meet successful Nichols College Alumni in leadership roles in our surrounding communities and hear their personal success stories and views on leadership.	Attend 1
III. Speakers & Workshops	Speaker events and workshops on leadership, developed with you in mind: Reflect on others' experiences as you consider and develop your own personal style. Personal leadership styles and experiences are wide and varied.	Attend 6 over the course of the program. A minimum of 2 in each category.
IV. Campus Experience	On-campus leadership roles: Experience a leadership role right on campus to fully realize your leadership potential. Learning takes place both in and out of the classroom.	Participate in 1
V. Career Experience	Career experiences: Demonstrate your goals and career related experience through your internships and employment outside of class. Successful leaders set career goals early in their lives. They experience a variety of work environments as part of their education and goal development process.	Complete 1
VI. Community Involvement	Volunteerism: Demonstrate your commitment to social responsibility by performing community service in a surrounding community.	Complete 24 hours
VII. Leadership Summit	A leadership capstone for students in their Senior year: Travel to a destination together to receive your leadership designation.	Attend during fall or spring semester Senior year.

Experiential Learning

Nichols College strongly believes in the value of experiential learning. All students are required to complete at least one internship or experiential learning involvement for academic credit before graduating. The basic purpose of experiential learning is to provide every Nichols student with a unique opportunity to blend academic learning, professional experience, and personal reflection. Nichols ensures that each student engages in an approved, substantive (3-credit, 120-hour minimum) experiential learning opportunity, aligned with their major area of study or career interest. The opportunity is guided by faculty and provides students with opportunities to explore career fields and industries of interest, practice communication, critical thinking, and leadership skills, while simultaneously expanding their professional networks. These unique learning experiences enhance the qualifications of Nichols graduates, both in terms of employment opportunities and for applying to graduate school.

Students should contact the Program Chair to learn the specific experiential learning requirements for a particular department. Depending on specific program requirements, the following options may fulfill the requirement for experiential learning:

490 - Internship

491 - Research Associate Internship

492 - Teaching Associate Internship (TAI)

493 - Advanced Project

494 - Faculty-Led Travel

Internship – 490

The internship is an opportunity for students to develop professional skills and knowledge through working in a chosen organization. To be eligible for registration, students must have completed at least 60 hours of classroom instruction or have an hours requirement exemption from the appropriate program chair. All credit bearing experiential learning opportunities, including internships, require approval of the Program Chair. The online approval and registration process for internships should be completed by the end of add/drop during the semester they are interning. All internships must be reported to the Career and Professional Development Center (CPDC) via Handshake. Please email or visit the CPDC for assistance with the internship approval process and any other questions.

The College provides several resources to assist students with securing experiential learning opportunities. CPDC hosts the Handshake database, which lists hundreds of internships each semester. Students also have free access to Career Shift, a software tool that allows students to conduct tailored internship searches, access employer contact information, and manage their application process. Each February, the College hosts a Career and Internship Fair for students and alumni, attended by 65+ employers. Additionally, students can schedule career coaching appointments with CPDC staff members for support with the internship search process.

Research Associate Internship – 491

The Research Associate Internship is an option for select, motivated students to work under the close supervision of a faculty member, assisting in the faculty's current research project, or conducting their own study. Students are provided training in research, and develop new communication and critical thinking skills, and are introduced to possible future opportunities in the research-related aspects of their field. The experience will enhance students' graduate and employment qualifications. To be eligible, students must have completed at least 60 hours of classroom instruction. Research Associates and other experiential learning opportunities require approval of the Program Chair.

Teaching Associate Internship – 492

A Teaching Associate Intern works with students in a specific course to provide support for the faculty member in charge. Their duties may include teaching; preparing instructional materials; critiquing student papers; tutoring students; aiding in online or classroom discussions; sample assignment preparation; and performing other duties as assigned. Major responsibility for a class shall not be given to a teaching associate intern. The associate works under the supervision of an experienced faculty member. In consultation with the supervisor, the teaching associate works to gain instructional skills and to enhance their grasp of the essentials of the academic discipline and the role and responsibilities of a faculty member. To be eligible, students must have completed at least 60 hours of classroom instruction (or receive approval by the appropriate faculty member or program chair), have earned a "B+" or better in the course they wish to assist, and have earned a cumulative GPA of 3.0. Teaching Associates and other experiential learning opportunities require approval of the Program Chair.

Advanced Project – 493

The Advanced Project is an opportunity for students to work with a group under the close supervision of a faculty member, developing professional skills and personal knowledge through an outside-the-classroom advanced project. Students develop new communication and critical thinking skills, as well as practice leadership and teamwork. They are introduced to new hands-on opportunities related to their field, and possible career opportunities. The experience will enhance students' graduate and employment qualifications. To be eligible, students must have completed at least 60 hours of classroom instruction. The Advanced Project and other experiential learning opportunities require approval of the Program Chair.

Faculty-Led Travel – 494

A faculty-led trip is a 3-credit academic course involving traditional classroom learning and experiential learning in an international or domestic setting. These courses provide students and faculty first-hand opportunities to investigate other cultures, enhancing academic development. Students benefit from personal interactions with companies and organizations they would not encounter as a tourist. Travel is approximately 7-14 days in length during Winter Intersession, Spring Break (as part of a Spring semester course), or in May after exams.

The Fischer Institute

The Fischer Institute partners with faculty and student groups, academic programs, administrative offices on campus to offer outside-the-classroom experiences on and off campus. Exploring social, economic, political, and cultural issues extends student learning. Opportunities for student leadership and collaboration with faculty are promoted through Fischer as over 80% of our events involve cross-discipline partnerships.

One example of Fischer programming is the popular Fischer Fishbowl series. Fischer Fishbowls bring controversial topics front and center for a faculty moderated, well attended event each semester. This program promotes respectful cross-discipline discussion among students on important and difficult issues.

Nichols College Honors Scholar Program

The Honors Scholar Program offers highly motivated and academically promising full-time students in the baccalaureate degree programs at Nichols the opportunity to develop their intellectual potential to the fullest and to receive special recognition for outstanding academic achievement. It is an alternative and additional means for talented students to be recognized for their intellectual initiative and success beyond that associated with the traditional graduation honors. Honors Scholar candidates have the opportunity and challenge of working closely with leading members of the faculty as they pursue a specially designed, rigorous, and rewarding educational experience.

Joining the Program The Honors Scholar Program requires a minimum cumulative GPA of 3.4 and a 3.4 GPA or higher within the Honors Program courses, along with approval by an Honors Scholar Program Advisor. Current students with a cumulative GPA of 3.4 are encouraged to contact an Honors Scholar Program Advisor: Dr. Hans G. Despain, Program Chair (email: hans.despain@nichols.edu); or Dr. Kellie Deys, Program Director (email: kellie.deys@nichols.edu). Incoming first-year students are also encouraged to contact the Office of Admissions.

Seven special Honors (H) courses compose the Honors Scholar Program. Six courses will be completed - one per semester - over the first three years of study. Four lead-in Level I & II Honors courses offered in the first and second year of study will enhance academic skills and awareness of key issues prior to undertaking two advanced electives (Level III) during the third year of study. In the fourth year, Honors Scholar candidates will enroll in at least one of the two capstone courses: the interdisciplinary Honors Seminar or the Honors Thesis. Students can choose to take both capstones but only need to take one. Therefore, students must complete three courses at the 300/400 level (including a capstone course).

Honors courses should be taken in the approximate sequence in which they are offered. That is, Level I courses should be taken prior to Level II; and, Level III electives should be undertaken after the completion of Levels I & II and prior to the Honors Seminar.

Students who have maintained a 3.4 quality point average overall and a 3.4 quality point average in Honors courses will be eligible to enroll in the Honors capstone courses.

The Honors Curriculum (*This is an example of possible semester course offerings. There are additional Honors course offerings and courses are subject to evolve.*)

General Course Schedule - Level I & II

First Year (Level I): 2 courses

ENGL 212H: Analytical Writing *OR*

COMM 248H: Media Literacy (Fall)

PHIL 270H: Special Topic in Philosophy (Spring)

Sophomore Year (Level II): 2 courses

CRIT 201H: Critical Writing, Reading, and Research *OR*

ECON 223H: Introduction to Economics (Fall)

ESCI 243H: Physical World *OR*

MKCM 202H: Principles of Marketing (Spring)

General Course Schedule - Level III & IV

Junior Year (Level III): 2 courses

LSB 327H: Business Law *OR*

Special Topic Course 300 level (Fall)

ENGL 3xxH: Advanced Writing *OR*

Business Topic Course 300 level (Spring)

Senior Year (Level IV): 1 course

HONR 480H: Honors Seminar (Fall or Spring) *OR*

HONR 481: Honors Thesis (Spring)

Special Activities for Honors Scholars The Honors Scholar Program has a number of special features:

- Honors courses offer a very interactive learning experience.
- Students make lifelong connections with faculty and peers in the program.
- The Honors Scholar Program offers interdisciplinary courses.
- Some courses are team taught, which offers students increased access to a greater number of faculty members and different points of views and perspectives in the classroom.
- Many courses have guest speakers, media nights, and unique course design and course projects.
- Each semester, the Honors program has a dinner to announce upcoming courses and events, and to provide general interaction amongst program participants (i.e. Honors Scholars, Faculty, and Honors Steering Committee members).
- In the fall of junior year, all Honors Scholars in good academic standing are invited to participate in the Nichols College Honors Trip, which occurs in March during spring break. The destination is agreed upon by eligible Honors Scholars. The trip is intended to foster academic interaction, offer enriching cultural experiences, broaden social awareness, encourage civic involvement, and otherwise to simply have fun with other Honors Program participants.
- There is special recognition and awards for Honors Scholars at Commencement.

International Learning Opportunities

**Please note that these programs are severely limited due to the ongoing COVID-19 pandemic. For more information contact Kristen Malinowski-Paine at 508-213-2232.*

Faculty-led Travel At Nichols, students may gain international experience through course-related, faculty-led travel programs. Faculty may design special courses that are part of the required curriculum in the Business and Liberal Arts disciplines to offer students a global perspective, combining classroom and experiential learning. The cost of travel is the responsibility of students. Students must be enrolled in the course, be in good standing with Student Affairs, and agree to the Nichols College health, safety, and loss prevention travel policy to participate in faculty-led trips.

International Internships Nichols College offers cohort-based and affiliated individual international internships. Sport Management, Marketing, and International Business students, for example, have taken advantage of this competitive-edge programming. Our programs combine courses with part time internships or stand alone as full-time internships. Minimum GPAs, good standing with Student Affairs, and agreement with the Nichols College health, safety, and loss prevention travel policy are prerequisite for international internship programs.

Study Abroad Students benefit from Nichols partnerships worldwide: Abroad Programs International (API), American Institute for Foreign Study (AIFS), International Studies Abroad (ISA), and Study Abroad Experiences (SAE). Minimum GPAs, good standing with Student Affairs, and agreement with the Nichols College health, safety, and loss prevention travel policy are prerequisite for study abroad programs.

The Fischer Institute The Fischer Institute partners with faculty and student groups, academic programs, administrative offices on campus to offer outside-the-classroom experiences on and off campus. Exploring social, economic, political, and cultural issues extends student learning. Opportunities for student leadership and collaboration with faculty are promoted through Fischer as over 80% of our events involve cross-discipline partnerships.

One example of Fischer programming is the popular Fischer Fishbowl series. Fischer Fishbowls bring controversial topics front and center for a faculty moderated, well attended event each semester. This program promotes respectful cross-discipline discussion among students on important and difficult issues.

Undergraduate Online Program (UGO)

The Undergraduate Online Program provides support for non-traditional degree-seeking students. Under the Office of the Registrar, the Assistant Director of Undergraduate Online Programs oversees academic advising services for continuing education learners. Enrollment services are coordinated through the Admissions Office under the Director of Transfer Services. The UGO program offers degree programs and courses in an accelerated online, remote format. Courses run for 7-weeks long six times a year, as well as a short winter intersession. Special considerations may be available for UGO students interested in Day, Honors, or Graduate classes.

Graduate School

The mission of the Graduate School is to promote career advancement and professional development of our students through a creative, practice-oriented, and energized journey of business and leadership education. Mindful of the differences in student learning styles, life situations, and professional goals, the graduate school responds flexibly with innovative curricular choices. Graduate faculty are committed to student success, excellence in teaching, and providing a stimulating and engaging online learning environment.

Students can choose from the following degree programs:

- Master of Business Administration (MBA)
 With concentrations in:
 - Critical Thinking
 - Cybersecurity
 - Data Analytics
 - Project Management
- Master of Organizational Leadership (MSOL)
- Master of Science in Accounting (MSA)
- Master of Science in Counterterrorism (MSC)
- Dual Degree Programs

4+1 Program for undergraduate students Current Nichols students who are interested in earning a graduate degree in their respective fields can apply to the 4+1 program by June 1st of Junior year, or by exception prior to the beginning of the first graduate course offered. If accepted, students will be enrolled in six graduate credits (two courses) during senior year at no additional cost. Students must be full-time day students and should not exceed 15 undergraduate credits in each semester of their senior year in order to avoid any graduate tuition charges. After graduating with a bachelor's degree, students in the program can then complete their graduate coursework in as few as 12 months. For more information on this program, contact the Nichols College Graduate School Enrollment Team. A minimum grade point average (GPA) of 3.0 is required.

3+1 Accelerated Degree Program in Accounting Students who are considering a major in accounting and want to become a CPA can take advantage of the Nichols accelerated program in accounting. Students in this program can earn a BSBA and MSA in as little as four years. To be considered, students must have a high school GPA above 3.0 and declare intent upon entering their first year or during freshman year at Nichols. If accepted into the program, students will follow an accelerated course schedule during all four years and must maintain a minimum 3.0 GPA throughout the program. After graduating with a bachelor's degree following the third year, students will then complete the MSA coursework in as little as 12 months.

Note Nichols College allows up to 6 credits of graduate coursework to be applied to the undergraduate degree. Graduate coursework that does not fill a specific general education or program requirement can be applied to free electives.

Master of Business Administration (MBA)

The Master of Business Administration (MBA) program at Nichols College is designed to help students gain a better understanding of general business management functions, while also building a practice-oriented skillset needed to excel in their chosen careers. Based on their personal and professional goals, students can customize their curriculum by choosing courses and electives from any of the following specializations: cybersecurity, advanced critical thinking and decision making, strategic human resources, data analytics, leadership, problem solving, or project management. The successful completion of the program requires 36 credits (24 months, part-time).

MBA Learning Outcomes:

1. Create solutions to business problems through the analysis of quantitative data and qualitative input.
2. Formulate business environments that validate inclusion and respect for all.
3. Demonstrate communication skills that address civic and global responsibility.
4. Develop negotiating, mentoring, and leadership skills necessary for productive and collaborative relationships in organizations.

Core – 12 credits

BUS	613	Foundations of Inquiry
BUS	615	Business Communication
BUS	620	Cultural Awareness in Global Business
BUS	625	Current Trends in Leadership

MBA Core – 15 credits

MBA	705	Global Marketing and Data Analytics
MBA	710	Managerial Finance
MBA	715	Operations Management and Cost Control I
MBA	720	Operations Management and Cost Control II
MBA	800	Strategic Management

MBA Electives – 9 credits

Choose 3 electives from the Electives list. Completing 3 from the same program earns you that certificate.

Master of Science in Organizational Leadership (MSOL)

The Master of Science in Organizational Leadership (MSOL) program is designed for students seeking to become organizational leaders in any professional field. Courses and electives offered in the MSOL program introduce students to theories of leadership, management, organizational behavior, and change. All courses focus on helping students obtain knowledge and communication skills needed to lead diverse and complex organizations with confidence and professionalism. The successful completion of the program requires 30 credits.

MSOL Learning Outcomes

1. Build negotiating, coaching, and mentoring skills necessary for highly productive and collaborative relationships among individuals, teams, and organizations.
2. Formulate qualitative and quantitative research methods for organizational analysis and problem solving.
3. Design an ethical framework to analyze complex situations, identify organizational needs, and develop effective strategies to meet defined objectives.
4. Demonstrate cultural awareness and communication skills needed to lead diverse, equitable, and inclusive organizations.
5. Analyze leadership principles and theory while applying critical thinking skills to creatively solve problems.

Core – 12 credits

BUS	613	Foundations of Inquiry
BUS	615	Business Communication
BUS	620	Cultural Awareness in Global Business
BUS	625	Current Trends in Leadership

MSOL Core – 12 credits

MSOL	715	Negotiation and Conflict Resolution
MSOL	722	Strategic Innovation & Change Management
MSOL	730	Organizational Leadership
MSOL	800	Action Research Project

MSOL Electives – 6 credits

Choose 2 electives from the Electives list. Completing 3 from the same program earns you that certificate.

MBA & MSOL Electives

Cyber Security for the Global Environment

MSC	714	Cyber Threat Environment
MBA	716	Foundations in Cybersecurity
MSOL	717	Governance and Mitigation Strategies

Project Management & Innovative Leadership

MBA	735	Agile: Principles & Practices
MBA	745	Lean Product Development
MBA	755	Strategic Project Management

Data Analytics

MBA	734	Analytics for Business Leaders
MBA 744/MSA 745		Data Visualization and Business Intelligence for Managers
MBA	754	Machine Learning for Business Leaders

Advanced Critical Thinking & Decision Making

MBA	730	Critical Thinking
MBA	740	Creative Decision Making
MBA	750	Problem Solving & Analysis

Strategic Leadership (Only available in the MBA)

MSOL	715	Negotiation and Conflict Resolution
MSOL	722	Strategic Innovation & Change Management
MSOL	730	Organizational Leadership

The Executive Master of Business Administration (MBA) Program

The Executive Master of Business Administration (MBA) program at Nichols College is designed for individuals that have 3-5 years of professional experience. The program helps students gain a better understanding of general business management functions, while also building a practice-oriented skillset needed to excel in their chosen careers. The successful completion of the program requires 30 credits.

MBA Learning Outcomes:

1. Create solutions to business problems through the analysis of quantitative data and qualitative input.
2. Formulate business environments that validate inclusion and respect for all.
3. Demonstrate communication skills that address civic and global responsibility.
4. Develop negotiating, mentoring, and leadership skills necessary for productive and collaborative relationships in organizations.

The Executive MBA Courses – 30 credits

MBA	705	Global Marketing and Data Analytics
MBA	710	Managerial Finance
MBA	715	Operations Management and Cost Control I
MBA	722	Leadership and Talent Management
MBA	740	Creative Decision Making
MBA	744	Data Visualization & Business Intelligence
MBA	746	Business Negotiation
MBA	754	Machine Learning for Business Leaders
MBA	755	Strategic Project Management
MBA	800	Strategic Management

Master of Science in Accounting (MSA)

The Master of Science in Accounting (MSA) program is designed for students who have already taken undergraduate courses in accounting and would like to continue their education. This degree program prepares students for the CPA examination. Relevant and current topics within the program provide students with a sharper focus on the changing profession and better equip them to serve clients. Content areas of the program include data analytics, data visualization, critical thinking, accounting research, and problem solving and analysis. The successful completion of the program requires 30 credits.

MSA Learning Outcomes

1. Critically analyze accounting problems in order to find creative solutions.
2. Identify, comprehend, and apply appropriate professional accounting rules and standards.
3. Understand current issues and emerging trends in accounting.
4. Apply an ethical decision-making framework to accounting issues to find solutions.
5. Use cultural awareness and communication skills to foster highly productive and collaborative relationships.

MSA Courses – 30 credits

MSA	740	Internal Control Systems Audit
MSA	741	Critical Thinking for Accountants
MSA	742	Auditing Through Information Systems
MSA	743	Professional Accounting Research and Policy
MSA	744	Negotiation and Conflict Resolution
MSA	745	Data Visualization and Business Intelligence (also offered as MBA 744)
MSA	746	Current Issues in Accounting
MSA	747	The Future of Data & Analytics
MSA	748	Perspectives on Employee Engagement
MSA	750	Capstone: Problem Solving and Analysis

Master of Science in Counterterrorism (MSC)

The goal of the Master of Science in Counterterrorism program is to provide students with comprehensive knowledge about emerging threats posed by violent extremism on the international, national (domestic), and local level. The program deepens students' understanding of the radicalization process, the role of ideology and social media in the formation of terrorism, and the implementation of counterterrorism policies on the national (domestic) and international level. Upon completion of this program students will be able to critically assess terrorism risk in their local communities and identify suitable countermeasures and mitigation strategies. The successful completion of the program requires 30 credits.

MSC Learning Outcomes

1. Integrate effective oral and written communication skills.
2. Identify empirical and data-driven solutions to analyze threats to US homeland security.
3. Evaluate ethical issues that impact professionals in counterterrorism and related fields.
4. Analyze concepts and models as they apply to extremist behavior within our current society.
5. Develop comprehensive strategic plans to protect US homeland security.
6. Apply acquired expertise to real-world problems in a collaborative manner, assuming leadership when appropriate.

Core – 12 credits

BUS	613	Foundations of Inquiry
BUS	620	Cultural Awareness in Global Business
MSC	615	Intelligence Analysis for Professionals
MSC	625	Leadership of Public Organizations

Violent Extremism Focus – 18 credits

MSC	705	Domestic Violent Extremism
MSC	710	International Violent Extremism
MSC	714	Cyber Threat Environment
MSC	720	Border Security
MSC	725	Media's Impact in Violent Extremism
MSC	730	Capstone: Counter Violent Extremism Strategies

Dual Degree Programs

MBA/MSOL Joint Degree Program (48 credits)

- Complete Common Master-Level Skills (12 credits)
- Complete MBA Core Courses (15 credits)
- Complete three (3) MBA Electives (9 credits)
- MSOL 715 Negotiation and Conflict Resolution
- MSOL 722 Strategic Innovation & Change Management
- MSOL 730 Organizational Leadership
- MSOL 800 Action Research Project

MSA/MBA Joint Degree Program with Certificate in Data Analytics (51 credits)

- MSA program (30 credits)
- MBA 705 Global Marketing and Data Analytics
- MBA 715 Operations Management and Cost Control I
- MBA 720 Operations Management and Cost Control II
- MBA 800 Strategic Management
- MBA 734 Analytics for Business Leaders
- MBA 754 Machine Learning for Business Leaders
- MBA Elective

MSA/MSOL Joint Degree Program (48 credits)

- MSA program (30 credits)
- MSOL 715 Negotiation and Conflict Resolution
- MSOL 722 Strategic Innovation & Change Management
- MSOL 730 Organizational Leadership
- MSOL 800 Action Research Project

And choose two electives from the following programs:

- Cybersecurity for the Global Environment (MSC 714, MBA 716, MSOL 717)
- Advanced Critical Thinking and Decision Making (MBA 730, MBA 740, MBA 750)
- Data Analytics (MBA 734, MBA 744, MBA 754)
- Project Management & Innovative Leadership (MBA 735, MBA 745, MBA 755)

MSA/MSOL Joint Degree Program with Certificate in Data Analytics (48 credits)

- MSA program (30 credits)
- MSOL 722 Strategic Innovation & Change Management
- MSOL 730 Organizational Leadership
- MBA 734 Analytics for Business Leaders
- MBA 754 Machine Learning for Business Leaders
- MSOL 800 Action Research Project
- MSOL Elective

MSA with Certificate in Data Analytics (36 credits)

- MSA program (30 credits)
- MBA 734 Analytics for Business Leaders
- MBA 754 Machine Learning for Business Leaders

MSC/MSOL Joint Degree Program (48 credits)

- MSC Program (30 credits)
- MSOL 715 Negotiation and Conflict Resolution
- MSOL 722 Strategic Innovation & Change Management
- MSOL 730 Organizational Leadership
- MSOL 800 Action Research Project

And choose two electives from the following programs:

- Cybersecurity for the Global Environment (MSC 714, MBA 716, MSOL 717)
- Advanced Critical Thinking and Decision Making (MBA 730, MBA 740, MBA 750)
- Data Analytics (MBA 734, MBA 744, MBA 754)
- Project Management & Innovative Leadership (MBA 735, MBA 745, MBA 755)

MSC/MSA Joint Degree Program (48 credits)

- MSC program (30 credits)
- MSA 740 Internal Control Systems Audit
- MSA 742 Auditing through Information Systems
- MSA 743 Professional Accounting Research & Policy

- MSA 745 Data Visualization & Business Intelligence
- MSA 746 Current Issues in Accounting
- MSA 750 Capstone: Problem Solving & Analysis

MSC/MBA Joint Degree Program (54 credits)

- MSC program (30 credits)
- MBA705 Global Marketing and Data Analytics
- MBA710 Managerial Finance
- MBA715 Operations Management and Cost Control I
- MBA720 Operations Management and Cost Control II
- MBA800 Strategic Management
- Elective
- Elective
- Elective

NOTE: All courses are 3 credit hours unless otherwise noted and may meet only one degree requirement.

Certificate in Advanced Critical Thinking & Decision Making

MBA 730 Critical Thinking

MBA 740 Creative Decision Making

MBA 750 Problem Solving and Analysis

Certificate in Project Management & Innovative Leadership

MBA 735 Agile: Principles & Practices

MBA 745 Lean Product Development

MBA 755 Strategic Project Management

Certificate in Strategic Leadership

MSOL 715 Negotiation and Conflict Resolution

MSOL 722 Strategic Innovation & Change Management

MSOL 730 Organizational Leadership

Certificate in Data Analytics

MBA 734 Analytics for Business Leaders

MBA 744/MSA 745 Data Visualization and Business Intelligence for Managers

MBA 754 Machine Learning for Business Leaders

Certificate in Cybersecurity for the Global Environment

MSC 714 Cyber Threat Environment

MBA 716 Foundations in Cybersecurity

MSOL 717 Governance and Mitigation Strategies



COURSE DESCRIPTIONS

Accounting

ACCT 238 Financial Accounting

A basic course focusing on the accounting systems, preparation of financial statements, selected balance sheet items and financial statement analysis as applied in various business organizations. This course will assist the organization manager with decision making.

3 Hours, 1 Semester

ACCT 240 Managerial Accounting

Examines the uses of accounting data for planning and control in organizations. Topics include cost classification, profit planning, activity-based costing, flexible budgets, marginal and break-even analysis. Computer usage is integrated. Not open to Accounting concentration.

Prerequisite: ACCT 238

3 Hours, 1 Semester

ACCT 241 Intermediate Accounting I

An intensive course designed to broaden and strengthen the foundation laid in the introductory courses. Accounting principles are analyzed and applied in the preparation of financial statements, utilization of time value of money concepts, and examination of cash, short-term investments, receivables, and inventories. Includes computer applications.

Prerequisite: ACCT 238

3 Hours, 1 Semester

ACCT 242 Intermediate Accounting II

A continuation of ACCT 241. Topics include long-term assets, current liabilities, long-term debt and contingencies, and owners' equity. Includes computer usage.

Prerequisite: ACCT 241

3 Hours, 1 Semester

ACCT 245 Accounting Information Systems

The accounting professional is an information specialist. As a result, the profession requires a depth of technical understanding in a dynamic and evolving business environment. This course will teach students about the fundamental technical concepts underlying corporate information. This will include how to document and follow the flow of data throughout an organization, an understanding of the systems and processes used to generate information, an explanation of the common accounting transaction cycles and how to protect information from fraud or abuse.

Prerequisite: ACCT 238, DS 201

3 Hours, 1 Semester

ACCT 341 Intermediate Accounting III

A study of complex accounting topics and analytical procedures. Topics include revenue recognition, accounting for investments, pensions, leases, and income taxes; accounting changes, errors, incomplete records, and analysis of cash flows. Computer usage is integrated.

Prerequisite: ACCT 242

3 Hours, 1 Semester

ACCT 342 Advanced Accounting

In-depth study of complex entities including partnerships, branch accounting, mergers, consolidations, foreign currency transactions, and international financial reporting standards. Requires computer usage.

Prerequisite: ACCT 341

3 Hours, 1 Semester

ACCT 343 Cost Accounting

Students analyze cost behavior, accumulation and allocation concepts in job and activity-based costing and process costing systems. Students also examine estimated cost systems; budgetary control with standard costs; and cost and profit analysis for decision-making purposes. Computer usage is integrated.

Prerequisite: ACCT 238

3 Hours, 1 Semester

ACCT 345 Internal Audit

The Institute of Internal Auditing states, "Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. The duties and responsibilities of the Internal Auditor within the management team of the organization are explored in detail." Topics covered in this course include the organization of the Internal Audit Department, staff qualifications and development, long/short range audit plans, and the elements of Internal Auditing i.e.: Preliminary Survey; Audit Programs; Fieldwork Activities; Reporting; and Management Review.

Prerequisite: 200 level ACCT courses and ACCT 343

3 Hours, 1 Semester

ACCT 370 Special Topics in Accounting

Prerequisite: 200 level ACCT courses and ACCT 343

3 Hours, 1 Semester

ACCT 402 Federal Taxes

This course is intended to make the student aware of the major tax issues that influence decision-making by businesses and individuals. Specific topics include tax planning, income determination, capital vs. ordinary income, the deductibility of expenses, and the tax implications of various forms of business entities.

Prerequisite: ACCT 238

3 Hours, 1 Semester

ACCT 404 Auditing

A course designed to give the accounting student an understanding of auditing theory. Topics include generally accepted auditing standards, audit reports, professional ethics, fraud auditing, internal control, and sampling and evidence-gathering techniques.

Prerequisite: ACCT 242

3 Hours, 1 Semester

ACCT 444 Advanced Analytics for Accountants

Identifying fraud, financial misstatements, inefficiencies, and many other accounting problems requires a mastery of analytic tools. This mastery is quickly becoming an expectation for accounting professionals. This experiential course will provide students with a deep exploration of accounting analytics in a simulated environment. Students will learn to use audit analytic software, identify observations, develop recommendations, and present their results in a professional document as if they were in a real-world situation.

Prerequisite: All concentration requirements excluding ACCT 490

3 Hours, 1 Semester

ACCT 493 Governmental & Non-Profit Accounting

This course gives the student an understanding of accounting for non-profit organizations and governmental entities. Special attention is placed on reporting requirements and governmental oversight through in-depth analysis of actual organizations. Includes computer applications.

Prerequisite: ACCT 404

3 Hours, 1 Semester

ACCT 490 Accounting Internship

ACCT 491 Research Associate Internship

ACCT 492 Teaching Associate Internship

ACCT 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Art

ART 258 Modern Art

Beginning with a review of Monet and Impressionism, this course explores the multiple and varied styles of painting and sculpture included under the title "modern art". Studio experiences including making drawings, paintings and sculptures are an important part of the course.

3 Hours, 1 Semester

ART 262 Collage

Collages mix numerous components resulting in a 2- or 3-dimensional piece, reflecting the makers' personal preferences, inspiration, and/or vision. This hands-on approach to learning about basic collage will cover composition, color, shape, and theme as well as the use and care of materials and tools. Using various papers, colorants, found objects, and more in this studio class, students will complete a minimum of six collages during the semester as well as participate in mid-term and final group critiques. Examples of assignments include the process of creating an album cover, making a mandala of natural materials, a statement of "who I am", and a landscape triptych.

3 Hours, 1 Semester

ART 263 Jewelry & Jewelry Making

Jewelry and Jewelry Making is a hands-on approach to learning about the history and how-to of jewelry and body adornment. Students will learn about the cultural significance of jewelry and complete several pieces of their own making. Beading, wirework, and repurposing materials will be part of this studio class. There is a lab fee associated with this course.

3 Hours, 1 Semester

ART 270 Special Topics in Art

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in art.

3 Hours, 1 Semester

ART 363 Introduction to Sculpture

Introduction to Sculpture is a studio course which will explore basic sculpture techniques including building, carving and casting a variety of materials such as clay, wire, wood and cement. Additionally, there will be discussions of the artworks of famous modern American sculptors and their styles.

3 Hours, 1 Semester

ART 368 Introduction to Drawing

An introduction to drawing media and technique, with projects in line, value, texture, contour, composition, and perspective. There is a lab fee associated with this course.

3 Hours, 1 Semester

ART 369 Introduction to Painting

An introduction to the practice of acrylic painting, with projects (still lifes, abstracts, self-portraits, landscapes) adjusted to the abilities of the student. There is a lab fee associated with this course.

3 Hours, 1 Semester

Communication

COMM 152 Effective Speaking

This course introduces the principles of effective speaking that will allow students to increase their effectiveness in a wide range of public and social settings. Topics covered include: content selection and organization, audience analysis, the use of technology, non-verbal communication analysis, and the use of visuals. Students will develop and deliver a minimum of six speeches on a wide range of topics. The primary goal is to increase students' skill and comfort level in delivering presentations extemporaneously.

3 Hours, 1 Semester

COMM 206 Introduction to Film

This introductory course will critically examine films as pieces of art, as well as cultural artifacts. Film techniques, such as direction, acting, production, and music, will be analyzed to understand the artistic choices made and the tools necessary to enact them. The course will consider cultural meanings created by and reflected in films, with special attention to issues of race, class, gender, disability and sexuality. The ethics of film making will also be explored.

3 Hours, 1 Semester

COMM 247 Introduction to Communication Studies

This course includes a survey of basic theories of the human communication process, and an examination of communication in the following contexts: (1) interpersonal communication, (2) inter/intra cultural communications, (3) group communication, (4) mass communication, and (5) organizational communication.

3 Hours, 1 Semester

COMM 248 Media Literacy

Given that media informs our daily lives in a multitude of ways, it is important to critically examine and analyze how it affects us on both a cultural and individual level. The impact that media has on methods of communication, as well as on our personal and societal notions of identity will be explored, with special attention to issues of race, class, gender, and sexual orientation.

3 Hours, 1 Semester

COMM 251 Interpersonal Communication

This course is an introduction to issues in interpersonal communication, examined from the perspective of communication competence, with an emphasis on improving interpersonal skills and increasing communication competence in everyday social and professional exchanges. The course covers an array of concepts and theories including developmental and cultural influences, the power of words, non-verbal communication, mindful listening, conflict management, friendship, and intimate romantic relationships.

Prerequisite: LEAD 101

3 Hours, 1 Semester

COMM 258 Visual Communication

The class focuses on the creation of visual material using several industry-standard software programs, and will be conducted in the computer lab and Visual Media Studio. Students will learn to generate visually interesting, informational, professional-level material using programs such as Photoshop and Final Cut Pro that are necessary for the production of video, infographics, and photographic imagery. Students will learn which software to use and combine to generate visual material effectively.

3 Hours, 1 Semester

COMM 312 Organizational Communication

This advanced communication course will cover the theories of organizational communication, the role of communication in organizations, communicating with and between key stakeholders such as employees and management, conflict and negotiation, and ethical communication. Students will analyze real cases and propose and debate alternative solutions.

Prerequisite: MGMT 227 or COMM 247

3 Hours, 1 Semester

COMM 313 How Women Lead

This course will delve into the unique characteristics of and challenges facing women in the workplace today. The biological and sociological theories of gender differences will be explored, as will gender-based communication and leadership styles. The current state of women in leadership around the world will be examined, with students completing a statistical research project. Students will examine and reflect on their own leadership and work styles, as well as practice professional skills of particular interest to women.

Prerequisite: LEAD 101

3 Hours, 1 Semester

COMM 314 Influence & Persuasion

This course will introduce students to the art of persuasion - how to influence others through the medium of reasoned, ethical discourse. Via study, discussion, and practice, students will learn the behaviors of persuasive communicators, including how to effectively engage in analysis, develop sound research techniques, and rigorously evaluate data and information. In addition to oral assignments and activities, they will write argumentative essays as a means of developing, organizing, and expressing their ideas clearly and concisely. Students will learn to employ logical, emotional, and ethical appeals, and should emerge from the course as stronger critical thinkers who engage in socially responsible rhetoric.

Prerequisite: 14 completed credit hours

3 Hours, 1 Semester

COMM 318 Social Media & Society

This course will examine the evolving impact and meaning of social media across multiple aspects of society. Students will analyze the social processes and structures of networks, as well as the problems and benefits they create. The course will explore topics such as influence, privacy, "friendship," the lack of geographical boundaries, bullying, self-esteem, and self-expression.

3 Hours, 1 Semester

COMM 320 Communicating Through Storytelling

Storytelling is an important part of communication in all different mediums – social media, advertising/marketing, film, television, music, and books. Given that we create and deliver stories in all aspects of our lives, this course will examine the structure of stories, the best practices for gathering and telling stories, and the process for effectively delivering stories. Students will learn to both interpret/analyze storytelling and create stories in a variety of forms: written, oral, and visual.

Prerequisite: ENGL 105 or ENGL 212 or COMM 247 or COMM 248

3 Hours, 1 Semester

COMM 322 Studio Production

This course is designed to give students a comprehensive understanding of the principles and practices of operating a Visual Media Studio and creating branded content for social media marketing. Students will learn how to operate the facility and its equipment while developing and implementing effective branding strategies and creating compelling digital content. The course will also cover the various media formats, including video, image, and audio, and how to optimize them for their client's different social media platforms. By the end of the course, students will have the skills to operate a student, create and execute successful social media campaigns, and understand the importance of branding and content creation in today's digital landscape. (Previously COMM 315)

Prerequisite: COMM 258

3 Hours, 1 Semester

COMM 324 Ethical Communication in the Workplace

This course explores how we address the ethics of communication, particularly within the workplace, how to adjust and adapt communication styles to be effective in a diverse workplace, and how to recognize, interpret, and respond to different communication needs, including neurodiversity. We must consider justice, ethics, fairness, and care to work well with others professionally and personally. In this course, you will learn how to identify the foundation of your personal ethics, how your ethics are applied in various practical scenarios, and how to best communicate by addressing others' communication needs.

Prerequisite: COMM 247

3 Hours, 1 Semester

COMM 326 Cultural Identity & Communication

This course will examine the relationship of understanding the role of the self in understanding others who may hold differing values. This is a vital component since, according to the researcher and writer James Neuliep, "culture teaches us how to think, conditions one how to feel, and instructs one how to act, especially how to interact with others." In other words, our understanding of ourselves and how we become that way helps us to understand others and how they became the way they are. We need to establish the idea in our consciousness that our understanding of how important our essence, our cultural identity, is to us, is equally important to people from other cultures' understanding of themselves. By moving to this understanding of difference, we gain a stronger sense of how important it is to find ways to be productive with others. With current markets being so globally focused, and people coming to the US from other places, it is quite likely that professionals will need to have this ability as global markets continue to shrink. (Previously COMM 310)

Prerequisite: COMM 247

3 Hours, 1 Semester

COMM 270/370/470 Special Topics in Communication

This course will address a specific topic in the field of communication. Topics may vary, due to the rapidly changing nature of the discipline, and may reflect current trends, practices, or methodologies.

Prerequisite: TBA depending on subject matter

3 Hours, 1 Semester

COMM 481 Communication Across Disciplines

Communication occurs across all disciplines, fields, and careers. This course will vary depending on the semester, addressing current issues within a specific field. Students will have the opportunity to learn about how communication impacts a particular discipline and/or how communication is used within a discipline. Through course discussion and application to real world situations, students will synthesize their understanding of communication and how it impacts human behavior and attitudes. Students will therefore develop and interdisciplinary background that enables them to evaluate information carefully and critically, effectively create messages for different contexts, and address a variety of purposes.

Prerequisite: COMM 247 & 60 credit hours completed

3 Hours, 1 Semester

COMM 490 Internship in Communication

COMM 491 Research Associate Internship

COMM 492 Teaching Associate Internship

COMM 493 Advanced Project

COMM 494 Faculty-Led Travel

The five experiential courses listed above require approval of the Program Chair. The prerequisites are, minimally, COMM 247 and 60 credit hours earned; other prerequisites may apply. See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Criminal Justice

CJ 209 Introduction to Justice Studies

This course provides an Introduction to the Criminal Justice System, including its basic components: policing, the courts, and corrections. The primary goal is for students to develop a basic understanding of the justice system and its response to crime at the State and Federal levels. This class explores historical and emerging issues involved with the nature and measurement of crimes, patterns of offenders, and victimization.

3 Hours, 1 Semester

CJ 210 Criminal Law & Procedure

This course will provide an in-depth examination of the crimes and actions most encountered by the private industry and the public law enforcement officer. We will also examine recent court decisions. Students will become acquainted with concepts of search and seizure, individual restraint, and limitations of personal freedom and expression.

3 Hours, 1 Semester

CJ 230 Cybersecurity

This course examines the fundamentals of cybersecurity and various measures to avoid becoming a victim of cybercrime. Students will look at the current challenges of combating cybercrime and ways to avoid becoming a victim through real-world case studies and discussions of cybersecurity best practices. Students will learn key terms, concepts, and techniques to apply cybersecurity both at home and in work environments. Finally, the course delves into understanding the current cybercrime trends and threats posed to individuals and organizations in and through cyberspace.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 232 Constitutional Law

The United States Constitution is the operating manual of our government. This course examines how the criminal justice system is underpinned by that great document. Since the United States Constitution determines the processes and definitions of Criminal and Social Justice in our society, it is necessary to study the history and origins of applicable legal doctrines as they relate to the practices of today's criminal justice system. We will utilize court cases involving the constitutionality of the administration of justice. We will examine these topics in a layered approach incorporating legal, empirical, and policy implementations. Ethical, procedural, and political issues will also be examined and debated.

Prerequisite: LEAD 101 or CJ 209

3 Hours, 1 Semester

CJ 234 Specialty Courts

Specialty courts are defined as those courts that provide custom treatment to specific challenges, such as drugs, veterans, mental health, homeless, domestic abuse, etc. This course examines how specialty courts operate within the criminal justice system. Emphasis is placed on the definitions and processes of specialty courts within both the Commonwealth of MA and the United States. We will utilize court cases to explore specialty courts in depth and will provide experiential learning opportunities for students to immerse themselves within specialty courts.

Prerequisite: CJ 210

3 Hours, 1 Semester

CJ 245 American Corrections

American Corrections provides students with a fundamental understanding of corrections through historical development, modern engagement, and future implications. This course focuses on philosophies and theories of punishment, operational structure of the American Correctional Model, and experiences of incarcerated individuals and correctional staff. It further explores challenges facing corrections today, to include sentencing, offender management, legal concerns, special populations, and reentry.

Prerequisite: Any CJ, PSY, or SOC course

3 Hours, 1 Semester

CJ 302 Security Investigations: Concepts, Principles & Practices

In this course, students will be introduced to the dynamic process of security investigations. We will explore the characteristics that investigators rely upon to be successful, the process that is followed during an investigation, and the legal requirements that guide how investigations must be conducted. Students will develop interview and interrogation skills and examine unsolved cases as part of their exploration of how investigations, both for law enforcement and in the private sector.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 306 Women, Violence, & Conflict

This course will explore a gendered approach to violence, including violent extremism and terrorism. Preconceived notions will be challenged. Focus will be placed on the motivations for participation in violent crimes, including the relationship between conflict and violence both locally and globally. Exploration of the radicalization process of females and methods to combat this radicalization process will be analyzed.

Prerequisite: Any CJ, PSY, or SOC course.

3 Hours, 1 Semester

CJ 321 Investigative Interviewing

This course will focus on the development of the skills necessary to elicit information from victims, potential witnesses and/or offenders. Topics include the art of interviewing, deception detection, and the use of legal and ethical interrogation techniques to obtain factual information regarding a crime. You will learn critical listening and questioning skills and sharpen their application through practical exercises in class and field assignments.

Prerequisite: CJ 209 and PSY 151

3 Hours, 1 Semester

CJ 324 Forensic Analysis & Interpretation

The forensic sciences have become a vital part of our criminal justice system over the past several decades. A rise in more sophisticated technology and several high-profile cases have helped to move forensic science out of the laboratory and into popular culture. This class will present the forensic sciences in a straightforward fashion. Basic scientific principles will be explained, and case examples used to understand how those principles are applied. An emphasis will be placed on the role of the crime scene investigator and how they preserve, record, and collect evidence at the crime scene. Specific areas of study will include how a crime scene is recorded and evidence collected, death investigations, crime scene reconstruction, fingerprints, blood spatter analysis, ballistics, fire and explosion investigations, trace evidence, and the use of DNA.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 325 Criminology

Within the field of criminal justice, it is necessary to understand why some people commit crimes and others do not. Crime rates throughout the world are continuously monitored and everyone wants to know the profile of the typical offender; yet it is relevant that we explore the principles and theories that correlate with crime rates and its offenders. This course will explore historical and contemporary theories of the causes of crime; including theories derived from biological, psychological, sociological, geographic, economic, and political perspectives.

Prerequisite: Any CJ, PSY, or SOC course.

3 Hours, 1 Semester

CJ 270/370/470 Special Topics in Criminal Justice

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offering in criminal justice.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 347 Emergency Planning & Disaster Management

This course will cover topics such as risk identification and assessment of multi-hazards whether natural and man-made, violence in the workplace, development of crisis and disaster incident management programs, and business/agency continuation planning. Students will understand that natural and man-made hazards represent a threat to the financial welfare of a corporation/agency and the safety of its employees and visitors. Students will have the opportunity to obtain FEMA certifications, along with a suicide prevention certificate.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 375 Research Methods in Criminal Justice

This course introduces students to scientific methodology as it relates to criminal justice in order for students to become researchers and understand the field of research as it relates to criminal justice. This course provides students with an understanding of the methods of research available to criminologists and the police. It also connects theory to data and emphasizes the ability to comprehend the logic behind statistical tests of significance. Understanding the development and testing of hypotheses, data collection, data analysis, and presentation of findings is the underlying theme of the course.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 390 Criminal Justice Internship

Internships are among the most critical components of a student's education. This closely supervised on-the-job training is designed to provide students with opportunities to apply their criminal justice course work in a professional setting. Internships are completed under the guidance of an on-site supervisor and a faculty sponsor. Students will enroll in a three-credit course which requires 120 hours of work at the internship site as well as additional academic requirements. Internships may be in both the public or private sector, and at state, local or federal levels. International internships will also be considered.

Prerequisite: CJ or CJM program only & 60 credit hours completed

3 Hours, 1 Semester

CJ 417 Homeland Security/Terrorism

Terrorism has become one of the defining security concerns of the 21st century. However, the definition of terrorism and how it should be confronted, is a complex, and often divisive topic. In this course we will conduct an in-depth examination of the historical foundations of terrorism and its modern form. Students will learn about terrorist ideology, organizational structure, and methods of operation. Students will discuss and understand the concepts of domestic terrorism and its implications within both public and private sectors, as well as political and social ramifications.

Prerequisite: CJ 209

3 Hours, 1 Semester

CJ 480 Advanced Issues in Criminal Justice

This capstone course will examine state-of-the-art (best practice) methodologies, strategies and approaches relevant to the acquisition of skills, competencies and conceptual (big picture) expertise necessary for successful and effective security management, as well as research emerging in the field of criminal justice. This course will emphasize qualitative and quantitative (analytical) approaches relevant to the accurate forecasting, identification and assessment of security-related issues, and concerns in multi-national environments using problem-based learning as the primary instructional strategy.

Prerequisite: CJ or CJM program only and 75 credit hours completed

3 Hours, 1 Semester

CJ 491 Research Associate Internship

CJ 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

CJ 493 Physical Security: System Design, Integration & Control

Physical security refers to the complex steps that are taken by security professionals to ensure the safety of facilities, resources, and personnel. This class will have two components. In the first, students will learn core concepts of physical security. In addition, they will learn methods to conduct risk and security assessments. For the second half of the class, students will work in teams and select a local business or organization. They will then consult with that business or organization to conduct a detailed risk and security assessment. Their findings will be concluded in a detailed report that will be sent to the manager of their organization and presented to the rest of the class.

Prerequisite: CJ 302

3 Hours, 1 Semester

Criminal Psychology

CPSY 270/370/470 Special Topics in Criminal Psychology

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offering in criminal psychology.

3 Hours, 1 Semester

CPSY 490 Criminal Psychology Internship

CPSY 491 Research Associate Internship

CPSY 492 Teaching Associate Internship

CPSY 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Critical Writing, Reading and Research

CRIT 201 Critical Writing, Reading and Research

The course is designed to develop students as critical writers, readers, and researchers. It will prioritize critical reading, interpretation of both primary and secondary texts, and analysis of these texts. The course will focus on fostering original thinking and interaction with a variety of scholarship and research methods as students are introduced to college-level, academic research. This course will help students to reflect on the uses of reading and writing in an effort to better understand themselves, their communities, and the world. CritWRR sections will explore topical content related to contemporary themes and controversies.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

CRIT 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Data Science

DS 101 Data Literacy

This course introduces the principles of data literacy that will give students the confidence they need to read and use data in both every day and working life. Topics covered include: data fundamentals, data fluency, introductory data analytics, storytelling with data, data visualization, data-informed decision-making. Students will gain hands-on experience using the suite of Microsoft Office tools and will prepare and present a final project. The primary goal is to increase the students' skill and comfort level in understanding and working with data. (Previously ITM 123)

3 Hours, 1 Semester

DS 201 Introduction to Data Science

The course introduces students to the fields of Data Science, Analytics, and Intelligent Automation. Each of these fields rely on information to understand and improve decision making and business processes. To that end, this class, through three stand-alone modules, will explore each of these fields giving students a clear understanding of how each area can impact business. (Previously ITM 209)

Prerequisite: DS 101

3 Hours, 1 Semester

DS 212 Introduction to Intelligent Automation

Intelligent Automation is changing the nature of work. Technology is enabling workforce automation and employee augmentation, aiming to automate repetitive tasks and reduce the number of lower value processes being performed manually. The goal for these technologies is to empower companies and their employees to invest their time in higher-yield, higher complexity tasks that can result in greater value for business, their customers and clients, and improve profits and efficiencies.

Introduction to Intelligent Automation will explore the emergence and adoption of intelligent automation throughout various sectors. Fundamental concepts, vocabulary, automation tools and frameworks needed to identify, evaluate and measure opportunities will be introduced. Students will build simple automations using an automation tool.

Prerequisite: DS 201

3 Hours, 1 Semester

DS 237 Programming in Python

This course will cover the basics of how to write computer programs in Python. Topics will include data types, loops, strings, lists, methods, graphics and GUI interfaces. Time permitting, we will discuss tools for data analysis. In class instruction will focus on case studies tackling business applications. (Previously ITM 237)

Prerequisite MATH 122 or MATH 190 or MATH 195

3 Hours, 1 Semester

DS 312 Business Analysis

Industry's appetite for intelligent automation solutions grows as stakeholders recognize the power and value to these impressive tools. However, solution identification and deployment is not a simple matter. The appropriate analysis must be performed to identify the opportunity, document the process and data environment, craft the business solution and build a plan that minimizes risks. Historically, 50% of technology projects fail because this critical step is rushed, skipped or done badly.

Students will learn the fundamentals of business analysis in the course from an industry best practice framework. By the end of class, students will have used key aspects of the framework and completed foundational business analysis templates.

Prerequisite: DS 212

3 Hours, 1 Semester

DS 315 Principles of Automation

In this course students will build upon their knowledge of automation development and business analysis. Students will learn more advanced automation skills, including effective development practices, preparing them to identify and build automations without instruction. How these automations are built matters, though, as building bunches of bad bots creates more problems for an organization than the automations may have solved. The concepts of Center of Excellence and governance practices will be introduced so students learn how business analysis and development practices contribute (positively or otherwise) to the overall transformation initiative of an organization.

Prerequisite: DS 312

3 Hours, 1 Semester

DS 320 Data Mining

Analytics is the process of getting value out of data. It explains how seemingly mundane data points, when combined, can provide insights into habits, processes, and patterns. We live in a world overflowing with data, and only recently has technology reached the point where anyone can conduct this type of analysis without the aid of supercomputers or consulting firms. This course covers "D2D", or Data to Decisions. Specifically, this means we will learn what to collect, how to collect it, and how to transform it into actionable information. It is also focused on solving real business problems, which is the most practical application for Nichols business students. (Previously ITM 310)

Prerequisite: MATH 215 or its equivalent, and DS 237

3 Hours, 1 Semester

DS 340 Data Visualization

This hands-on course covers the art and science of data visualization. It explores various visualization techniques and the way that shape, size, color, orientation, and motion influence the way information is comprehended. The class will use world-class visualization platforms such as Tableau and PowerBI. Students will understand the difference between exploratory versus explanatory visualization as well as gain an appreciation for the appropriate use of visualization techniques. We'll discuss how visualizations can be manipulated to mislead or misinform others and discuss the ethics around data visualization. Students will work through a series of interactive dashboards culminating with the final project in which the student will create a story with their data.

Prerequisite: DS 101

3 hours, 1 semester

DS 350 Information Management

The primary goal of this class is to learn principles and practices of database management and database design. We will discuss the database relational database design, normalization, SQL queries, reports and other interfaces to database data, and documentation. We will also treat ethical and privacy issues associated with database systems. In-class instruction and exercises will focus on the fundamentals for creating sophisticated, interactive, and secure database applications. (Previously ITM 420)

Prerequisite: MATH 122 or MATH 195

3 Hours, 1 Semester

DS 370 Special Topics in Data Science

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in data science.

3 Hours, 1 Semester

DS 480 Capstone

This course will include a blend of Data Science, Intelligent Automation, and Business Analytics majors to create culminating projects related to technology. The course will emphasize the analysis and critical thinking that will drive their research. Multi-disciplinary teams will allow for projects with higher complexity while presenting students with the added challenge of working in diverse teams. By combining students with different skillsets, the teams will be able to appreciate that solutions can be diverse with various technologies allowing for a multi-pronged approach to the challenge at hand. Teams will be paired with corporate, industry, and/or community-based clients in order to work on real-world challenges that can be beneficial to those stakeholders. Final presentation of their findings will be made in front of the client giving students the added challenge of explaining technical solutions to a non-technical audience.

Prerequisite: DS, IA, or BAN program only, and 72 credit hours completed or instructor permission

3 Hours, 1 Semester

DS 490 Data Science Internship

DS 491 Research Associate Internship

DS 492 Teaching Associate Internship

DS 493 Advanced Project

DS 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Dance

DAN 270 Special Topics in Dance

This course is designed to present topics of special interest not covered in the existing course listings for dance.

3 Hours, 1 Semester

DAN 283 Dance Fusions

This course will act as an introduction to the fundamentals of dance. Students will explore traditional and non-traditional forms of dance through lecture, video, readings and physical movement explorations. The course will further students' knowledge of dance and its many entities, including the relationship to other art forms. History of dance as it pertains to modern day, as well as time period parallels of the arts will be extensively explored. Students will also gain a better awareness and understanding of collaborative artistic efforts.

3 Hours, 1 Semester

DAN 287 Modern Dance

This course is an elementary-to-intermediate technique course in which students will focus on developing their personal movement vocabulary. Challenging themselves both mentally and physically through floor exercises, loco motor movement and choreographic combinations, students will gain a critical awareness of modern dance. Terminology from Laban Movement Analysis, including varying aspects of effort, shape, and space will be incorporated in each class and augmented with outside readings and research. In addition, students will work on flexibility, core strength, body awareness, musicality, and performance.

3 Hours, 1 Semester

DAN 288 Practicing Yoga: On & Off the Mat

Yoga is a 5,000-year-old practice based on both movement and stillness of the body and breath. The physical postures, however, are only a small part of the practice. This course will intertwine the philosophy and science of yoga with a physical practice. If consistent, your experiences on the mat will permeate into your life off the mat by reducing anxiety and increasing confidence and compassion for yourself and others.

3 Hours, 1 Semester

Economics

ECON 223 Introduction to Economics

This is an introductory course of economics principles. The course covers both microeconomics and macroeconomics, along with issues within the global economy. Topics covered are supply and demand; allocation of resources; firm decision-making; imperfect competition; economic analysis of unemployment, inflation, and economic growth; the role of government in the domestic economy; global economic issues and U.S. and economic policies of the last quarter century. Students will learn and use economic tools of analysis to explore a variety of social phenomena. Primary emphasis is placed on real world examples to study microeconomics, macroeconomics and global political economy issues from alternative theoretical perspectives.

3 Hours, 1 Semester

ECON 303 Prices & The Market System

From competitive market environments to bargaining power to monopoly and too-big-to-fail, this course in intermediate microeconomics is part of the core of the economics discipline. This course focuses on strategy, institutions, and evolution in game theoretic environments. Students develop competence in applying microeconomic models to explain economic decision-making by individuals and firms, how markets allocate resources, how the structure of markets affects choices and social welfare, and the ways that government intervention can improve or impair the functioning of markets. Real world examples and current issues are used to illustrate concepts and to strengthen understanding of the modern economic landscape.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 304 Inflation, Employment, & National Income

An intermediate macroeconomic course analyzing the determination of national income, employment, the price level, interest rates, and exchanges in the economy. Piece-by-piece, a theoretical model will be constructed that is capable of describing how each of these variables is determined. After the model is completed, the course investigates issues of business cycle theory, foreign trade, and macroeconomic policy. Special attention will be given to theoretical and policy debates.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 305 Labor Economics

This course is a senior level seminar concerning the historical role of labor in the American Economy. One of the major themes of the course will be the relationship between labor markets and political issues. We will be interested in the relatively stagnate wage growth of the last three (plus) decades and the rise of income inequality. Other topics of interest will be: (1) the role of Women in the US economy; (2) the issue of Race in shaping the historical development of capitalism in the US; and (3) the changing structure of labor in the Twentieth Century US American economy, and the rise of the "predator state." We will seek to better understand these trends and to explain them through history, modeling, and theoretical and political analysis.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 307 Money, Banking, & The Economy

This course focuses on the essential features and functions of money and credit in a capitalist economy operating with a fiat currency in a flexible exchange rate regime such as the U.S. economy. We study the role of the U.S. Federal Reserve Bank (The Fed), the U.S. Treasurer and the commercial banking sector in the U.S. economy, the banking and financial systems. The fundamental elements of financial markets, instruments and investments, and their links to the monetary and banking systems are examined. Special attention is given to the institutional structure and the accounting procedures through which the Fed and the Treasurer coordinate monetary policy. We examine the endogenous nature of crises and financial instability in capitalist economies. Here, we study the theories provided by prominent 20th century economists – Hyman Minsky and J.M. Keynes – whose names and theoretical contributions have been widely evoked during the 2008 Financial Crisis. We identify the causes and implications of financial crises, and understand possible policy solutions. Such policies emphasize the need to understand the recent evolution of the regulatory framework in the financial and banking industry.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 309 World Economic Geography

This course focuses on the connections between physical, cultural, and political geography and our economies. Case studies are used to explore both natural and global economic issues. *(Can also be offered as IBUS 309)*

3 Hours, 1 Semester

ECON 370 Special Topics in Political Economy

These courses will consider a variety of topics of contemporary interest in the political economy. A broad array of political economic issues and problems will be studied, including the political economy of women and leadership, capitalism in crisis, and other courses offered on a rotating basis.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 412 International Economics

Global interconnectedness is an extremely important reality today. Global interconnectedness influences our individual lives every day. Very few enterprises can today insulate themselves from the influences of global developments. A main goal of this course is to develop an understanding of the international dimensions of our economy. Students will become acquainted with the economic analysis of the foundations of international trade and the impacts of trade on domestic and global economies. Impediments to trade are analyzed, such as tariffs, quotas, and market power of megacorporations. The course includes a study of global finance, the balance of payments, world debt, exchange rates, and the international monetary system. Contemporary real world issues and problems are emphasized.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 415 Urban & Regional Economics

Today many cities in the United States, such as Detroit, are in Great Depression-like circumstances while others such as Atlanta are flourishing. More locally the towns of Southbridge and Webster seem to struggle economically, while Sturbridge and Cambridge thrive. This course attempts to understand these phenomena. This course will focus on several topical issues, including: urban flight, suburban sprawl, urban work and labor markets, poverty, urban education, crime, urban sociology and psychology, and issues of race (e.g. discrimination and segregation). The course is intended to familiarize students with the basic issues and policies of urban and city life. The course integrates a political economic and sociological approach to urban issues, based upon reading contemporary books and texts.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 470 Special Topics in Economics

These courses consider a variety of topics related to the practice and science of economics. A broad array of economic issues will be studied, including the history of economic thought, behavioral economics, social issues in economics, and other courses offered on a rotating basis.

Prerequisite: ECON 223

3 Hours, 1 Semester

ECON 480 Seminar in Economics

This seminar or independent study course is designed to prepare advanced students for graduate study covering theoretical and contemporary economic issues in depth.

Prerequisite: ECON 303, ECON 304

3 Hours, 1 Semester

ECON 490 Economics Internship

ECON 491 Research Associate Internship

ECON 492 Teaching Associate Internship

ECON 493 Advanced Project

ECON 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

English

ENGL 105 College Writing

This introductory writing course is designed to build writing skills and to increase students' enjoyment of writing through extensive practice. The course focuses on teaching students to discover and develop ideas they wish to communicate, and then on the numerous technical skills necessary to make communication effective and engaging. Students will develop their voices, their styles, and their mechanics through multiple writing projects and through a focus on revision. Readings will illustrate the styles and organizational patterns of effective student and professional writers. Students who take this course cannot also take ENGL 212 – Analytical Writing.

3 Hours, 1 Semester

ENGL 202 Writing Lab

In this 1-credit writing workshop, students can write about topics or themes related to their majors, personal interests, hobbies, or larger cultural issues. This course provides students with the opportunity to define writing's meaning and power for themselves. As they explore their own areas of interest, students will learn about voice, purpose, and audience.

1 Hour, 1 Semester

ENGL 212 Analytical Writing

In this writing course, students will study and practice critical writing. As students read, write, and discuss such important cultural issues as technological developments, media's impact on society, identity formation, and environmental concerns, they will develop their own perspectives. Students will learn the purposes, strategies, and conventions of academic writing, particularly analysis and argumentation, through critical reading, drafting, and collaboration. Students who take this course cannot also take ENGL 105 – College Writing.

3 Hours, 1 Semester

ENGL 213 Introduction to Literature: More Ways Than One

An introduction to the study of literature, the course will look at fiction, poetry and drama in a seminar format. In a discussion-intensive, reading-intensive course, students will look at a variety of books, built around a theme or a way of thinking about literature.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 214 Culture & Identity in Literature

This course focuses on study of literature through examination of the work of people bound together by their ethnicity, culture, or identity. It will look at a single subject from year to year. Among the possible subjects are: Women's Literature, African-American Literature, Hispanic Literature, Asian, African or Latin-American Literature. Students may take and receive credit for this course additional times when different subjects are offered.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 234 World Literature I: Myths, Legends, Folklore I

Students will examine a range of classical and medieval myths, legends, and folklore that explore the relationship between individual identity and the wider society. Students will learn about the historical and cultural context in which these texts were composed, and how literature both reflects and challenges ideology. Students will be expected to analyze literature's relevance and contributions in not only its own time period, but also to our culture today.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 236 Shakespeare & His World: World Literature II

Not much is known about Gentle Will Shakespeare's life, which is ironic in the sense that he defined, in many ways, what it means to be a human being. This class will take a peek into how the period of time known as The Renaissance created our ideas about human life today. We will focus on the dramas of Shakespeare, plays that shape what it means to be human, plays that continue to pose questions to us: Is feeling more important than thinking? What happens to a person who attains great power? Does knowledge keep us from doing? Should we be loyal at all costs? We will look at a few of the great movies that have been made from these plays. We will read selected works from The Renaissance and the 17th century.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 237 The 18th & 19th Centuries: World Literature III

This course is an introduction to a period that produced many of the enduring classics of literature. It focuses on work from Europe, with some Asian and Middle Eastern material rounding it out. We will read Rationalists, Romantics, and Victorians and we will explore their stories and their ideas and how those fit or contrast with ours today.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 308 Themes in Literature Before 1870

This course looks at literature from before 1870 that focuses on a particular theme. Each semester will be different, but some themes could include the search for identity, good and evil, love and sex, crime, and more.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 309 Themes in Literature After 1870

This course looks at literature from after 1870 that focuses on a particular theme. Each semester will be different, but some themes could include the search for identity, good and evil, love and sex, crime, sports, business, and more.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 312 Contemporary Literature

Across the continents, themes like love, becoming an adult, and death are universal. Other topics are unique to just some countries and cultures. As globalization makes today's world smaller and smaller, this course will look at contemporary world literature to explore the ideas that join us and those that still drive us apart. (We will read selected works from the 20th and 21st centuries.)

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 314 Early American Literature

Starting before the United States existed; this course looks at the written and oral literature that defined America, from the time only Native Americans lived here through the middle of the Nineteenth Century. We will read the stories of slaves and settlers, Native Americans and newcomers, revolutionaries and artists. Included will be such authors as Edgar Allan Poe, Ralph Waldo Emerson, Henry David Thoreau, and Walt Whitman.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 320 Fiction Writing

Muriel Rukeyser once wrote, "The universe is made of stories, not atoms." Fiction Writing centers on making our own universes through the creation of story and on the discovery of the universe within each of us, the stories of which we are made. Through discussion and revision of their own work as well as the reading of published pieces, class members find their own voices, hone their skills, and release the energy of their own creative -expression.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 321 Professional Writing

Intensive practice in a variety of approaches to professional writing tasks: memoranda, correspondence, proposals, and both brief and longer reports.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 327 Plays & Playwrights: Introduction to Drama

From Greece in 300BC to Broadway today, playwrights have taken on the daunting task of creating a slice of human drama that can be performed in (usually) three hours or less. We will read and watch a variety of plays to see how writers have created characters, wars, heavens, hells, pasts, and futures – and brought them to life on a tiny stage in front of a live audience. From classic to cutting edge, the themes of heroism, pride, sex, love, war, and the range of human experience are brought to life in every scene.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 329 Introduction to Writing Poetry

This course will focus on both writing and reading/analyzing poetry, with the end goal of becoming more capable and attuned poets. Through discussing and revising your own work, as well as reading published pieces, you will find your own voices, hone your skills, and release the energy of your own creative expression. Approximately half of our classes will be spent discussing the works of established poets, both new and old, and the other half of our classes will be spent discussing your own poems. The structure of this course focuses not only on writing poetry, but also on the revision and analysis of poetry. You will spend ample time revising your work because all writing, including poetry, is ten percent writing and 90 percent rewriting. Moreover, there will be an emphasis on the reading and analysis of published poems because reading is as important as writing when trying to create great poetry— especially because the language of poetry is so different than our everyday language.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 342 Sportswriting

Using the sports programs at Nichols as well as issues and events in the larger sports world, students will develop the writing skills of bona fide sports writers. The course will involve reporting on actual sports events, writing feature stories about athletes and their sports, and composing columns that combine good research with thoughtful opinion. Along the way, students will learn planning and interviewing skills and reinforce the foundations taught in their first-year writing courses.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 345 Non-Fiction Writing

This is a writing workshop course in which students will explore their own experiences and ideas while learning how to effectively share those ideas with readers. The course will focus on writing experiences including autobiography, profiles of others, creative literary non-fiction, and pieces that relate to world events and the society and culture around us. In addition to extensive writing, students will read model essays.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 346 Journalism

Designed for students interested in journalism and those who want to improve their written communication skills. Intensive hands-on work in various aspects of news writing combined with analysis of the influence of media's role in the world.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 347 Science Fiction Writing

Muriel Rukeyser once wrote, "The universe is made of stories, not of atoms." This course will explore the genre of science-fiction emphasizing both creative and analytical writing. Exploring the sci-fi genre in literature, film, TV, and music, we will discuss themes of time travel, parallel universes, and the outer limits of science and technology, among others things. We will read, view, and discuss sci-fi and other forms of the supernatural in order to critically explore the human condition. Through discussion and revision of your own work, you will find your own voices, hone your skills, and release the energy of your own creative expression.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 470/471 Special Topics in English

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in English.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 481 Senior Thesis

Students complete this course in conjunction with any literature professor. The course will be run similar to an independent study, in that students work one-on-one with a professor of their choice. By exploring an area of interest, researching their topic of literature, and reading multiple texts, students compose a paper of significant length to cap off their English major experience. Senior Standing only.

Prerequisite: ENGL 105 or ENGL 212

1 Hour, 1 Semester

ENGL 490 Internship in English

Students will complete an internship in order to explore opportunities in publishing, journalism, marketing, communications, education, and a variety of other fields which welcome English majors' skills.

Prerequisite: ENGL 105 or ENGL 212

3 Hours, 1 Semester

ENGL 491 Research Associate Internship

ENGL 492 Teaching Associate Internship

ENGL 493 Advanced Project

ENGL 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Entrepreneurship

EPS 227 Entrepreneurial Mindset

This course introduces students to the entrepreneurial mindset within the context of the managerial process and organizational dynamics. Successful completion of this course will provide students with a basic understanding of the role of an entrepreneur as a leader, manager, and team member in an innovative an entrepreneurial environment.

3 Hours, 1 Semester

EPS 370 Special Topics in Entrepreneurship

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in entrepreneurship.

3 Hours, 1 Semester

EPS 378 Entrepreneurial Management

This course provides fundamental knowledge and skills in entrepreneurship which focus on the process of establishing and successfully operating a new business.

Entrepreneurship is setting up a freestanding new business and accepting the risks of time, effort, and money associated with such a venture. Successful completion of this course will enable the student to craft an initial plan for the start-up of a new business, including a working knowledge of permits, fees and municipal registration requirements and the development of a simple business plan.

Prerequisite: EPS 227 or MGMT 227

3 Hours, 1 Semester

EPS 385 Business Finance for Entrepreneurs

The emphasis of this course is on the acquisition and management of entrepreneurial capital and funding and on the development and management of the fundamental accounting skills and tools and systems for small business owners. Successful completion of this course would enable the student to identify and apply for funding and to set up and operate the business and accounting systems necessary for the successful control of their business.

Prerequisite: FIN 303

3 Hours, 1 Semester

EPS 386 Sales & Marketing For Entrepreneurs

The emphasis of this course is on the development and management of successful entrepreneurial selling and marketing skills, e-commerce, and effective communication skills and tools for entrepreneurs. Successful completion of this course would enable the student to create and execute a successful marketing plan for the introduction of their business to the marketplace, including the virtual marketplace and would provide the student with the fundamental business communication tools and skill sets necessary for the operation of their company.

Prerequisite: MKCM 202

3 Hours, 1 Semester

EPS 451 The Bison Business Challenge

Working with corporate partners, alumni and faculty, this highly competitive course, patterned after the TV show, "The Apprentice," involves intense TEAM competition and problem solving. Students will elect CEOs, negotiate to acquire team members and compete for sixteen weeks to determine the ultimate winner. We have designed a learning experience that will develop and test your skills in strategy, marketing, negotiation, management, finance -- as well as creative, innovative, entrepreneurial thinking. Your learning experiences will primarily engage you in real world business cases, including when feasible interactions with the entrepreneurs that are the subjects of the cases, or practitioners who have relevant experiences and insights to share.

Prerequisite: EPS 378, EPS 386

3 Hours, 1 Semester

EPS 480 Entrepreneurship Capstone

This capstone course will provide seniors with an opportunity to learn and experience entrepreneurship. The course will expose students to successful entrepreneurs, as well as acquaint them with the challenges and rewards of entrepreneurship. Additionally, each student will gain firsthand experience in entrepreneurship through the completion of an extensive case analysis and/or consulting project.

Prerequisite: EPS 385, EPS 386

3 Hours, 1 Semester

EPS 490 Entrepreneurship Internship

EPS 491 Research Associate Internship

EPS 492 Teaching Associate Internship

EPS 493 Advanced Project

EPS 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Environmental Science

ESCI 233 The Environment

An introduction to the interactions between human society and our environment. Topics include the structure and functioning of natural ecosystems; local, regional, and global pollution problems; the growth of human populations through time; and factors relating to energy consumption by society. Laboratory.

3 Hours, 1 Semester

ESCI 243 Physical World

An introduction to the environmental geologic forces and man's interaction with them. Concentrates on environmental management that reduces geologic hazards and sustains natural resources. Topics include coastal erosion, groundwater management, river flooding, earthquakes, volcanoes, glaciers, global warming, rock types, energy production, and global changes. Laboratory.

3 Hours, 1 Semester

ESCI 470 Special Topics in Environmental Science

This course will consider a variety of topics of contemporary interest in the environmental field. Students will be encouraged to use primary sources to acquire current information on selected topics. A broad array of environmental problems will be studied.

Prerequisite: Will vary depending on the content of the course

3 Hours, 1 Semester

Finance

FIN 201 Personal Finance

An introduction to the financial issues and decisions that impact the lives of average people every day. The course covers money management, consumer credit, automobile and home purchases, insurance needs, and retirement planning. *Students choosing Finance as a concentration or minor are prohibited from taking this course.*

Prerequisite: MATH 117 or MATH 122 or MATH 190 or MATH 195

3 Hours, 1 Semester

FIN 303 Financial Management

General principles of business finance focusing on markets, analysis, interest rates, the time value of money, the valuation of securities and capital allocation within the firm.

Prerequisite: ACCT 238; MATH 117 or MATH 122 or MATH 190 or MATH 195

3 Hours, 1 Semester

FIN 325 Corporate Finance

Analysis of long-term corporate financial decisions, including capital budgeting, cost of capital, leverage, dividend policy, debt and equity financing, working capital management, business combinations, and international finance.

Prerequisite: FIN 303

3 Hours, 1 Semester

FIN 335 International Finance

This course introduces students to the operation of global financial markets and financial management in the global market. Topics will provide students with an understanding of the importance of foreign trade and investment along capital investment activities. Other topics of particular interest are balance of payments, currencies, hedging Instruments, managing foreign currency exposures, international portfolio and corporate investments.

Prerequisite: ECON 223, and FIN 325

3 Hours, 1 Semester

FIN 340 Real Estate Finance & Investment

This course introduces students to the fundamental concepts and analytical methods used for making residential and commercial real estate finance and investment decisions. Students will gain a fundamental, real-world understanding of returns on capital with a focus on expected growth along with market and project-specific risks. Students will develop hands-on experience building financial Pro Forma Statements using a multi-year discounted cash flow analysis which will include tax implications, depreciation, capital gains and losses.

Prerequisite: FIN 303

3 Hours, 1 Semester

FIN 370/470 Special Topics in Finance

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in finance.

Prerequisite: FIN 303

3 Hours, 1 Semester

FIN 393 Investments & Security Analysis

A study of investment principles and techniques including the investment environment, evaluation of securities, current practices in the securities/investments industry, and the formulation of investment objectives.

Prerequisite: FIN 303

3 Hours, 1 Semester

FIN 394 Portfolio Analysis & Management

This course introduces students to portfolio management based on theory and best practice techniques of investments. Students will gain a comprehensive knowledge of portfolios and a set of tools designed to assist them in the investment decision-making process. Students will be exposed to the basic theories of managing a portfolio of financial assets within the risk-return framework.

Prerequisite: FIN 393

3 Hours, 1 Semester

FIN 432 Financial Planning

An introduction to the financial issues that impact the lives of average people every day. The course covers money management, the rudiments of investing, personal tax, the fundamentals of life, health and property insurance, the tradeoffs between risk and return in investing, home ownership and mortgages, the pitfalls of consumer debt, retirement planning, and estate planning.

Prerequisite: FIN 303

3 Hours, 1 Semester

FIN 435 Options & Futures Trading

This course introduces basic concepts of futures, swaps and options that are frequently used by institutional investors and experienced individual investors for investment and speculation. Students will learn how these products work, how they are used, how they are priced, and how financial institutions hedge their risks then they trade the products.

Prerequisite: FIN 393

3 Hours, 1 Semester

FIN 472 Thunder Fund I

This course will provide students the knowledge to build a DCF model to aid them in evaluating potential investment opportunities. Students will be in charge of rebalancing the existing portfolio, assessing risk, and ensuring that the portfolio is in compliance with the IPS. Students will engage in real world and hands-on experience in security analysis and portfolio construction and management through the management of the Nichols College Student Managed Investment Fund.

Prerequisite: FIN 393

3 Hours, 1 Semester

FIN 473 Thunder Fund II

This course provides students with real world and hands-on experience in security analysis and portfolio construction and management through the management of the Nichols College Student Managed Investment Fund. Students will be jointly in charge of the investment decisions of the fund and the overall composition of the portfolio. Each student will perform various quantitative and qualitative analysis of individual securities, industries, and the overall portfolio.

Prerequisite: FIN 393

3 Hours, 1 Semester

FIN 480 Financial Decision Making

A capstone course which expands upon corporate finance and investment concepts. Includes exposure to advanced financial theory. The case method of instruction challenges student teams to understand, evaluate, and solve real world business problems.

Prerequisite: FIN 325, FIN 393

3 Hours, 1 Semester

FIN 490 Finance Internship

FIN 491 Research Associate Internship

FIN 492 Teaching Associate Internship

FIN 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

General Business

GBUS 220 Business Exploration

The Business Exploration class will provide students with an introduction to business concepts and vocabulary at a high-level. Students will explore the functional areas and key industries in business, and how these areas relate to Nichols College concentrations. Through the course, students will engage in the language and acumen of business using Nichols College Alumni to present current events, cases and real-world examples. The course also provides an introduction to global business concepts.

3 Hours, 1 Semester

GBUS 490 General Business Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Gender and Diversity Studies

GDS 216 Introduction to Gender & Diversity Studies

This course introduces students to Gender and Diversity Studies, an interdisciplinary field of academic study. The course surveys contemporary gender issues, focusing on the social construction of race, sexuality, and gender and the relationship of gender to the self, others, and society. Along with the focus on the U.S., the course incorporates international perspectives on gender constructions and experiences. This course aims to connect our academic explorations with our lived experiences.

3 Hours, 1 Semester

GDS 270/370/470 Special Liberal Arts Topics in Gender & Diversity Studies

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in gender and diversity studies.

3 Hours, 1 Semester

GDS 271/371 Special Business Topics in Gender & Diversity Studies

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in gender and diversity studies.

3 Hours, 1 Semester

GDS 416 Gender & Diversity Studies Capstone

The GDS capstone course is an opportunity for students to demonstrate that they have achieved the goals for learning established by the Gender and Diversity Studies program of study. This course will give students the opportunity to reflect on what they have learned across their program-related courses and to share those experiences with others. Student-driven and collaborative in nature, the course utilizes work-shopping and mini team projects as a forum for refining student critical thinking, effective research and reading, interviewing, writing, and ultimately, presenting.

Prerequisite: The course is open to Gender and Diversity Studies minors who have completed 9 credits of course work in the minor or with permission of the instructor.

3 Hours, 1 Semester

GDS 491 Research Associate Internship

GDS 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Healthcare Management

HCM 342 Healthcare Management

This course provides students with the managerial knowledge and skills to organize and lead within a healthcare setting. Students will explore various concepts and theories of managing people, resources, systems, and processes within health services to meet the changing environment considering the needs of the public and cost effectiveness. *Formerly MGMT 342.*

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

HCM 344 Healthcare Systems

This course provides an overview of how healthcare and public health are organized and how their services are delivered in the United States. Topics to be covered include public policy (including U.S. health reform initiatives); organization of healthcare systems; components and operation of healthcare organizations, including e-health delivery; professional roles and accreditation; and regulatory issues, including licensure requirements.

Prerequisite: HCM 342

3 Hours, 1 Semester

HCM 346 Healthcare Law and Ethics

This course provides an overview of the many legal and ethical issues facing managers and providers working in the healthcare system. Engaging students in critical thinking, it investigates the healthcare administrator as decision-maker, leader and moral agent. It offers a foundation of current health law/ethical issues and will review an array of relevant situations and dilemmas. Students will gain a practical knowledge of healthcare legalities and ethics.

Prerequisite: HCM 342

3 Hours, 1 Semester

HCM 370 Special Topics in Healthcare Management

This course is designed to present topics not covered in the usual program yet considered of value to the student of healthcare management.

3 Hours, 1 Semester

HCM 418 Healthcare Financial Management

This course examines the complexities of reimbursement including changes in Medicare payment and other third-party payers, the evolution and shape of managed care, related public programs and public policy. Topics addressed include financial management, financial statement analysis, working capital management, present value analysis, capital budgeting, cost of capital, variance analysis, and financing techniques.

Prerequisite: FIN 303 and HCM 342

3 Hours, 1 Semester

HCM 490 Healthcare Management Internship

HCM 491 Research Associate Internship

HCM 492 Teaching Associate Internship

HCM 493 Advanced Project

HCM 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

History

HIST 110 United States From Colony to Republic

Designed to introduce students to the practice of historical study, this course is a survey of the origins of the United States – from Europeans' arrival in North America to the founding of the republic. It is designed to offer students a broader understanding about how and why the United States developed into a nation-state, including the political, economic, social, and cultural factors that led to U.S. independence. The course is organized chronologically and will emphasize the theme of identity. Much as it is today, what became the United States of America was a tremendously diverse place in terms of race, class, gender, religion, and place of origin. These differences bred both conflict and accommodation among peoples who became "Americans," the results of which greatly shaped the early republic.

3 Hours, 1 Semester

HIST 111 The Making of Modern America

This survey course primarily focuses on the United States in the nineteenth century, an era in which the country emerged into the modern state that we recognize today. The course is organized chronologically and emphasizes the theme of expansion. During the nineteenth century, the United States grew territorially at an astounding rate, reaching the shores of the Pacific Ocean and beyond. Meanwhile, the country enjoyed rapid growth in its economy as it transitioned from an agriculturally based system (highly dependent on slavery) to an industrially centered one. This period also marked broadening popular participation in the body politic, albeit with significant limitations based on race and gender. This expansion in its various forms was marked by both conflict and accommodation among the nation's diverse population. We will examine the effects of expansion on these various peoples.

3 Hours, 1 Semester

HIST 112 The American Century

For the better part of the 20th century, the United States was widely recognized as the most powerful country on earth. Borrowing from famed publisher Henry Luce, this era has been called the "American Century." This course will survey the political, economic, social, and cultural factors that contributed to this development, assess how such influence was sustained, and consider the extent to which the term still applies in the present. Through close readings of primary and secondary sources, we will examine how domestic affairs – including race relations, income inequality, and national security – affected foreign policy and vice versa.

3 Hours, 1 Semester

HIST 113 Ancient Societies

This survey course will examine the emergence of the earliest human civilizations, from pre-historic beginnings through the 6th century. We will explore how these societies began and developed over time; examine their political institutions, religious beliefs, and social structures; and investigate how economic and technological development, as well as evolving religious and intellectual ideas, helped promote new commercial and cultural ties among these civilizations. This course will focus on the earliest societies in the ancient Near East and the Nile Valley, India, East Asia, the Mediterranean world, and early Europe.

3 Hours, 1 Semester

HIST 114 The Medieval World

This survey course will examine the evolution of civilizations from 600 until 1600. We will explore the development of the Islamic world, the African kingdoms, and the Americas in the age of the Incas, the Maya, and the Aztecs. We will examine the impact that trade, religious and intellectual ideas, war, and disease played in promoting remarkable changes in Indian, East Asian, and European societies during this time period. The worldwide impact, both positive and negative, made by the European Renaissance and Age of Discovery will be analyzed.

3 Hours, 1 Semester

HIST 115 The Modern Age

This survey course will examine the evolution of civilizations from 1600 until the present, when the world becomes increasingly integrated because of advances in technology and increasing trade and cultural exchange among societies. We will explore the political, religious, intellectual, and economic developments that lay behind the expansion of Western influence into other parts of the world. We will assess the political revolutions that occurred in the Atlantic world in the 18th and 19th centuries and the ideological and social movements that brought reforms to Europe but European imperialism to Africa and Asia. We will examine the causes and effects of the Industrial Revolution as well as the impact of the world wars, which led to the decline of Western imperialism and the resurgence of civilizations in India, China, and Africa.

3 Hours, 1 Semester

HIST 210 War On Terror

This course provides students an historical grounding to the contemporary Global War on Terror. Guided by the process and method of historical inquiry, we will consider the policies and precedents that have informed the GWOT's undertaking from well before the attacks of September 11, 2001. By studying these antecedents, we will develop a deeper, more sophisticated understanding of this present-day conflict. Using both primary and secondary sources, we will focus principally on threats and activities abroad, including engagements against al Qaeda and ISIS as well as the 21st-century wars in Afghanistan and Iraq.

3 Hours, 1 Semester

HIST 211 From Leeches to Listerine: Medicine & Disease in 19th Century America

This course is intended to expose students to a variety of topics in the history of medicine and public health. Although most of the topics covered fall under the heading of “social history,” students will examine how health and disease often impact political and economic history. The United States will be the focus of the course; however, events in Europe will also be discussed since many medical breakthroughs occurred outside of America. Topics to be discussed include epidemics, the development of anesthesia, mental health reform, the birth of urban sanitation, the impact of the Civil War on medicine, and the federal government’s role in ensuring the safety of food and medicines.

3 Hours, 1 Semester

HIST 213 Civil Rights in America

This course will examine the history of the Civil Rights Movement in America, from its origins in the years after the Civil War to the current Black Lives Matter movement. Students will learn how the development of the NAACP, the Great Migration and World War II helped ignite the protests of the 1950s and 1960s. Students will study numerous events related to the struggle for civil rights, including the murder of Emmett Till, school integration, student sit-ins, Martin Luther King, Jr. and Malcolm X. Students will complete a research project on a person or event related to the Civil Rights Movement.

3 Hours, 1 Semester

HIST 215 World War II

This course will focus on the American experience at home and abroad during World War II. It will cover military, political, economic, social, cultural, and diplomatic aspects of the war. Discussions of the methods of historical inquiry – particularly through primary and secondary sources – will be used to illustrate interpretations of the major events of World War II. Controversial aspects of the war and its conduct will be examined, especially pertaining to the role of the United States. Among the topics to be examined include the attack at Pearl Harbor, the issue of the timing of the second front in Europe, whether the Holocaust could have been prevented, the role of women on the home front, the brutality of the Pacific war, and whether it was necessary to drop the atomic bomb.

3 Hours, 1 Semester

HIST 217 Nichols & Its History

Through readings, lectures, discussion, guest speakers, field trips, independent research and presentations, students will explore the history of Nichols since its founding in 1815 to the 2000s. Although our focus will be on Nichols, we will also consider larger connections with local, regional, and national history.

3 Hours, 1 Semester

HIST 270 Special Topics in History

This course is designed to present topics not covered in the usual program yet considered of value to the student of history.

3 Hours, 1 Semester

HIST 315 Age of The American Revolution

This course will examine selected topics in American constitutional history from the founding period to the early 21st century. A significant component of this course is a detailed examination of the United States Constitution and the Massachusetts state Constitution, including their origins, interpretation, and evolution.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 322 Women in American Society

This course considers the role that women have played in American life from the colonial period to modern day. Special consideration will be given to such topics as the perceived role of women, their actual status and contributions in the Lowell mills, the Abolitionist movement, suffrage, and the 20th century civil rights movement.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 325 U.S. in The World

This course will chart the ascendance of the United States from a regional power in the late-nineteenth century to a global superpower in the present. We will examine the expansion of U.S. political, economic, and cultural influence – including the ideological foundations that have been used to justify such expansion – and assess its consequences. We will begin by looking at the United States in the 1890s, a decade when it acquired overseas colonies (a key marker of “world power” status), and conclude by looking at contemporary foreign-policy concerns.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 339 Modern Europe

This course considers the evolution of modern Europe, including the social, political and economic developments of major European nations from the fall of Napoleon's Empire in 1815 to the present. Special emphasis will be placed on the Industrial Revolution, European nationalism and imperialism, the causes and effects of the world wars and the Cold War, the fall of Communism, and the drive toward European Union.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 340 Political & Historical Leaders

This course examines leadership, behavior, and style, and its potential for contributing to change in business, governmental, and nonprofit organizations. How leaders interact with the climate of the organization and its situational context, both political and environmental, will be examined through case studies of important figures in political, business, and social history.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 342 Modern Latin America

This course is a survey of Latin American history from the early-nineteenth century to the present. It is designed to introduce students to significant issues and trends in the region, broadly defined as lands in the western hemisphere south of the Rio Grande, including the Caribbean islands. The course is roughly organized chronologically and will emphasize three major themes. We will begin with the end of the colonial period by examining the process of state formation as the region emerged from three centuries of European colonialism. We also will examine the impact of U.S. influence on Latin America, particularly since the late-nineteenth century. The third major theme is the phenomenon of revolution during the twentieth century as peoples across the region sought to redress longstanding inequalities.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 344 Media & Politics in America

This course will examine the relationship between media and politics in U.S. history since the dawn of the 20th century. The development of media – basically, any form of mass communication from newspapers and magazines to radio, television, and the internet – has deeply affected the ways in which ideas have been expressed and manipulated over the years. Our course will assess the use and effectiveness of various media during times of strife or crisis. We also will consider the role of the press, particularly in how it has shaped political issues and to what extent its role has appreciably changed over time.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 352 American Economic History

This course traces the evolution of American economic life from its agricultural/rural origins and economy through the industrial revolution, the rise of industrial capitalism in the late 19th and early 20th centuries, the Great Depression era and its aftermath, to the emergence of our modern, post-industrial urban society of today.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 355 Civil War

This course examines the Civil War and the process of rebuilding the nation at the end of America's bloodiest war. It will cover the causes for the war, the principal battles, the political and military personalities involved, the war's consequences, and explore why the Union emerged victorious.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 369 World History Since 1945

This course will survey key topics in world history since the peace settlements in Europe and the Far East at the end of World War II. Topics examined will include the political and economic structures of the peace of 1945, the role of the new United Nations, the causes of the Cold War, the Korean War, the end of European empires in Asia and Africa, crises over Cuba and Vietnam in the 1960s, the fall of the Iron Curtain, the emergence of the European Union, as well as tensions and war in the Middle East over oil, Israel, Iran and Iraq, and international terrorism.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 344 Media & Politics in America

This course will examine the relationship between media and politics in U.S. history since the dawn for the 20th century. The development of media - basically, any form of mass communication from newspapers and magazines to radio, television, and the internet - has deeply affected the ways in which ideas have been expressed and manipulated over the years. Our course will assess the use and effectiveness of various media during times of strife or crisis. We also will consider the role of the press, particularly in how it has shaped political issues and to what extent its role has appreciably changed over time.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 370/470 Special Topics in History

This course is designed to present topics not covered in the usual program yet considered of value to the student of history.

Prerequisite: Any 100-level or 200-level History course

3 Hours, 1 Semester

HIST 480 Seminar in History

This course will examine the history of historical writing, the use and evaluation of historical sources, why interpretations differ, and how historians are influenced by forces other than the facts. A research paper is required for this course.

Prerequisite: Junior and Senior History Majors and Minors, or Permission of Program Chair

3 Hours, 1 Semester

HIST 490 Internship in History

Qualified students who have departmental approval may apply for internships to gain experience in the field of public history at area museums, historic sites, archives, and libraries. Students will work to develop skills relevant to history-related careers outside the classroom. They will demonstrate their progress in weekly writing assignments and regular meetings with the supervising professor, along with a final project and presentation.

Prerequisite: 15 completed credit hours in History, 60 completed credit hours overall, the permission of the Program Chair and a sponsoring faculty member, and a minimum GPA of 2.5 or higher.

HIST 491 Research Associate Internship

HIST 492 Teaching Associate Internship

HIST 493 Advanced Project

HIST 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Honors

HONR 470 Honors Special Topics

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings.

3 Hours, 1 Semester

HONR 480 Nichols Honors Seminar

Upon successful completion of three (3) one credit special honors project /paper assignments within three courses with a semester grade of B+ or higher in each, a student will be eligible for invitation to the annual Nichols Honors Seminar – an interdisciplinary advanced course. The topic of the seminar will change from year to year.

3 Hours, 1 Semester

HONR 481 Nichols Honors Thesis

The capstone course is an opportunity for students to demonstrate that they have achieved the goals established by the Honors program of study. Student-driven in nature, this course allows students to research individual interests they have developed throughout the Honors program and their major course studies. Through drafting, workshoping, and conferencing with the instructor, students will refine their critical thinking, research, reading, writing, and presenting skills. By the end of the course, students will have written a polished, substantial paper which showcases their voice, style, and perspective. The course is open to Honors students who have completed at least 15 credits of course work in the program or with permission of the instructor.

3 Hours, 1 Semester

HONR 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Hospitality, Events, & Tourism

HSP 211 Introduction to The Hospitality Industry

This course provides an introduction to the world of hospitality and tourism. The various segments of the hospitality industry and career opportunities are explored: lodging, food service, event and meeting planning, casinos, travel, tourism, theme parks, resorts, cruise lines, and private clubs. Students gain an historical perspective and current perspective, while examining the only thing that customers of this industry actually purchase, The Guest Experience.

3 Hours, 1 Semester

HSP 341 Casino Management

Casino/gaming operations are structured and managed differently from other hospitality operations. This course discusses the economics of gaming, rules and regulations that affect day-to-day operations, government restrictions, operations of key departments, and marketing strategies. Students will interact with casino executives and perform simulated assignments from the industry.

Prerequisite: HSP 211 or MGMT 227 or EPS 227

3 Hours, 1 Semester

HSP 351 Event Planning & Management

Events from weddings to business conferences breathe life into the hospitality industry. Hosting and managing events in the hospitality is big business. Students will explore the key business concepts behind event management in the hospitality industry including planning, coordination, execution and measurement of event success. Students will be assigned to work with a hospitality company to provide assistance with an actual event or event management related challenge.

Prerequisite: HSP 211 or MGMT 227 or EPS 227

3 Hours, 1 Semester

HSP 361 Hospitality Facility Operations

This course will focus on day-to-day operations, addressing such issues as planning and scheduling, transportation and control of customers, layout and location of facilities, inventory management, reservation and pricing systems, quality and customer satisfaction, decision-making techniques, and process control and improvement.

Prerequisite: HSP 211 or MGMT 227 or EPS 227

3 Hours, 1 Semester

HSP 362 Travel & Tourism

Travel and tourism is one of the largest industries in the world and a strong growth segment within the hospitality management field. This course explores why and how people travel, where they go and the motives behind travel related purchases. Students are introduced to travel and tourism themes including supplier and intermediary networks, airline and cruise transportation, the psychology of travel, travel technology, safety and security, and the economic, social, and environmental impacts of tourism. Experiencing the travel and tourism industry first hand is an integral component of the course, as students create customized itineraries, participate in off campus field trips, and engage with industry guest speakers.

Prerequisite: HSP 211

3 Hours, 1 Semester

HSP 370/470 Special Topics in Hospitality, Events, & Tourism

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in Hospitality, Events, & Tourism.

Prerequisite: Will depend on course topic

3 Hours, 1 Semester

HSP 480 Issues in Hospitality Management

This capstone course will integrate knowledge and skills into the critical thinking process required for corporate decision making and strategic planning. Case studies and research of existing corporations within the hospitality industry will be the basis for study.

Prerequisite: HSP 211, HSP 351

3 Hours, 1 Semester

HSP 490 Internship in Hospitality Management

The Internship in Hospitality Management will afford students an opportunity to apply the concepts from the classroom to practical situations at an industry-based site. Students will gain an appreciation for the dynamic nature of the workplace, while obtaining valuable experience and networking with industry professionals. Research, reading assignments, and an industry analysis paper will serve to enhance the internship and underscore the need for professional development and learning in order to meet the challenges and demands of this rapidly changing field of management.

Prerequisite: HSP 211, 6 additional HSP credit hours, department approval

3 Hours (120 hours of internship experience), 1 Semester

6-9 Hours (240-360 hours of internship experience), 1 Semester

HSP 491 Research Associate Internship

HSP 492 Teaching Associate Internship

HSP 493 Advanced Project

HSP 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Human Resource Management

HRM 213 Human Resource Management

This course introduces students to the fundamental practices involved in effective human resource management, such as recruiting, performance evaluation, compensation, employment law, and employee rights. HR theory and practice are emphasized within the context of improving organizational productivity and developing employee potential.

3 Hours, 1 Semester

HRM 343 Assessment, Staffing & Employment Law

Today's organizations must compete globally and their most important asset for success is a highly competent and effective workforce. This course focuses on how top businesses attract, hire, and retain the best and the brightest talent while respecting and protecting civil and employment rights.

Prerequisite: HRM 213

3 Hours, 1 Semester

HRM 344 Developing & Motivating Human Potential

Hiring qualified talent is no guarantee that these employees will achieve their potential. Without nurturing, much of this talent will remain untapped and wasted. High performing workforces are the result of continuous development and effective motivational strategy. Based on sound motivational theory, this course examines why people work and what organizations should know and do to create winning teams.

Prerequisite: HRM 213 or PSY 151 or SOC 161

3 Hours, 1 Semester

HRM 443 Compensation & Benefits

This course examines the relationship between rewards and performance on the job. Students will learn about the issues that influence how organizations set pay and benefits policies including executive bonus and deferred compensation plans. They will also examine how compensation differs by job level and by job location and how these factors contribute to decisions regarding outsourcing and off-shoring of jobs.

Prerequisite: HRM 213

3 Hours, 1 Semester

HRM 470 Special Topics in Human Resource Management

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in human resource management.

Prerequisite: Will depend on course topic

3 Hours, 1 Semester

HRM 481 International Human Resource Management

Virtually every US company now faces competition from abroad, and the fortunes of most US firms, large and small, are inextricably bound to the global economy. Company HR Departments must have a global perspective to remain competitive. And all managers, especially HR professionals, must develop a sensitivity to global issues and practices. This course will focus on several aspects of human resources in a global context: labor practices in developing countries; multinational companies' strategies in complying with international ethical principles; and how companies can manage global operations in a manner that results in a successful experience for both the employee and the firm.

Prerequisite: HRM 213

3 Hours, 1 Semester

HRM 490 Internship in Human Resource Management

The Internship in Human Resource Management will afford students an opportunity to apply the knowledge acquired in the classroom to practical situations at the internship site. Students will gain an appreciation for the dynamic nature of the workplace and will have an opportunity to participate in the implementation of human resource programs.

Prerequisite: HRM 213 and a minimum of 45 completed credits

3 Hours, 1 Semester

HRM 491 Research Associate Internship

HRM 492 Teaching Associate Internship

HRM 493 Advanced Project

HRM 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Humanities

HUM 241 The Walking Dead & Global Values

What is it about "The Walking Dead" - a top rated television series on AMC and a new spin off called "Fear the Walking Dead" that continues to draw record breaking audiences?

On the surface these two series are about a pandemic virus that turns humans into flesh eating zombies. However, the real story is about how humanity itself is at risk of extinction. Every episode is filled with ethical dilemmas, a crisis of faith, and the striking reality of just how far human depravity can go.

In this class, Eastern and Western thought will be compared, contrasted and tested against the worldview and ethical systems of various main characters within these television series. Exploring questions like: What makes us human? What keeps us civilized? How do we address the problem of suffering? And, what happens to these worldviews when they are tested in a post-apocalyptic backdrop?

3 Hours, 1 Semester

HUM 244 Critical Thinking

This course exposes biases, perspectives and motivations which can be hindrances to organizational problem solving and decision making. Students are asked to examine in detail how they think to better evaluate, analyze and resolve issues encountered in organizational contexts.

3 Hours, 1 Semester

HUM 248 Vice & Virtue

The Vice & Virtue course introduces students to philosophical ethics – questions about right and wrong and good and evil that have puzzled and provoked thinkers for hundreds of years. We read and discuss major Western ethical theories and important moral philosophers, and also debate controversial moral dilemmas such as abortion and the morality of war. Students' work on these topics helps them develop their capacity to analyze texts and issues, to critique and construct philosophical arguments, to present their thoughts in clear written form, and to become a more creative problem-solver in areas of ethical concern.

3 Hours, 1 Semester

HUM 254 Around the World

Become an informed and curious citizen of the world by exploring the diverse aspects of many cultures. Learn basic customs of different cultures and how they vary around the world. Engage in critical thinking regarding your own language and culture, make comparisons and prepare to meet and work with people of diverse backgrounds. Gain awareness of the many chronic and urgent issues around the world such as water scarcity, hunger, human trafficking, AIDS, conflict minerals, child soldiers and the situations in Syria, North Korea, Venezuela, etc.

3 Hours, 1 Semester

HUM 270/370/470 Special Topics in The Humanities

This course is designed to present topics of special interest in the arts and humanities not covered in the existing course listings for the humanities.

3 Hours, 1 Semester

HUM 355 The Study Abroad Experience

Studying and living abroad is a transformative experience for students offering new perspectives on culture, communication, history, politics, economics, pop culture, and more. It offers the student the opportunity to truly experience a global environment and gain a perspective of the United States as seen from the outside. Ultimately, this experience strengthens one's intercultural competence, and this personal growth becomes a strength for students as they begin the application / interview process with future employers or with graduate/professional school application processes.

This course will offer students the opportunity to reflect on their experience through the completion of five (5) assignments, and a final project where students create a digital story of their experience incorporating their findings from the five (5) smaller assignments, as well as their personal pictures and videos they capture during their time abroad.

3 Hours, 1 Semester

HUM 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Interdisciplinary Studies

INTD 170/270/370/470 Special Topics in Interdisciplinary Studies

This is an in-depth study of a selected topic, issue, problem, or trend from interdisciplinary perspectives. Students will be able to apply analytical frameworks or methods of analysis from multiple disciplines across Business and Liberal Arts to the study of questions and controversies, and evaluate issues relevant to contemporary global society, including cultural awareness, social responsibility, and diversity.

3 Hours, 1 Semester

INTD 215 Global Social Problems

The aim of this course is to focus on the multifaceted social issues that cross nation states, cultures, and populations around the world in the context of political, economic, social, and environmental inequalities, disruptions, and crises. Upon completing the course, students will have gained knowledge about the major topics of global social studies and confronted the issues and challenges of establishing equity, peace and sustainability in a globalized society. Through readings, lecture, discussion, reflection, and research, students will develop skills for thinking strategically about the problems and issues facing the world in the present and future, as well as opportunities for developing diverse responses and solutions.

3 Hours, 1 Semester

International Business

IBUS 287 International Management

Examines management theory and practice as applied to business activities that cross national boundaries. Emphasis is placed on an understanding of strategic, cultural, behavioral, functional, legal, and socio-ethnic aspects of international management in a global economy with multinational business enterprises. (Previously MGMT 287)

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

IBUS 324 Comparative Political & Economic Systems

This course provides an introduction to the field of comparative politics, the study of places other than the United States. We will analyze in-depth studies of political processes from nations all around the world to investigate debates at the heart of political science, economics, history and other fields within the Liberal Arts and Business core: Why are politicians responsive to the needs of citizens in some countries but not in others? Why do people vote on ethnic lines in some places but not others? Why do some states guarantee social protection for their citizens whereas others leave it in the hands of the market? How do political institutions and social factors shape the provision of public goods? What role do property rights play in transitions to democracy and to market economies? Discussions include topics on governance and accountability, political economy, political culture, identity politics, social cleavages, citizenship, and democratic institutions.

Prerequisite: ENGL 105 or ENGL 212 and 30 credits of coursework; or ENGL 105 or ENGL 212 and CRIT 201

3 Hours, 1 Semester

IBUS 358 International Business Strategy & Trade

This course provides an overview of the unique problems faced by enterprises engaging in international activities, and the importance of understanding the international economic, social, political, cultural, and legal environment. This course also provides practical information on the mechanics of importing and exporting, joint venture, franchising, and subsidiaries, international dimensions of management, marketing and accounting, international financial management. Other subjects covered in this course includes special problems faced by multinational enterprises, recent problems of the international economic system, country-risk analysis, and the increasing use of counter trade.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

IBUS 362 International Business Ethics

This course offers an introduction into the concept of values, morality, as well as cultural beliefs and upbringing in all areas of business, including international, from consumer rights to corporate social responsibility. Decisions made by shift managers or corporate presidents may affect thousands of individuals or entire communities across the globe. Consumers and international markets today expect and demand integrity, honesty, and transparency in all levels of their environment. Understanding those expectations is the key to communicating core values and behavior not only to employees, but society in general.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

IBUS 363 International Project Management

This course explores the impact on project management of culture, language variations, religious, regulatory and legal practices, technology penetration, temporal orientation, gender issues, corruption, ethics, personal liberty and political contexts. Students learn how to meet global projects challenges through efficient use of practices and technology. The course provides hands-n application of project management, in line with the Project Management Institute (PMI) body of knowledge (PMBOK), and utilizes available case studies and examples from companies to help students sharpen the skills needed to recognize and foster a successful international project environment.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

IBUS 412 International Economics

An economic analysis of the foundations of international trade and the impact of trade on domestic and global economies. The course includes a study of the balance of payments, world debt, exchange rates, and the international monetary system. Current issues and problems are emphasized.

Prerequisite: ECON 223

3 Hours, 1 Semester

IBUS 434 International Marketing

An analysis of the international business and consumer environments and the development and implementation of marketing programs across business alternatives (e.g., direct investment, joint ventures, licensing). Topics include the roles of cultural, political, technological, economic, and legal aspects of marketing in an international environment, as well as how these affect the marketing mixes likely to be successful in various international markets.

Prerequisite: MKCM 361 or IBUS 287

3 Hours, 1 Semester

IBUS 444 Advanced Economies & Emerging Markets

This course focuses on the impact of advanced economies on emerging markets and vice-versa. It provides an overview of the International Monetary Fund's (IMF) country classification in its World Economic Outlook surveys and reports, which divides the world into two major groups: advanced economies, and other emerging market and developing countries. It also seeks to understand the intensity of competition in emerging markets and advanced economies.

Prerequisite: IBUS 287

3 Hours, 1 Semester

IBUS 450 Quantitative & Qualitative International Business Decision Making

This course provides students with strategies to improve international business problem solving and managerial decision making through the use of analytics by using quantitative and qualitative decision-making tools and techniques. This course also provides students with an overview of how decisions are made to solve management problems in the international business environment. It introduces the fundamental concepts and methodologies of decision-making process, problem solving, decision analysis, data collection, and probability distribution, evaluation, and prediction methods.

Prerequisite: IBUS 287

3 Hours, 1 Semester

IBUS 452 International Marketing & Economic Research Analysis

This course provides a comprehensive discussion of marketing and economic research and analysis, its key concepts, process description, qualitative and quantitative techniques for marketing research and data analysis, and application scenarios. Students gain an appreciation for some of the breadth and depth of this subject and its significance for the international business enterprise – both from the point of view of a start-up entrepreneurship as well as an established business organization.

Prerequisite: IBUS 287

3 Hours, 1 Semester

IBUS 370/470 Special Topics in International Business

This is an in-depth study of a selected topic, issue, problem or trend in international business. The specific subject matter is not offered as an existing regular course or deserves more time-emphasis than is possible in a regular course. This course may be repeated once for a total of six credits.

Prerequisite: IBUS 287

3 Hours, 1 Semester

IBUS 480 Seminar in International Business

This seminar is a senior-level capstone course for international business students. A case study approach will be used to explore the major current issues in international business and bring together the general concepts and ethical dimensions studied in earlier coursework in the program. A capstone project requires students to examine current issues and develop critical information literacy skills.

Prerequisite: Only for IBUS senior students

3 Hours, 1 Semester

IBUS 490 Internship in International Business

This internship enables students to apply the knowledge acquired throughout the program to the real world. The International Business internship program will work closely with the Office for International Engagement, the Career and Professional Development Center, and a growing list of international companies, as well as independently placing students in several locations, in the U.S. and abroad. A cumulative grade point average of 2.7 as well as 60 credits completed is required; the internship consists of 120 hours of work.

Prerequisite: IBUS 287

3 Hours, 1 Semester

IBUS 491 Research Associate Internship

IBUS 492 Teaching Associate Internship

IBUS 493 Advanced Project

IBUS 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies

Leadership

LEAD 101 Learning to Lead

Through intensive, experiential learning and practice, students will be immersed in the study of leadership, and will directly apply themselves in leadership opportunities. This course takes a cross-curriculum approach to exposing students to the many facets of leadership and, in a motivational setting, encourages them to find their own personal leadership style, ultimately identifying the emerging leader within.

3 Hours, 1 Semester

LEAD 203 Leading & Working in Teams

In preparation for collaborative and team-based workplaces, this course offers the opportunity for students to gain knowledge and skills that lead to successful team outcomes. The components of the course include team building, project management, and conflict management, covering topics such as group dynamics, emotional intelligence, diversity, project scheduling, and more. Students will have the opportunity to work in and lead multiple team-based projects, and learn how to maximize team productivity and potential.

Prerequisite: LEAD 101

3 Hours, 1 Semester

LEAD 210 Biohacking 101

Research shows that people are hacking their biology to improve their physical and cognitive well-being, making them healthier people and better leaders. Before leading others, one must "Lead Thyself" and understand how various actions impact how one performs in life and in the workplace. This course investigates subjects including Breath (sometimes referred to as the lost pillar of health), Sleep (often referred to as the first pillar of health), Dopamine, Therapist-Assisted Use of Psychedelics, Intermittent Fasting, Heat and Cold Therapies, and more. Students engage in individual research using peer-reviewed sources on other topics of personal interest; previous student projects have investigated Alcohol, Marijuana, Carnivore Diets, Gut Biome, and more.

3 Hours, 1 Semester

LEAD 270/370/371 Special Topics in Leadership

This course is designed to present topics of special interest in leadership not covered in the existing course listings.

3 Hours, 1 Semester

LEAD 322 Disney to Belichick - Culture of Excellence

Many of us long to be a member of a championship team and wear the "ring" - and organizations are no different! Companies who value a culture of excellence are also known to have higher employee engagement ultimately resulting in better performance results and higher impact. "Be our guest" as we explore Disney's framework for delivering a consistent superior experience that emotionally connects their customers to the Disney brand for life. This course will have to discovering the "magic" inherent in several leading organizations and developing a winning combination of culture, metrics, and values that ultimately create a coveted culture of "champions." Application and practice in all forms will be at the core of this course.

Prerequisite: LEAD 101

3 Hours, 1 Semester

LEAD 400 Leading Strategic initiatives

Leading Strategic Initiatives provides seniors the opportunity to apply their mastery of the business core knowledge, learned during four years of study at Nichols College. Students are expected to look at their roles in business as applied to local, corporate and international level strategies. Students will demonstrate business and leadership knowledge through an intensive case study pedagogy designed to assess and reinforce key intellectual disciplines and leadership skills.

Prerequisite: LEAD 101, MGMT 365, and 72 completed credit hours

3 Hours, 1 Semester

LEAD 491 Research Associate Internship

LEAD 492 Teaching Associate Internship

LEAD 493 Advanced Project

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Legal Studies

LSB 327 Business Law & Ethics

A working knowledge of business law is important to every member of society, as the law applies to us all --- from individuals to organizations. This course is a broad introduction to U.S. law, concentrating on basic knowledge of the legal system and its impacts on commerce. Business Law begins with an overview of the judicial system and alternative dispute resolution. After a brief look at criminal law and civil liability, we focus on contracts, the Uniform Commercial Code (UCC), business formation, agency relationships and intellectual property. This course will also introduce students to ethical constructs and ethics-based decision making.

Prerequisite: A minimum of 27 completed credits

3 Hours, 1 Semester

LSB 400 Advanced Legal Studies

Modern legal practice requires both broad and nuanced understanding of the law. Effective legal professionals must be able to develop strategy, research, evaluate, interpret and incorporate critical thinking into their work. This course teaches students to be effective advocates by building on their legal foundation. It will mix lecture with practice and students will gain hands-on experience with drafting and developing legal arguments, and honing their oral advocacy skills.

Prerequisite: LSB 327 or SMGT 359

3 Hours, 1 Semester

LSB 491 Research Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Liberal Arts

LA 400 Liberal Arts Capstone

The Liberal Arts Capstone is a theme-based interdisciplinary seminar course (theme will vary by semester). As a student-driven course, the capstone enables students to research the theme from multiple angles of their choosing. Collaborative in nature, the course utilizes workshoping and mini team projects. The course emphasizes leadership skills, critical thinking, effective research and reading, interviewing, writing, and ultimately, presenting.

Note: Business students are not required to complete the Liberal Arts Core. If a Business student chooses to double major in a Liberal Arts discipline, the student would still not be required to complete the Liberal Arts Core.

Prerequisite: A minimum of 72 completed credits

3 Hours, 1 Semester

Management

MGMT 227 Principles of Leading & Managing

MGMT 227 provides an introduction of leading and managing organizations. Leadership is the ethical application of power to influence the decisions and processes of a group. Management is the attainment of organizational goals in an effective and efficient manner through planning, organizing, leading, and controlling organizational resources. MGMT 227 will explore the interrelation and differences of these two important business concepts as they apply to organizational behavior.

3 Hours, 1 Semester

MGMT 337 Project Management

The purpose of this course is to introduce students to project management and how the role of project manager can enhance the success of both large and small projects within a business. Students will gain an understanding of the nine different project management knowledge areas and the five process groups: initiating, planning, executing, controlling, and closing, and apply these as a framework and context for managing information technology projects.

Prerequisite: EPS 227 or MGMT 227

3 Hours, 1 Semester

MGMT 358 Sustainable Management

Sustainable management will focus on the core concepts of sustainability and management. Sustainability is going to be the new paradigm for businesses as they lead the way in implementing environmental technology and sustainability practices for innovation and success. This is important because we have only one planet and limited resources. It is important to manage businesses and organizations in a sustainable manner such that the health of our planet can be maintained and bettered. In this course, we will explore the principles of sustainable business, its application in organization setting, connection between environment and sustainability, corporate social responsibility, and measurement schemes for sustainability.

Prerequisite: ECON 223

3 Hours, 1 Semester

MGMT 360 Nonprofit Management: Principles & History

This course presents an understanding of the history and business principles of nonprofits, legal entities organized and operated for a collective, public or social benefit. Case studies of existing and historical organizations are used extensively to immerse the student in the dynamics of nonprofits. The role of the nonprofit is presented as a viable component of the business world.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

MGMT 362 Business Impact of Nonprofits

This course explores the impact of nonprofit organizations on local and national business and social trends. The nonprofit is studied as an important component of the economic marketplace and business environment. The ability of nonprofits to provide scale and synergy to social issues is examined. Case studies of local and national level nonprofits are used to help the student discover the impact of nonprofits.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

MGMT 365 Operations Management

This course provides a set of Operations Management concepts and tools for your use in managing your organization and in gaining competitive advantage. The course is structured to provide you with practical and relevant applications of these tools.

It recognizes the key role of processes in business and explores the elements which impact these business processes. It is equally suited for either the manufacturing sector or the service sector.

Key elements include operations strategy, process design and improvement and process layout, capacity management, technology, the

role of quality and quality systems, and the management of the supply chain, including inventory, forecasting and scheduling.

Prerequisite: EPS 227 or MGMT 227, ECON 223, and FIN 303

3 Hours, 1 Semester

MGMT 370/470 Special Topics in Management

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings of Management.

Prerequisite: Will depend on course topic

3 Hours, 1 Semester

MGMT 378 Entrepreneurial Management

This course provides fundamental knowledge and skills in entrepreneurship which focus on the process of establishing and successfully operating a new business.

Entrepreneurship is setting up a freestanding new business and accepting the risks of time, effort, and money associated with such a venture. Successful completion of this course will enable the student to craft an initial plan for the start-up of a new business, including a working knowledge of permits, fees and municipal registration requirements and the development of a simple business plan.

Prerequisite: EPS 227 or MGMT 227

3 Hours, 1 Semester

MGMT 389 Management of Innovation & Change

This course focuses on the strategies and tactics for conceiving, developing, initiating and managing innovation and change within an established corporate structure. Topics include attributes of corporate entrepreneurs, bases of creativity and innovation, interpersonal and interdepartmental relationships, promoting innovation and change within the corporate structure, organizational politics, strategic organizational changes, and corporate culture.

Prerequisite: EPS 227 or MGMT 227

3 Hours, 1 Semester

MGMT 421 Corporate Social Responsibility

Through the course, students will engage in a critical evaluation and discussion of differing views on the meaning of CSR, the triple bottom line philosophy, sustainable business, and related concepts. Students will also consider different perspectives on the proper role of CSR in business and society. Recognizing entrepreneurs and managers differ in the values-based and other motives for pursuing a CSR agenda, a case will be made for the merits of adopting a strategic lens to manage CSR so as to best serve any and all underlying interests and motives. In so doing, CSR practices are transformed from "the right thing to do," when firm can afford it, into a potential source of sustained competitive advantage that provides greater benefit to stakeholders. Moreover, to enhance student development per the College mission, the curriculum integrates contemporary approaches to leadership and CSR's implementation through the use of leadership and strategic management frameworks.

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

MGMT 444 Current Issues Seminar

The global business world is a fast-paced environment. Maintaining relevance in the midst of dynamic change can be challenging. This seminar monitors and addresses current business leaders, fresh managerial theories, and innovative practices in a way that helps synthesize new trends with classic management models. Successful completion of this course will enable the student to craft the initial steps of their business career.

Prerequisite: EPS 227 or MGMT 227, HRM 213, MGMT 365, and 72 credit hours earned

3 Hours, 1 Semester

MGMT 490 Management Internship

MGMT 491 Research Associate Internship

MGMT 492 Teaching Associate Internship

MGMT 493 Advanced Project

MGMT 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Marketing

MKCM 202 Principles of Marketing

A comprehensive introduction to the various facets of marketing in contemporary organizations. Topics include marketing strategy, product development, pricing, distribution channels, and promotion; as well as the environments in which marketers work in the United States and around the world.

3 Hours, 1 Semester

MKCM 317 Public Relations Strategy & Practice

Public Relations (PR) is a management and marketing function that identifies, establishes, and maintains effective relationships between an organization and the audiences it services. PR used to be all about mass media, but social media has changed that. It is still about building and maintaining effective relationships, but PR is now also about having a direct conversation with your audience using paid, earned, shared, and owned channels. In this course, we will examine the strategic purpose and tactical practices of PR, including the identification of publics, planning, writing/content creation, ethical considerations, and evaluation.

Prerequisite: MKCM 202 or COMM 247

3 Hours, 1 Semester

MKCM 318 Social Media Marketing

Social media is constantly changing, and brands must develop, evaluate, and adapt their strategies. Building effective social media strategies enables marketers to leverage unique and original content to build their brand communities. Students will learn different software and create a comprehensive approach to create and execute social media strategy. This course will also offer students the opportunity to understand and analyze changing social media trends.

Prerequisites: MKCM 202

3 Hours, 1 Semester

MKCM 361 Consumer Marketing

Examination of the consumer marketing process. This includes analysis and planning of consumer marketing programs with investigation of consumer decision making and buying patterns. Includes written case analyses and presentations.

Prerequisite: MKCM 202 and a minimum of 42 completed credits

3 Hours, 1 Semester

MKCM 362 Business Marketing

An examination of the process of marketing to business, institutional, and governmental markets. The course focuses on business buyers and the development of marketing strategies for business goods and services.

Prerequisite: MKCM 202

3 Hours, 1 Semester

MKCM 366 Digital Marketing

The internet is a dynamic marketplace if there ever was one. This class will give you the theoretical understanding of the Internet marketplace necessary to adapt to its many changes, while also equipping you with the skills you'll need to perform vital daily functions. By the end of the course, you will be able to walk into any company with an online presence and improve their use of the internet. The course includes discussions of both B2B and B2C and looks at marketing and communications from an integrated, business-wide perspective. The goal is to appreciate principles and practice of online marketing. The classroom sessions are a combination of lectures, discussions, and experiential learning. To ensure effective utilization of lecture time and the time of your classmates, you are required to read the materials before they are covered in class.

Prerequisites: MKCM 202 or SMGT 267, and DS 101

3 Hours, 1 Semester

MKCM 433 Market Research

A study of the application of research techniques in market analysis. Student teams design, conduct, and present a research project, including problem definition, questionnaire design, data collection, data analysis, documentation, and recommendation.

Prerequisite: MATH 215 and MKCM 361

3 Hours, 1 Semester

MKCM 434 International Marketing

An analysis of the international business and consumer environments and the development and implementation of marketing programs across business alternatives (e.g., direct investment, joint ventures, licensing). Topics include the roles of cultural, political, technological, economical, and legal aspects of marketing in an international environment, as well as how these affect the marketing mixes likely to be successful in various international markets.

Prerequisite: MKCM 361 or IBUS 287

3 Hours, 1 Semester

MKCM 435 Marketing Communication

A course focusing on advertising, sales promotion, and direct marketing also known as integrated marketing communications. Topics include planning and execution of promotional programs, strategy development, and segmenting and positioning. Orientation reflects the managerial or "client" side of business rather than the "creative" or message development side.

Prerequisite: MKCM 361

3 Hours, 1 Semester

MKCM 436 Sales Management

An investigation of the functions and activities of sales managers. Topics include recruiting, organizing, training, compensating, leading, motivating, and managing the sales force.

Prerequisite: MKCM 361

3 Hours, 1 Semester

MKCM 370/470 Special Topics in Marketing

This course examines in depth a major issue, problem, or theme in the area of marketing and communication. It includes a specialized research paper or project, involves discussion and oral and written reports, and may include guest speakers and field trips.

Prerequisite: MKCM 202 or COMM 247

3 Hours, 1 Semester

MKCM 480 Marketing Seminar

A capstone course that focuses on the integration of marketing with the other functional areas of business. This course examines the marketing strategy formulation process through the development of analytical techniques to assess company, market, and industry. Utilizes extensive case analysis/and or consulting project.

Prerequisite: MKCM 361, and completion of 72 credits, and MKCM concentration students only

3 Hours, 1 Semester

MKCM 490 Marketing Internship

An internship serves as an integral part of our experiential learning emphasis for students selecting the Marketing concentration. The objective of the course is to gain work experience in a marketing and/or communication related field or position. Students may select an internship based on their interests and preferences, and faculty and the Career & Professional Development Center are available to assist students in the internship search. Students are required to work 120 hours over the course of the semester and complete a comprehensive project upon completion of the internship.

Prerequisites: Completion of 60 credits or more

3 Hours, 1 Semester

MKCM 491 Research Associate Internship

MKCM 492 Teaching Associate Internship

MKCM 493 Advanced Project

MKCM 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Mathematics

MATH 117 College Mathematics

Designed for students with three years of high school mathematics, which includes two years of high school algebra or its equivalent. Topics include real numbers, linear equations, functions, slope, equations of lines, systems of equations, quadratic equations, exponential and logarithmic functions. Practical applications of the material will be stressed.

Prerequisite: Three years of high school Mathematics or its equivalent

3 Hours, 1 Semester

MATH 122 Mathematical Business Analysis

This course is designed for students with four years of high school mathematics, including a course in precalculus. Topics include linear, polynomial, rational, exponential and logarithmic functions, linear regression, limits, continuity and rate of change. The second part of the course will introduce the powerful notion of derivative and develop its practical applications.

Prerequisite: MATH 117, its equivalent, or four years of high school Mathematics

3 Hours, 1 Semester

MATH 190 Calculus I

A standard course in differential calculus. Topics include limits, velocity, and differentiation. Applications include related rates, linear approximations, curve sketching, and optimization. Practical applications of the material will be stressed.

Prerequisite: MATH 122, its equivalent, or four years of high school Mathematics including Precalculus

3 Hours, 1 Semester

MATH 195 Data Structures & Algorithms

This course will serve as an introduction to the formal methods for reasoning and the mathematical techniques basic to computer science. Topics will include propositional logic, discrete mathematics, and linear algebra. Within these topics there will be an emphasis on applications to computer science: recurrences, sorting, graph traversal, Gaussian elimination.

Prerequisite: MATH 122 or MATH 190 or four years of high school Mathematics including Precalculus

3 Hours, 1 Semester

MATH 215 Statistics I

A first course in probability and statistics covering descriptive statistics, correlation, linear regression, probability, probability distributions, confidence intervals and hypothesis testing. Practical applications using the Microsoft Excel software package will be stressed.

Prerequisite: MATH 117 or MATH 122 or MATH 190 or MATH 195

3 Hours, 1 Semester

MATH 351 Regression Analysis

This course provides an introduction to regression including: simple linear regression, multiple regression, model building, and variable screening methods.

Prerequisite: MATH 215 or its equivalent

3 Hours, 1 Semester

MATH 353 Introduction to Statistical Computing

This course will introduce modern techniques of computational statistics for practical analysis of data utilizing the R programming language. Data analysis and interpretation will be emphasized, rather than statistical theory. Real world data sets will be used to illustrate statistical principles.

Prerequisite: MATH 215 or its equivalent

3 hours, 1 semester

MATH 470 Special Topics in Mathematics

Possible areas of study are numerical analysis, the history of mathematics, advanced probability, techniques in mathematical problem solving, and actuarial exam preparation. There are other topics that will be considered depending on student need and interest.

Prerequisite: Will vary depending on the content of the course

3 Hours, 1 Semester

MATH 491 Research Associate Internship

MATH 492 Teaching Associate Internship

MATH 493 Advanced Project

MATH 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Music

MUS 261 Fundamentals of Music

This is a beginning course in the fundamentals of music designed to develop basic music literacy. The course invites students to find meaning, pleasure, relevance, and inspiration in listening to and playing music. Students will have the opportunity to learn to play basic pieces on the piano, with attention to notes, timing, rhythm and dynamics. The only prerequisite for the course is a desire to learn to read and play music.

3 Hours, 1 Semester

MUS 270 Special Topics in Music

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in music.

3 Hours, 1 Semester

Philosophy

PHIL 224 Ethics, Morality, & the Institution

Investigates the interaction of ethics with the operation of business, political, academic and religious institutions. Examines ethics and the law, and attempts to establish guidelines for personal and institutional conduct.

3 Hours, 1 Semester

PHIL 226 Life, Living, & the Afterlife

What does it mean to live? How do we find meaning for ourselves? How do questions of ethics, values, and morality play a role? In this course, we will consider these and other questions related to our personal and shared sense of what living and life mean. We will look at recent television shows that have explored the meaning of living through images of the afterlife, literature that explores these large questions, and philosophical approaches to the meaning of life.

3 Hours, 1 Semester

PHIL 267 Problems of Philosophy

An introduction to philosophy through discussion of some basic issues, including the concept of self and justice, good and evil, freedom and determinism, and appearance and reality.

3 Hours, 1 Semester

PHIL 270 Special Topics in Philosophy

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in philosophy.

3 Hours, 1 Semester

Political Science

PSCI 204 Introduction to Political Science

This course provides an introduction to methods and concepts in the study of political science with special emphasis on each of the major sub-fields, including political theory, American politics, comparative politics, and international relations. It will encourage empirical and critical thinking about the structure and quality of American democracy, and emphasize pathways to engaged citizenship and civic leadership.

3 Hours, 1 Semester

PSCI 315 Business, Government & Regulation

This course focuses on the interplay between business activities and their relationship with society and governmental institutions.

3 Hours, 1 Semester

PSCI 316 Current Issues in Public Policy

This course will introduce students to the field of public policy, particularly as it affects business and community relationships with the government. We will explore theoretical perspectives on the role of government in the economy and society through the use of current events and contemporary controversies. Questions and topics may include: Will good jobs continue to elude young adults? Should the use of personal information be restricted? What are the political and economic implications of raising the minimum wage? Has free trade reached a turning point? These questions - and many more - are at the heart of public policy and our course study.

3 Hours, 1 Semester

PSCI 319 International Security Studies

Is war likely between global powers like the United States and China? Could we see a nuclear conflict in the next decade? Is terrorism still a serious security risk? Should we see climate change as a security challenge? To answer these questions this course introduces its members to the foundations of the concept of 'security' and then applies them to contemporary case studies to illustrate their relevance. By focusing on both traditional and non-traditional security issues, the course seeks to provide students with analytical frameworks and the empirical basis for better understanding the complexity of contemporary global security issues.

3 Hours, 1 Semester

PSCI 324 Comparative Political & Economic Systems

This course provides an introduction to the field of comparative politics, the study of places other than the United States. We will analyze in-depth studies of political processes from nations all around the world to investigate debates at the heart of political science, economics, history and other fields within the Liberal Arts and Business core: Why are politicians responsive to the needs of citizens in some countries but not in others? Why do people vote on ethnic lines in some places but not others? Why do some states guarantee social protection for their citizens whereas others leave it in the hands of the market? How do political institutions and social factors shape the provision of public goods? What role do property rights play in transitions to democracy and to market economies? Discussions include topics on governance and accountability, political economy, political culture, identity politics, social cleavages, citizenship, and democratic institutions.

Prerequisite: ENGL 105 or ENGL 212 and 30 credits of coursework; or ENGL 105 or ENGL 212 and CRIT 201

3 Hours, 1 Semester

PSCI 480 Seminar in Civic Leadership & Politics

Civic leadership means working to make a difference in the civic life of our communities and developing the combination of knowledge, skills, values, and motivation to make a difference. This approach encourages ordinary citizens to take responsibility, organize, and build coalitions for the purpose of effecting social change. Students will research, develop, and implement projects that promote these values through political and non-political processes. This course is open to students not minoring in the CLPS program, provided they have completed at least 3 hours of PSCI coursework.

Prerequisite: 3 credits in PSCI

3 Hours, 1 Semester

PSCI 490 Political Science Internship

PSCI 491 Research Associate Internship

PSCI 492 Teaching Associate Internship

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Psychology

PSY 151 General Psychology

In this overview course, students will learn the principles and applications of psychology for practical purposes and across disciplines. The practical applications of psychological research to issues and problems facing the world will be addressed. Students will learn and be actively engaged in how psychological findings can be used in a large variety of contexts. This course is a core requirement for all psychology majors.

3 Hours, 1 Semester

PSY 212 Life-Span Development

The course reviews human development from pregnancy and prenatal development through old age with a unique balance and depth of coverage across all age groups. We will examine the physical and intellectual changes humans undergo from conception through death. With an emphasis on modern cultural and societal issues ranging from homophobia to family violence, this course builds on the basic themes of life-span development.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 214 The Psychology of Terrorism

Why do they do it? The psychology of individuals who engage in extreme political violence such as terrorist acts has become the subject of intense controversy in step with the rise of "homegrown" terrorism. Are terrorists insane or suicidal? Are they merely angry and alienated? Or are they motivated by perverse altruism? How is terrorism really different from mass shootings? These are just some of the questions that we will focus on in this class.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 216 Coaching Psychology

Why is coaching one of the most rewarding professions? Are you driven to help others perform at their best? What is the "magic" to motivation and confidence? Is there a coach that you admire? Empowering your athletes for peak performance is key to coaching. Exploring effective coaching behaviors and techniques are only the starting point to developing a personal coaching style. Observation, application, and practice in all forms will be at the core of this course.

Prerequisites: SMGT 251 *or* PSY 151

3 Hours 1 Semester

PSY 219 The Psychology of Humor

Humor is serious business. Sure, there's simple comedy, like a pie in the face or a Tyler Perry movie, but a lot of humor displays real intellect, and despite much reflection and experimentation—both in labs and on stages—no one has yet discovered a unified theory of hilarity. This course examines the mechanisms and models of humor, interpersonal humor, and the linkages of humor to personality, the practical use of humor in multiple settings, the biological and psychological connections humor has to one's health and well-being, and how-to bring humor to everyday life.

Disclaimer: In this course you will be viewing and reading material that contains profane language and, In some cases, sexual content, racist stereotypes, and references to drug abuse/use. Should there be things you feel uncomfortable with reading or viewing - then this course may not be suitable for you.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 222 Psychology of Happiness

What is happiness? We know it when we feel it, and certainly, when we do not. We want it for ourselves and for those we care about. Happiness can be our ultimate goal in life that motivates everything we do and gives life meaning. Yet despite our familiarity with the concept, happiness is misunderstood. This course applies scientific methods, models, and evidence to investigate happiness. The class is not meant as a recipe for happiness, but as an analytical study of how scholars struggle to define and study it.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 224 The Psychology of Sleep & Dreaming

The Psychology of Sleep and Dreaming explores the mysterious and uncharted world of sleep and dreams. Our journey will make you question your beliefs about the role of sleep in your life while discovering the importance of sleep for improving your physical and mental health. Our exploration examines normal sleep behavior, the neuroscience of sleep, dreaming and consciousness, circadian and biological rhythms, and the diagnosis and treatment of sleep disorders such as narcolepsy, insomnia, and hypersomnia. Not only will you learn about sleep in general, but you will also gain insight into your own sleeping patterns using dream analysis software. Through lectures, podcasts, exercises and film discussion, students will learn about the importance of sleep for mental and physical wellbeing and how to best establish a healthy sleep routine.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 226 Stories of Addiction

Most courses on addiction focus on demographics, epistemology, clinical diagnosis, and treatment. This course will examine these matters, but also the life and experiences of addiction through the lens of those that have experienced addiction, firsthand. Through autobiographies (books & film) and use of a phenomenological methodology of inquiry, students will explore the behaviors and consequences of drug and alcohol addiction, hoarding, gambling, and sex addiction.

Disclaimer: In this course you will be viewing and reading material that contains profane language and, In some cases, sexual content, racist stereotypes, and references to drug abuse/use. Should there be things you feel uncomfortable with reading or viewing - then this course may not be suitable for you.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 228 Experiential Psychology: The Leadership Challenge

Why wait to learn leadership in the workplace? Research in leadership indicates that anyone can be a leader, regardless of age or experience. This course challenges students to examine their own leadership potential through an on-campus experiential internship. Throughout the semester students will apply Kouzes and Posner's five practices of exemplary leadership (Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart) to enhance their own leadership experience. Students will also engage in activities, both in and outside of the classroom, that challenge them to ultimately discover the psychology behind leadership by practicing it.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 242 Profiles of Serial Killers & Mass Murderers

This course explores, from psychological and sociological perspectives, the characteristics of men and women who commit multiple murders. Through the in-depth examination of known serial killers, students will learn what is serial killing; how a serial killer is different from a mass murderer; what factors explain serial killing; how prevalent it is; and what are the recent trends in understanding their behavior.

Disclaimer: In this course you will be viewing and reading material that contains profane language and, In some cases, sexual content, racist stereotypes, and references to drug abuse/use. Should there be things you feel uncomfortable with reading or viewing - then this course may not be suitable for you.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 270/370/470 Special Topics in Psychology

This course examines in depth a major issue, problem, or theme in psychology. It includes a specialized research paper or project, involves discussion and oral and written reports, and may include guest speakers and field trips.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 277 Psychology of Adolescence

Study of the physical, intellectual, emotional, and social development of the adolescent. The focus is on contemporary concerns of youth.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 281 Child Psychology

This course gives the student an understanding of the theories, methods and approaches to human development study. It emphasizes the development of psychological thought and the influences of physical, psychological, and social influences on human development and behavior.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 308 Psychology of Temperament

In this course, students will examine various theories underlying the development of human temperament. We will start with modern theories and then explore earlier and more esoteric approaches to the topic. We will also look at the profound effect temperament has on perception, communication, and relationships. Knowledge of human temperament is fundamentally pragmatic, and this project-based course will help students relate to themselves and the social world around them.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 311 Brain & Behavior

This course will provide a basic introduction to the biological processes underlying human behavior. A basic principle of this course is that everything the "mind" does will eventually be explained in terms of the interplay among various brain components. In the context of the brain-behavior interaction, we will study the biological mechanisms that are the most relevant to essential issues in psychology.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 315 Forensic Psychology

Forensic psychology offers fascinating insights into the origins and motives of criminal behaviors and the practical applications of psychological principles. Perhaps you want to be a forensic psychologist, or maybe you are just curious about how people behave in criminal and legal settings, and why they behave in these ways. Either way this course is designed to meet your need for information. It provides a comprehensive overview of forensic psychology, bridges the gap between research and application, and explores the 'mystique' that surrounds the topics of the field. Through a focus on global research, examples, and real-life cases studies, you will learn about fascinating topics such as the reliability of eyewitness testimony, indicators of deception and methods of lie detection, the willingness of innocent people to confess to crimes, and our ability to profile and capture offenders.

Disclaimer: In this course you will be viewing and reading material that contains profane language and, In some cases, sexual content, racist stereotypes, and references to drug abuse/use. Should there be things you feel uncomfortable with reading or viewing - then this course may not be suitable for you.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 317 Movies & Mental Illness

This class will explore and discuss different portrayals and corresponding intellectual and emotional narratives of human suffering or psychopathology using the medium of film. The primary goals of the course are to refine student's critical thinking skills applicable to the study of abnormal behavior, raise awareness of the social stigma associated with mental illness, and to understand these issues in a broad cultural context.

Disclaimer: In this course you will be viewing and reading material that contains profane language and, In some cases, sexual content, racist stereotypes, and references to drug abuse/use. Should there be things you feel uncomfortable with reading or viewing - then this course may not be suitable for you.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 342 Group & Team Dynamics

This course examines the formation of groups, group processes, followership, and leadership processes within groups and group behaviors. Emphasis is placed on the experience of applying group theory.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 350 Life Strategies: Coping with Change

A study of the psychological process of adapting to, coping with, and managing the problems, challenges, and demands of everyday life. This course is about adjusting to challenges as one gets on with the business of living: building relationships, becoming educated, establishing careers, and getting older. Topics include coping with stress, the self, forming impressions of others, prejudice, conformity, interpersonal communication, relationships, gender, sexuality, and career issues.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 372 Counseling Psychology

This course reviews the major contemporary theories and techniques of counseling. Students have opportunities to observe counseling situations and to practice counseling techniques. Ethical and professional issues are also addressed.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 374 Cognition, Learning & Memory

An introduction to the basic concepts and theories of human cognition. Topics include attention, memory, knowledge organization, language, reasoning, artificial intelligence, and artificial life.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 375 Applied Research Methods I

This course's purpose is to develop knowledge of when to apply the correct statistical techniques. Emphasis is placed on the "real world" applications of statistical methods through projects. Topics include descriptive and inferential statistics, multivariate, parametric, and nonparametric techniques. This course makes extensive use of statistical analysis software. This course is a core requirement for all psychology majors, is the prerequisite for Applied Research Methods II, and is offered in the fall semester.

Prerequisite: Successful completion of MATH 117 or higher

3 Hours, 1 Semester

PSY 424 Identity & Human Sexuality

An exploration of what it means to be "human" and a "sexual" being. This class is an opportunity to discuss and debate attitudes, research, and one's own perceptions of sexuality in order to understand those of others. This course will not only ensure that you acquire basic factual information about human sexuality, but also will give you opportunity to think about your own sexual values and behaviors. Topics such as the sexual response cycle, birth control, abortion, sexual morality, love and intimacy, sexual orientation, developmental changes in sexuality, sexual dysfunctions and disabilities, prostitution, pornography, and sexual violence will be discussed.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 462 Social Psychology

This course examines the factors impacting human relationships. Emphasis is placed on interpersonal attraction, attitude formation, social perception and cognition, altruism, aggression, small group behavior, and social identity and influence.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 478 Abnormal Psychology

The major forms of abnormal behavior are described. They are discussed in light of an integrative bio-social model. Disorders include anxiety disorders, personality disorders, sexual deviance, and dysfunction, dissociate and somatoform disorders, mood disorders, childhood disorders, substance use disorders, schizophrenia, and cognitive disorders. Treatment approaches are discussed as well.

Prerequisite: PSY 151

3 Hours, 1 Semester

PSY 490 Psychology Internship

Students engage in individually supervised work-study arrangements and learn to apply psychological theory and principles in a work environment (e.g., day care center or mental health clinic). Students must work at least 10 hours per week on the job, meet periodically with a supervising faculty member, research literature related to the field of the internship, and prepare a substantive report on their internship experiences and the studies involved.

Prerequisite: PSY 151. This course is limited to Juniors and Seniors and requires the approval of a supervising faculty member and the department chair.

3 Hours, 1 Semester

PSY 493 Applied Research Methods II

Students will integrate the knowledge they have accumulated in their first three years as psychology majors through the development and investigation of their own applied psychology hypotheses. In collaboration with the instructor and classmates, students will proceed through the stages of research from hypothesis development to literature review, to proposing their research methods, to data collection, with their semester-long project culminating in a written APA (American Psychological Association) format research paper and presentation of findings via a faculty-judged poster session. This course is offered in the spring semester and is a core requirement for all psychology majors and satisfies that program writing intensive and information literacy and experiential learning requirements.

Prerequisite: PSY 375

3 Hours, 1 Semester

PSY 491 Research Associate Internship

PSY 492 Teaching Associate Internship

PSY 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Real Estate Management

REAL 350 Real Estate Principles

This course introduces students to real estate fundamentals and the practice of real estate sales and appraisals as a profession. Topic areas include market valuation, land use and zoning, forms of ownership, legal aspects of real estate, financing, and property management. Students will gain valuable insight into the real estate industry and the nature of real estate transactions and have an opportunity to engage with industry guest speakers about their particular real estate specializations. This course is based on the National Real Estate exam for licensure. (Previously MGMT 350)

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

REAL 352 Real Estate Law

Real estate touches all of us – it is where we begin and end each day, where we attend classes, where we work, where we spend time with friends and family – it is literally everywhere we go. A working knowledge of real estate law is important to every member of society as almost all of us will rent or own real property in our lifetimes. This course introduces students to the basics of real property law and then explores the various issues that arise in both residential and commercial real estate transactions. Emphasis is placed on the ways to acquire real property; the types of concurrent ownership; the limitations posed by encumbrances and liens; the various types of real estate contracts and how those contracts are negotiated; the importance of a title search and survey review; the various ways of financing a real estate purchase; the closing process; and the governmental regulations that affect real estate transactions. (Previously MGMT 352)

Prerequisite: MGMT 227 or EPS 227 or LSB 327

3 Hours, 1 Semester

REAL 354 Appraisal of Real Estate

This course introduces students to basic appraisal principles and procedures. A practical and theoretical overview of the appraisal process and the three valuation methods of sales, cost, and income approaches will be introduced. The social and economic determinants of value, residential construction, architectural styles, site valuation, highest and best use, and primary and secondary data base research will additionally be explored through case study analysis. (Previously MGMT 354)

Prerequisite: MGMT 227 or EPS 227

3 Hours, 1 Semester

REAL 356 Real Estate: Real World, Real Projects

This project-based course provides the opportunity to engage with real-world applications within the real estate industry and examine current real estate trends and issues. Topics will include site acquisition and development, zoning and planning, market analysis and property valuation, investing, marketing, and vacation properties. Students will gain both a national and local perspective of the real estate industry and will have the opportunity to engage and network with leading real estate professionals.

Prerequisite: REAL 351 (can be taken concurrently with REAL 350)

3 Hours, 1 Semester

REAL 371/471 Special Topics in Real Estate Management

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings of Real Estate Management. (Previously MGMT 371/471)

Prerequisite: Will depend on course topic

3 Hours, 1 Semester

REAL 444 Current Issues Seminar

The real estate world is a fast-paced environment. Maintaining relevance in the midst of dynamic change can be challenging. This seminar monitors and addresses current business leaders, fresh managerial theories, and innovative practices in a way that helps synthesize new trends with classic management models. Successful completion of this course will enable the student to craft the initial steps of their real estate career.

Prerequisite: EPS 227 or MGMT 227, HRM 213, MGMT 365, and 72 credit hours earned

3 Hours, 1 Semester

REAL 490 Real Estate Management Internship

REAL 491 Research Associate Internship

REAL 492 Teaching Associate Internship

REAL 493 Advanced Project

See "Experiential Learning" in the Academic Programs section for course descriptions and governing policies.

Religion

REL 270 Special Topics in Religion

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in religion.

3 Hours, 1 Semester

REL 322 World Religions

The major living religions of the world are studied as expressions of ultimate concern within their historical, theological, and social contexts. Both eastern and western religions are studied.

3 Hours, 1 Semester

Seminar

SEM 139 First-Year Professional Development Seminar

First-Year PDS is designed to help students transition successfully from high school to college and to introduce students to career development resources and concepts. In the first half of the course, topics covered include time management, effective study habits, campus resources, self-awareness, and decision-making. In the second half, students explore majors and are introduced to resume writing, professionalism, and networking.

1 Hour, 1 Semester

SEM 239 Sophomore Professional Development Seminar

Sophomore PDS centers on the importance of professional branding and experiential learning. Students work on job-search readiness by learning how to locate internship opportunities, refine their resumes, and write effective cover letters. In addition, they learn about networking and begin to develop interviewing skills through participation in mock interviews conducted by upper-level students. Development of LinkedIn profiles begins in this course.

Prerequisite: SEM 139 or 24 or more transfer credits

1 Hour, 1 Semester

SEM 339 Junior Professional Development Seminar

The primary focus of Junior PDS is on strengthening interviewing skills. Over a four-week period, every member of the class participates in a mock interview conducted by a guest employer. In preparation for this experience, students select an internship or job of interest and write a targeted cover letter which is given to the employer along with an updated resume and the job description. In addition to being interviewed, students provide constructive feedback to their classmates about their interviewing skills through observations and class discussions. Students will also further develop networking skills and personal branding tactics.

Prerequisite: SEM 239

1 Hour, 1 Semester

SEM 444 Professional Development Seminar (For UGO Students Only)

This course is designed to enhance the student's professional and communication skills in order to develop and maintain a positive environment at work while preparing for future advancement opportunities. As a seminar course, Professional Development Seminar is highly interactive and will cover the following topics: personal branding, professional writing, business communication, networking, the interview and job search processes, career resources, mock interviewing, salary negotiations/benefits, and goal setting.

3 Hours, 1 Semester

SEM 445 Prior Learning Credit Evaluation & Portfolio Development

This course is designed to provide an introduction to Prior Learning Assessment (PLA) portfolio development. It provides a series of structured activities and systematic approaches for the student to prepare for petitioning for credit for learning outside the traditional classroom. SEM 445 satisfies the requirement for SEM 444.

3 Hours, 1 Semester

Sociology

SOC 161 Sociology

The course is concerned with cultural and social processes, collective behavior, stratification and mobility, race relations, human ecology, population trends, and the changing social world.

3 Hours, 1 Semester

SOC 215 Juvenile Delinquency

Students will acquire an awareness regarding the concepts of juvenile delinquency, the sociological and developmental views of delinquency as well as environmental influences. Selected theories on delinquency and causes of juvenile delinquency will be presented. The role of the different components of the juvenile justice system including the police, courts, and correctional facilities will be discussed; their impact on prevention and rehabilitation will be emphasized. Juvenile justice advocacy, intervention, preventions and the future of juvenile delinquency and juvenile justice will also be presented.

3 Hours, 1 Semester

SOC 216 Deviance

This course will introduce the central sociological concepts of deviance, social order, social power, identity construction, and identity management. We will use the topic of deviance to see how groups of people have the power to shape social definitions and apply them onto others. We will then look at the consequences for those defined as deviant of this label. We will look at how people come to develop a deviant identity and what that means to them in the exercise of their everyday lives. Note: This is a reading and writing intensive course. Assigned readings are designed to take us through the material in an interesting and informative manner, and the writing assignments are intended to help you develop your critical thinking and communicative skills.

3 Hours, 1 Semester

SOC 218 Drugs & Society

The aim of this course is to identify patterns of drug use and abuse within a historical, legal and sociological context, to familiarize students with methods of intervention and treatment, and to develop a more accurate understanding of the effects of various drugs on the individual and society. The course will focus on both recreational and therapeutic drugs and on both illicit and licit drugs, and explore the current issues surrounding the topic, including issues such as the legalization of cannabis, the therapeutic uses of psychedelic drugs, and ethical issues connected with the pharmaceutical industry.

3 Hours, 1 Semester

SOC 270/370/470 Special Topics in Sociology

This course examines in depth a major issue, problem, or theme in the area of sociology.

3 Hours, 1 Semester

Spanish

SPAN 126 Spanish I

This basic Spanish course stresses communication skills, especially listening and speaking, as well as reading, writing, and cultural acquisition. It is for those who have had little or no experience studying Spanish. Students will begin to learn the essential vocabulary, verbs, and grammar required to function in a Spanish-speaking country and to communicate with native Spanish speakers. Communicative class activities will include pair and group work, interviews, and use of online learning sites. Enrollment eligibility is determined by prior language study.

3 Hours, 1 Semester

SPAN 127 Spanish II

This Spanish course is designed for students who have already studied basic Spanish. The focus of the course is on expanding the students' vocabulary, as well as covering more difficult grammar concepts including higher-level verb tenses such as present progressive and past tense. Communicative class activities will include pair and group work, interviews, and use of online learning sites. Enrollment eligibility is determined by prior language study.

3 Hours, 1 Semester

Sport Management

SMGT 251 Introduction to Sport & Operations Management

This introductory-level course provides an overview to the structure of the sport industry and highlights the scope and variety of potential career opportunities. The value of professional management to sport organizations will also be emphasized. Attention will be given to the issues facing sport organizations and the use of management techniques to solve business-related problems. The development of effective communication skills and networking skills, will be stressed through class presentations and projects and assignments.

3 Hours, 1 Semester

SMGT 267 Sport Marketing & Fan Engagement

This course provides the student with basic knowledge and understanding of sport marketing and promotions for intercollegiate, recreational, and professional sport. Marketing's relationship to products and sponsorships, licensing, public relations, media, and special events will be emphasized. Students will get hands-on experience with database management and survey research.

Prerequisite: SMGT 251 and SMGT 352

3 Hours, 1 Semester

SMGT 292-299 Sport Practicum

The practicum is designed to provide students with the opportunity to gain firsthand experience in the business of sport. The course is structured to include weekly interaction and discussions with the professor which will focus on the student's experiences and the practical application of management principles. Students are required to undertake 120 hours (8-10 hours per week) (throughout the semester) in a pre-arranged industry setting, or by students' choice with departmental approval.

Prerequisite: SMGT 251

3 Hours, 1 Semester

SMGT 292 NCAA Rules & Regulations

SMGT 293 Sport Performance Analysis

SMGT 294 Sport Coaching

SMGT 295 Ecommerce in the Sport Industry

SMGT 296 Sport Sales

SMGT 298 Sport Social Media

SMGT 299 Sport Broadcasting

SMGT 352 Sport In Society

This course examines the role of sports in North American culture and in a global context. The pervasiveness of sport in all areas of society will be investigated from a sociological perspective. Analysis of current issues impacting informal, organized, and professional sport will be considered. Attention will also be given to common characteristics within sport and society, including societal values and sport, social problems and sport, deviance, violence, politics, religion, the economy, mass media, ethnicity, nationality, and others.

3 Hours, 1 Semester

SMGT 359 Sport Law

The application of legal principles is considered in relation to professional and amateur sports. Emphasis is placed on tort liabilities and risk management. Specific topics include negligence, duty of care, intentional torts, crowd management, contracts, and constitutional law. Actual court cases relating to these principles are examined.

Prerequisite: A minimum of 45 credit hours completed

3 Hours, 1 Semester

SMGT 363 Sport Event Management

This course is designed to provide hands-on, practical involvement with a major sport event. Students will be assigned to committees for which they will plan, organize, publicize and manage all aspects of event operations during the semester. A required component of the course will include a commitment to work the actual event.

Prerequisite: SMGT 251

3 Hours, 1 Semester

SMGT 368 Sport Finance

This course is designed to provide the prospective sport manager with an overview of the major financial issues facing sport managers and the sport industry. An analysis of the following areas will be undertaken: sources of revenue for sport organizations and leagues, a comparison of public and private sector funding in sports, and investment of public resources into private sporting facilities. Also, budgeting and investment comparisons will be discussed.

Prerequisite: SMGT 251, FIN 303, and a minimum of 51 credit hours completed

3 Hours, 1 Semester

SMGT 460 Athletics Administration

This course is designed to introduce the student to the management issues faced by administrators within collegiate and high school athletics departments. Students will develop an understanding of issues such as governance, scheduling, NCAA and conference compliance, gender equity and Title IX, conference membership issues, departmental structure, and organizational goals in athletics, legal issues, and operating -procedures.

Prerequisite: SMGT 251 or SMGT 352

3 Hours, 1 Semester

SMGT 462 Sport Communication

This course is designed to introduce the students to the role of effective communication in the sport industry. The nature and function of communication will be examined in a variety of settings. Emphasis will be placed on interpersonal communications, public relations, mass media relations, public speaking, and innovative technology. This class is designated as a writing intensive course.

Prerequisite: COMM 247 or SMGT 251 or SMGT 352, and a minimum of 45 credit hours completed

3 Hours, 1 Semester

SMGT 464 Sponsorship & Sales

This course is designed to offer hands-on, practical experience in creating and implementing a sponsorship and sales plan. Groups will create marketing surveys, develop sponsorship proposals, identify and contact potential buyers, conduct negotiation and sales, learn activation techniques, and evaluate sponsor packages.

Prerequisite: SMGT 251 or SMGT 352

3 Hours, 1 Semester

SMGT 466 Sport Analytics

This course will discuss the theory, development, and application of analytics in sport. Topics covered include player performance, player management, sports data strategies, team management, and game day operations and strategies. Extensive use of statistical software will be expected.

Prerequisite: MATH 215 or its equivalent

3 Hours, 1 Semester

SMGT 469 Coaching Administration & Management

This course emphasizes coaching concepts and strategies necessary to the coaching profession and crucial in the development of quality coaches and sport educators. Planning, preparation, demonstration, explanation, evaluation, and feedback are important skills for coaching and in building a successful athletic program. Students will examine coaching and teaching philosophies and techniques as well as the management skills required for success. Additional emphasis will be placed on recruiting, tryouts, pre and post-season development, conditioning, practice planning, scouting, game management, motivation, and ethics. Upon successful completion of this course, students receive a level Coaching Certification.

Prerequisite: SMGT 251 or SMGT 352

3 Hours, 1 Semester

SMGT 470 Special Topics in Sport Management

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings in Sport Management.

Prerequisite: Will depend on course topic

3 Hours, 1 Semester

SMGT 480 Sport Management Seminar

The sport management seminar is designed as a capstone course and provides an overview of the current and critical issues faced by sport organizations. Emphasis will be placed on the issues confronting sport managers as they operate businesses while also presenting the students with an understanding of the basic tenets of sport policy and governance. The course will use case studies to explore and analyze current issues and concepts from earlier coursework in the field. A senior thesis, focusing on the student's area of interest, is required. Students will be guided through the process of designing individual works, conducting tests/measurements, and analysis and interpretation of results. The seminar is designed and recognized as an intensive writing course. Also, successful completion of the Sport Management Comprehensive Exit Exam is required to pass the course.

Prerequisites: SMGT 363 and a minimum of 51 credit hours completed

3 Hours, 1 Semester

SMGT 488 Sport Management Internship (9 Credit)

The internship requirement is considered to be one of the most critical components of the Sport Management Program. Students will undertake a 12-15 week, full-time (40 hours per week) supervised internship during the summer following the junior year, or during the fall or spring semesters of the senior year. This opportunity is expected to enhance the student's academic experiences via a required industry analysis paper, a research project, weekly logs and a portfolio, as well as provide additional work experience and networking opportunities. Internship experiences may take place in any of the varied sport industry settings. Students may obtain internship in any region of the country, abroad and in some cases may receive financial compensation.

Prerequisite: SMGT 352 and a 2.5 minimum GPA

SMGT 489 Sport Management Internship (6 Credit)

The internship requirement is considered to be one of the most critical components of the Sport Management Program. Students will undertake a 12-15 week, full-time (20 hours per week) supervised internship during the summer following the junior year, or during the fall or spring semesters of the senior year. This opportunity is expected to enhance the student's academic experiences via a required industry analysis paper, a research project, weekly logs and a portfolio, as well as provide additional work experience and networking opportunities. Internship experiences may take place in any of the varied sport industry settings. Students may obtain internship in any region of the country, abroad and in some cases may receive financial compensation.

Prerequisite: SMGT 352 and a 2.5 minimum GPA

SMGT 490 Sport Management Internship (3 Credit)

The internship requirement is considered to be one of the most critical components of the Sport Management Program. Students will undertake a 12 - 15 week, full-time (10-15 hours per week) supervised internship during the summer following the junior year, or during the fall or spring semesters of the senior year. This opportunity is expected to enhance the student's academic experiences via a required industry analysis paper, a research project, weekly logs and a portfolio, as well as provide additional work experience and networking opportunities. Internship experiences may take place in any of the varied sport industry settings. Students may obtain internships in any region of the country and in some cases may receive financial compensation.

Prerequisite: SMGT 352 and a 2.5 minimum GPA

SMGT 491 Research Associate Internship

SMGT 492 Teaching Associate Internship

SMGT 493 Advanced Project

SMGT 494 Faculty-Led Travel

See "Experiential Learning" in the Academic Programs section for experiential learning course descriptions and governing policies.

WAY

WAY 201 The Nichols Way

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard course offerings. It is open to all majors. Sections can range from carrying 1 credit to 30 credits.

1 Hour, 1 Semester

Inactive Courses

ACCT	399	Fraud Examination
COMM	204	Advanced Professional Communication
COMM	310	Intercultural Communication
COMM	315	Social Media Content Creation
COMM	480	Communication Capstone
CJ	305	Bride of ISIS
ECON	221	Principles of Microeconomics
ECON	222	Principles of Macroeconomics
ECON	313	Women in the Global Economy
INTD	317	The Body Project
MATH	191	Calculus II
MATH	395	Discrete Mathematics
MATH	490	Mathematics Internship
MGMT	339	Retail Management
MUS	266	Pop, Soul and Rock & Roll
PHIL	229	Philosophy & Harry Potter
PSCI	495	Washington Internship
PSCI	496	Washington Seminar
REL	219	Christians & Muslims & Jews, Oh Why?
WAY	200	Global Engagement



GRADUATE - COURSE DESCRIPTIONS

Business Core Courses

BUS 613 Foundations of Inquiry

BUS 613 Foundations of Inquiry analyzes the habits of inquiry required for building a culture of higher-level thinking; examines professional power-skills (soft-skills) and values required by executive leaders; integrates expectations in research, scholarship, and readiness through scholarly assignments that build proficiency in APA writing compliance and the Graduate learning platforms. Students will immerse in a culture of research, thought-leadership, and build an inquisitive approach to learn and cultivate knowledge throughout the master's program.

BUS 615 Business Communications

Regardless of your industry or role, communication skills are vital to success. The purpose may be persuasive, motivational, organizational, managerial, or interpersonal, and the method may be written or oral, but at its core, successful communication is both effective and efficient. Like other business skills, communication abilities can be studied and developed. This course will help students to understand the underpinnings of communication, and to develop skills necessary in the 21st century.

BUS 620 Cultural Awareness in Global Business

Today's business reaches across national and international borders, and the successful business leader understands this paradigm. This course will lead the student through discovery, analysis, and utilization of international business practices. In order to complete this course successfully, the student will identify and understand governmental policies, international organizations and competition as well as models for doing business in developing nations using culture in the decision-making process.

BUS 625 Current Trends in Leadership

As business practices evolve to meet the changing demands of the marketplace, leaders must constantly evaluate and make adjustments to stay on top of the field. This course is designed to help students identify, evaluate, and analyze current trends and then to make judgments on the viability and wisdom of those trends.

Master of Business Administration (MBA)

MBA 705 Global Marketing & Data Analytics

This course guides the student through the processes necessary to make wise business decisions based on rigorous analysis of global trends. Statistical software will be used throughout the course. Students will evaluate the external global marketing environment and analyze its impact on industry; evaluate international markets for industry entry; apply data for global strategic marketing decisions; and assess emerging opportunities in global markets. (pre-requisite BUS 613)

MBA 710 Managerial Finance

General Managers require a sophisticated understanding of the contributions and limitations of data analysis. The aim of this course is to enable students to understand financial Issues facing today's business. Students will analyze case studies and apply financial models in evaluating corporate financing and operational decisions. (pre-requisite BUS 613)

MBA 715 Operations Management & Cost Control I

This is an integrated two-part course that examines operations models of the organization through a cost savings lens. It introduces new methods and models to analyzing, diagnosing, and improving operations for both manufacturing and service firms. The course focuses on key issues that impact competitiveness, including operations strategy, innovation, product and process design and development, supply change management, quality management and sustainable operations. (MBA 715 must be completed before MBA 720)

MBA 716 Foundations in Cybersecurity

What is two-factor authentication? How do organizations help protect online personal information? In this course, students are introduced to key terms unique to cybersecurity and will gain a deeper understanding of the roles and responsibilities of cybersecurity professionals across different organizations. Upon completion of this course, students will be able to analyze key terms and cybersecurity terminology, compare the roles and responsibilities of cybersecurity professionals, differentiate between Information Security, Cybersecurity, and Information Technology, and develop an organizational Cybersecurity and Risk Assessment plan.

MBA 720 Operations Management & Cost Control II

Part two of an examination of operational models. Heavily focused on case studies to synthesize value creation through improvement of process flow, efficiency, and sustaining a robust supply chain to meet customer demands. (MBA 715 must be completed before MBA 720)

MBA 722 Leadership & Talent Management

This course focuses on the human dimension of business, the critical aspects of hiring, training, and retaining the right people. Scenarios are used to help the learner decide which key talents should be focused on the most important business opportunities.

Business vision, mission and employee motivation are addressed through experiential learning exercises. *(This course is only available to students in the Executive MBA program.)*

MBA 730 Critical Thinking

Designed as a business "think tank," this course gives students the opportunity to learn from experts as well as classmates when considering business decisions. Participants will be guided through the deliberate thinking process required for success in management.

MBA 734 Analytics for Business Leaders

The purpose of this course is to prepare students for a career that requires dissemination of statistical information and it provides the foundation for statistical analysis and linear regression. In this course, we will explore basic descriptive statistics and exploratory data analysis primarily using R in R Studio, and introduction to Python (students will be given starter code that they will then modify for their needs prior coding experience is not mandatory).

MBA 735 Agile: Principles & Practices

Organizations are trying to get impactful products and services to market faster than ever. They need a framework to fail fast and learn quickly. This course explores adaptive-planning, self-organizing teams, value-driven delivery, and iterative development. It emphasizes Agile as a mindset grounded in the "Twelve Agile Principles" and the "Agile Manifesto." Using mock scenarios, students will apply critical Agile concepts. Students are also exposed to popular agile methodologies, such as Scrum and Kanban.

MBA 736 The Healthcare Environment

In this foundational course, students examine the healthcare continuum in the US. This course will build connections across the silos of healthcare and the institutions that provide, pay for, regulate, and make policy. The examination will reveal opportunities to leverage data to make evidence-based decisions across the spectrum of healthcare management careers.

MBA 737 Financial Sustainability of Healthcare Institutions

In this course, students will use technology to quantify, analyze, and model key performance indicators across a range of healthcare providers and payers. Students will also evaluate regulators' role in approving healthcare providers' capital investments, reimbursement rate setting by payers, and performance incentives set by governmental agencies. This class provides an opportunity for students to earn multiple certifications from the Healthcare Financial Management Association. This course reinforces the connection across stakeholders as summarized by the mantra "no money no mission." (pre-requisite MBA 736 or instructor approval)

MBA 740 Creative Decision Making

Creativity is not always innate. It can be developed and improved. Based on the exploration of decision-making theory and current literature on the topic, this course begins with understanding the nature of creative thinking and provides a structured approach to problem solving. It is this understanding and structure that allows participants to learn quickly how to solve problems, generate fresh ideas, and then work with those ideas effectively.

MBA 744 Data Visualization and Business Intelligence for Managers

Data visualization is foundational to analytics. The students will apply the best practices of data visualization and will gain hands-on experience creating dashboards and stories with data in Excel, PowerPoint, Power BI, and Tableau. This is a project-based course.

MBA 745 Lean Product Development

This course explores modern Lean concepts in product and service design through experimentation and case-based work. Students will practice going through the complete product life cycle from customer identification to user design (UX). Grounded in Lean and Agile concepts, the course exposes students to strategies on minimizing investment while maximizing impact. This course combines critical skills for competitive advantage in business analysis, target market identification, rapid prototyping, and value proposition design. Upon completion of this course, students will have developed a prototype for a minimum viable product (MVP) to apply within their profession.

MBA 746 Business Negotiation

Communication designed to arrive at Win-Win situations are important in today's business engagements. To make a difference, you must first be able to influence people. When you learn how to negotiate, you gain a competitive advantage and help your team achieve its mission. MBA 746 engages the learner in real-time negotiation scenarios where synchronous feedback guides the student toward mastery. *(This course is only available to students in the Executive MBA program.)*

MBA 750 Problem Solving & Analysis

This course is designed to teach the skills necessary to identify and analyze problems in a business environment, weigh alternatives, and propose solutions.

MBA 754 Machine Learning for Business Leaders

The purpose of the course is to prepare students for leadership positions where they are managing data scientists, business analysts, statisticians and the like or in enhancing their current skills to grow within their field. Machine learning topics include: linear regression, logistic regression, linear discriminant analysis, k-nearest neighbors, cross-validation, and model selection.

MBA 755 Strategic Project Management

This course explores key concepts, tools, and techniques in Project Management through case-based work and simulations. It emphasizes scope identification, project life cycles, resource stewardship, risk management, virtual teams, and enterprise alignment. Students develop and apply tools to solve project challenges in scheduling, risk, scope, and cost. The course also introduces high-level distinctions between project, program, and portfolio management. This course is aligned with "A Guide to the Project Management Body of Knowledge (PMBOK® Guide)" from the Project Management Institute®.

MBA 770 MBA Special Topics

This course is offered on an occasional basis and addresses topics and themes of special interest not covered in the standard MBA course offerings.

MBA 800 Strategic Management

This culminating experience is the capstone of the MBA program and affords students an opportunity to integrate, synthesize and apply the program's core learning outcomes with simulation experience of leading and managing a company with their teammates. Concepts taught are solidified using tools and course concepts to diagnose current conditions, select appropriate interventions, and create effective, ethical roadmaps for execution.

Prerequisites: BUS 613, MBA 705, MBA 710, & MBA 720

MBA 801 Data-Driven Practice

Using the ASHRM Enterprise Risk Management Playbook (ASHRM ERM), students will discover how enhancing the patient's medical experience improves outcomes. The eight risk domains of ASHRM ERM provide a framework for predicting and addressing the interconnectivity across the healthcare continuum. (pre-requisite MBA 736 or instructor approval)

Master of Organizational Leadership (MSOL)

MSOL 715 Negotiation & Conflict Resolution

Negotiation and conflict occur routinely within and between organizations, and the ability to handle these situations is critical. This course examines the strategies and techniques needed to become an effective negotiator. Students will examine the elements of the negotiation process, including bargaining and persuasion strategies, within a variety of settings. Conflict management will also be addressed, and we will focus on interpersonal conflict, mediation, investigation, and arbitration. (pre-requisite BUS 613)

MSOL 717 Governance & Mitigation Strategies

Government, private industry, and individuals assume many essential roles for operating safely in cyberspace. This course exposes students to national strategies, key organizations, and explains how public and private sectors collaborate in the field of cybersecurity. Through real-world case studies, students will learn to evaluate mitigation strategies and best practices. This includes surveying current cybersecurity strategies, policies, and laws, identifying key organizations concerned with cybersecurity, and assessing the challenges posed by public-private partnerships.

MSOL 722 Strategic Innovation & Change Management

Strategic innovation is vital for organizations to thrive in today's competitive environments but is often difficult to achieve given organizational resistance to change. This course prepares students to identify and implement innovative strategies to respond to competitive market forces. The course introduces frameworks for evaluating the competitive landscape, methods for developing innovative solutions, and strategies for overcoming resistance and implementing lasting organizational change. (pre-requisite BUS 613)

MSOL 730 Organizational leadership

Organizational success rises and falls on leadership. This course aims to help students analyze human behavior at the individual, group, and organizational levels to enhance their ability to lead creative, high-performing organizations effectively. Topics examined include diversity, team dynamics, and organizational culture. Emphasis is placed on developing students' leadership skills in mentoring and coaching and enhancing their political acumen and reflective capacity. (pre-requisite BUS 613)

MSOL 734 HR Foundations

Regardless of your current role or future aspirations in business, having a foundational understanding of human resources will be critical to your success. This course introduces a higher perspective of the vital role of human resource management within today's organizations. It provides a comprehensive overview of employee relations, workplace law, diversity management, and human resource functions, including talent acquisition, performance management, compensation and benefits, and employee development. Implications of employment regulation and the global business environment are considered.

MSOL 744 Strategic Partnering in HR

This class aims to teach students how to establish professional credibility, identify win-win solutions, leverage stakeholders, create strategic plans, and communicate effectively. Through a group-based learning environment, students in this class will practice their strategic partnering and planning skills, while also honing their professional and interpersonal skills.

MSOL 764 Advanced Topics in HR

This course focuses on the advanced leadership topics today's HR professionals need to thrive in today's complex business environment. It covers strategies for implementing and leading change, managing a diverse workforce, and developing effective cultures and teams. Human resource challenges in the fourth-generation industrial revolution are considered.

MSOL 800 Action Research Project

As the capstone course in the MSOL program, this course is designed to allow the student to test strategies and theories in a simulated business setting. Students will identify a problem or opportunity. They will conduct research, develop proposals and recommendations, and an implementation plan. (pre-requisites BUS 613, MSOL 730, MSOL 715, & MSOL 722)

Master of Science in Accounting (MSA)

MSA 740 Internal Control Systems Audit

This course focuses on internal controls that enable organizations to effectively and efficiently meet their objectives while adapting to the changes in business and operating environments. The course will emphasize design, implementation, and the assessment of the effectiveness of the systems of internal control.

MSA 741 Critical Thinking for Accountants

This course explores why critical thinking is important in the CPA profession. The students will be encouraged to think flexibly while exploring multiple perspectives. Students will conceptualize, apply, analyze, synthesize and evaluate information from various sources. The AICPA critical thinking core competency framework will be used as a guide throughout the course.

MSA 742 Auditing through Information Systems

This course examines specific procedures using data analysis techniques that assist the auditor in reducing sampling risk/audit risk without decreasing audit efficiency. Data will be examined using an industry specific audit analytical tool, IDEA, to analyze the client's financial information.

MSA 743 Professional Accounting Research & Policy

This course introduces graduate students to professional accounting resources. Focuses on how research can help address measurement, uniformity and disclosure issues that regularly arise in business. Review and critique research work and their implications for the practice of accounting. Evaluates policy formation of professional accounting standards and their impact on business reporting.

MSA 744 Negotiation & Conflict Resolution

This course will strengthen your personal and professional relationships by constructively addressing conflicts between individuals and organizations. You will explore how competing interests and goals, power imbalances and other factors influence the nature of conflict and the management strategy. Lastly, students will understand and apply BATNA (best alternative to a negotiated agreement) to negotiate in uncertain environments, deal with difficult people, and manage conflict.

MSA 745 Data Visualization & Business Intelligence

Data visualization is foundational to analytics. The students will apply the best practices of data visualization and will gain hands-on experience creating dashboards and stories with data in Excel, PowerPoint, Power BI, and Tableau. This is a project-based course.

MSA 746 Current Issues in Accounting

This course will examine the accounting standard setting process and new accounting pronouncements. Students will critically analyze business problems and debate possible outcomes to arrive at the most feasible solution. At the conclusion of the course, students should be able to analyze situations at a deeper, more critical level.

MSA 747 The Future of Data & Analytics

Students will explore such key areas as the analytics process, how data is created, stored, accessed, and how the organization works with data and created the environment in which analytics can flourish. Students will gain perspective on the future of the professional. Blockchain technology, data security and integrity, and artificial intelligence (AI) are topics that will be covered.

MSA 748 Perspectives on Employee Engagement

This course provides understanding and skill development in various methods of employee engagement such as attention zones, goal settings, prioritizing, delegating, focusing, and evaluating. Students will gain more self-awareness through the various assignments, as well as learn the concept of emotional intelligence to keep employees motivated, productive and fulfilled. Emotional Intelligence (also referred to as EI and EQ) is about an individual's ability to recognize and regulate their own emotions and the emotions of others in order to achieve their goals. This course will explore various models of EQ, the ethics of incorporating EI assessments and training in various situations, criticism of the EQ concept and components of EI, and how to strengthen your own Emotional Intelligence.

MSA 750 Capstone: Problem Solving & Analysis

The culminating experience for the MSA program. The goal of the capstone course is to assess students' ability to synthesize and integrate the knowledge and skills they have developed throughout their coursework. This course is designed to aid student success in fulfilling program requirements.

Prerequisite: All required MSA program courses aside from MSA 750

Master of Science in Counterterrorism (MSC)

MSC 615 Intelligence Analysis for Professionals

The course will provide an introduction to the evolution of intelligence within the United States construct. An overview of the history and role of intelligence in the U.S. Government and its Intelligence Community members will be provided. Students will be exposed to the Intelligence Cycle through case studies, including those of intelligence failures. There will be further development of skillsets focused on understanding key elements of intelligence products using basic analytic tools.

MSC 625 Leadership of Public Organizations

Key leadership theories and perspectives will be discussed in the public sector context. Students will be challenged to evaluate leadership theories and perspectives aspects from a practical and ethical lens and understand the link between leadership ideas and concepts of public sector leadership, political stakeholders, and constituents. The leadership perspective focuses on how public organization and their leaders cope with change in a complex environment placing multiple and contradicting demands on the organization. Topics include the distinctiveness of leadership in public organization, different types of leadership authority, leadership as institution-building, and public leadership in times of crisis.

MSC 705 Domestic Violent Extremism

This course examines the definition of homegrown (domestic) violent extremism and examines the radical individuals that are involved. The following groups will be evaluated in-depth: Antifa, Earth Liberation Front, Animal Liberation Front, KKK, and ISIS lone-wolf attacks. Students will gain an understanding of how these various homegrown violent extremist groups and individuals have altered our current society. This course will stress that approximately one-third of terrorist attacks within the United States include individuals with no known affiliation to extremist groups, yet they have extreme ideologies.

MSC 710 International Violent Extremism

International violent extremism is at the forefront of our current society and politics. In order to grasp a deeper understanding of violent extremism, it is necessary to examine various international violent extremist groups; including ISIS, Al-Qaeda, Taliban, Boko Haram, and Hezbollah. Through analyses of international violent extremist groups, students will develop a comprehensive understanding of how violent extremism is a global threat.

MSC 714 Cyber Threat Environment

Students will comprehend the current threat actors, actions, strategies, and security measures in the cyberspace environment. Focus will be placed on computer network attack vectors and security principles that humans can manipulate, exploit, and defend within this virtual environment. This course will prepare students to comprehend the existing challenges in combating cyber threats and construct a comprehensive plan that addresses the modern cyber threat landscape.

MSC 720 Border Security

Border security provides students with a thorough examination of border and entry points into the United States with the assistance of the U.S. Customs and Border Protection and the U.S. Department of Transportation. The course will explore modern transportation and border security challenges (specifically violent extremism), as well as techniques to combat those challenges. The transportation and border systems of particular interest within this course include seaports, airports, and border crossings. Students will develop a greater understanding of how to prepare and respond to potential border security threats of violent extremists through the interagency cooperation of federal, state, local, and private organizations.

MSC 725 Media's Impact in Violent Extremism

Violent extremist groups such as ISIS have routinely utilized social media to attack Westerner followers. Social media allows violent extremists to communicate and network with the ultimate goal of radicalizing individuals to join their groups by adhering to their ideologies. Not only does social media assist violent extremists through a logistical perspective, but also in regards to accomplishing their overall goal of instilling continuous fear among societies. The various news frames of social media will provide a better understanding of how violent extremists utilize our social media to achieve their goals.

MSC 730 Capstone: Counter Violent Extremism Strategies

Counter violent extremism (CVE) strategies are necessary in order to combat both domestic and international violent extremism. Radicalization into violent extremism is occurring throughout our world and it is necessary to understand this radicalization process, in addition to ideologies. Once students understand these radicalization processes and ideologies, CVE strategies can be developed and implemented within federal, state, and local communities. This course will specifically, examine CVE strategies occurring in the U.S. through federal grant opportunities and through the online social media campaigns.

Inactive Graduate Courses

MSOL	705	The Leadership Experience
MSOL	710	Change and Innovation Management
MSOL	720	Competition, Innovation & Strategy
MSOL	725	Individual, Team, Manager, Mentor, Leader



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*Partner
Reveal Group*

Faculty and Staff

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Interim President
B.A., Catawba College

Brian Abraham

Associate Professor of Management
B.A., Skidmore College
M.B.A., Babson College
Ph.D., Tufts University
DM/Ph.D., Case Western Reserve University

A. Nikki Anderson

Assistant Professor of English
A.A., Community College of Rhode Island
B.A., Nichols College
M.F.A., Vermont College of Fine Arts

Amanda Alioto

Director of Transfer Admissions
B.S.B.A., M.B.A., Nichols College

Lisa Antonson

Payroll/AP Specialist
A.B.A., B.S.B.A., Nichols College

Jacqueline Baker

Senior Systems Analyst
B.A., St. Anselm's College

Laura Barbieri

Mental Health Counselor
B.S., Clark University
M.A.C.P., Assumption College

Lindsey Bartlett

Director of Counseling Services
B.S., Becker College
M.A., Anna Maria College

Nicholas Barnes

Dean for the School of Liberal Arts & Sciences
Associate Professor of Business and Law
B.S., Worcester Polytechnic Institute
J.D., Franklin Pierce Law Center

Michael Barrett

Head Women's Ice Hockey Coach
B.A., Quinnipiac University

Christine Beaudin

Associate Professor of Finance
Finance Program Chair
B.S.B.A., M.B.A., Nichols College

Jean Beaupré

Dean for the School of Business
Associate Professor of Marketing and Communication
Interim Marketing Program Chair
B.S., Providence College
M.S., Ed.D., Northeastern University

Andrea Becker

Associate Dean of Leadership Studies
Assistant Professor of Leadership
Chair, Master of Science in Organizational Leadership
B.S.B.A., M.O.L., Nichols College

Joseph Belanger

Digital Technology Manager

Timothy Bennett, ATC/L

Associate Director of Athletics and Scheduling Coordinator
B.S.A.T., James Madison University
M.B.A., Nichols College

Tugba Bingol

Assistant Professor of Marketing
B.A., Sabanci University
M.B.A. Johnson & Wales University
Ph.D., Southern New Hampshire University

Richard Bird

Facilities Grounds Supervisor

Laura Blake

Associate Professor of Management
Management Program Chair
B.B.A., D.P.S., Pace University
M.S., Rensselaer Polytechnic Institute

Daniel Borgia

Provost
B.S., Cornell University
M.B.A., Gannon University
Ph.D., Kent State University

Donna Borowski

Assistant to the Registrar
A.S., Becker College

Heather Bowes

Conference and Events Manager

Craig Brady

Senior Systems Administrator

Karen Brennan

Associate Director of Financial Assistance
A.S., Becker College

Brent Broszeit

Assistant Vice President of Development
B.A., Florida Southern College
M.B.A., Nichols College

Boyd P. Brown III

Associate Professor of Criminal Justice
B.A., University of Maine
M.A., Ohio State University, Columbus

Devin Brown

Coordinator of Student Involvement
B.S.B.A., M.B.A., Nichols College

Marissa Browning

Associate Director of Admissions
B.A., Dean College

Mary Burke

Associate Director of Athletics for Game Operations
B.A., Providence College

Maureen Butler

Executive Assistant to the Provost

Erin Casey-Williams

Associate Professor of English
B.A., Beloit College
Ph.D., University at Albany, SUNY

Nora Cavic

Associate Director for Advising
Restart Director
B.S., Endicott College
M.B.A., C.O.A.L.S., Nichols College

Jackie Chaisson

Assistant Director, Student Accounts
A.A., Quinsigamond Community College

Deborah Champagne

Director of Student Accounts

Sarah Charpentier

Assistant Director of Online Programs
B.S., Norwich University
M.S.O.L., Nichols College

Jessie Chenier

Director of Health Services
A.S., Mount Wachusett Community College
B.S., Elms College

Kenneth Coderre

Facilities Electrician

Bryan Coleman

Associate Professor of Accounting
Robert E. Stansky Endowed Chair of Accounting
Chair, Master of Science in Accounting
B.A., Assumption College
M.B.A., Nichols College
D.B.A., Johnson & Wales University

Maryann Conrad

Associate Professor of Hospitality Management
Hospitality Management Program Chair
B.S., Worcester State College
M.S., University of Massachusetts Amherst

Kenzie Costello

Creative Design Specialist
A.S., Three Rivers Community College
B.A., M.A., Central Connecticut State University

Edward Crowley

Vice President for Business and Finance/CFO
B.S., Tufts University

Michael Crowley

Vice President for Enrollment
B.A., Fordham University

Karin Curran

Assistant Professor of Accounting and Finance
B.S.B.A., Southern Massachusetts University
M.B.A., Nichols College

Cari Cyr

Interim Director of Student Events
B.S.B.A., Nichols College

Jay Cyriac

Assistant Director of Admissions/Intl Admissions
B.A., University of South Alabama

Thomas C. Davis

Professor of Psychology
Psychology Program Chair
B.A., Ohio Wesleyan University
Ph.D., Brigham Young University

Serkan Demerkilic

Assistant Professor of Economics
B.S., Anadolulu University
M.A., Ph.D., UMass Amherst

Hans Despain

Professor of Economics
Economics Program Chair
Honors Scholar Program Chair
B.S., Ph.D., University of Utah

James Deys

Associate Professor of English
B.A., SUNY at Fredonia
M.A., Ph.D., Binghamton University

Kellie Deys

Professor of English
Director of the Honors Scholar Program
English Program Chair
Communication Program Chair
A.A., Rockland Community College
B.A., SUNY at Fredonia
M.A., Ph.D., Binghamton University

Jessica Dias

Assistant Director of Enrollment and Student Success
B.A., Worcester State University
M.Ed., Southern New Hampshire University

Justin Dolan

Director of Campus Services
B.S.B.A., M.B.A., Nichols College

Kevin Donahue

Area Coordinator
B.A., M.B.A., Assumption College

Ashleigh Duval

Student Account Associate
A.S., Manchester Community College

Julio Elias

Assistant Professor of Economics and Finance
International Business Program Chair
B.A., Universidade Eduardo Mondlane
M.A., Universidad Carlos III de Madrid
M.A., Indiana University
Ph.D., Clark University

Brock Erickson

Men's Basketball Head Coach
B.B.A., Assumption College

Casey Fitzpatrick

Head Men's and Women's Volleyball Coach
B.B.A., Russell Sage College

Michael Forte

Associate Professor of Accounting & Business Law
B.S., Suffolk University-Sawyer School of Management
J.D., Suffolk University Law School
D.B.A., University of Rhode Island

Robin Frkal

Dean for the Graduate School at Nichols College
Associate Professor of Human Resource Management and Management
B.A., Assumption College
M.S., Clark University
Ph.D., Fielding Graduate University

Alexander Gacek

Head Men's Ice Hockey Coach
B.S., Miami University
M.B.A., SNHU

Ron Gendron

Head Men's and Women's Tennis Coach
B.A., Providence College

Karol Gil-Vasquez

Associate Professor of Economics
B.S., M.A., University of Central Missouri-Warrensburg
Ph.D., University of Missouri-Kansas City

Elizabeth Gionfriddo

Associate Director of Career and Professional Development
B.S., Merrimack College
M.A., Boston College

April Girardin

Compensation and Benefit Manager

Jay Giroux

Facilities Groundskeeper

Rae Lynn Glispin

Assistant Director of the Nichols Fund
A.B.A., B.S.B.A., Nichols College

Marco Goncalves

Facilities Painter

Nicholas Gorgievski

Professor of Mathematics
B.A., Providence College
M.S., University of Vermont
Ph.D., University of Connecticut

Carrie E. Grimshaw

Library Director
B.A., Assumption University
MLIS, University of Rhode Island

Jared Hamilton

Associate Vice President for Enterprise Applications
Chief Technology Officer
B.S., West Virginia Institute of Technology

Leonard Harmon

Director, Nichols Consulting Group
Associate Professor of Marketing
B.A., Rhode Island College
M.O.L., Nichols College

Jack Hayes

Vice President for Athletics
B.A., Providence College
M.A., University of Connecticut

Katarzyna Hellstrom

Financial Aid Counselor
A.L.A., MassBay Community College
B.S.B.A., M.S.O.L., Nichols College

Veronica Hills

Assistant Director of Residence Life
DSO
B.S., M.S., University of Saint Joseph

Caitlin Hitchcock

Head Softball Coach
B.A., Trinity College
M.A., Trinity College

David Hodge

Assistant Professor of Sport Management
B.A., Grove City College
M.S., Slippery Rock University
Ph.D., Troy University

Suzanne Hofmann

Vice President for Marketing and Communications
B.A., University of Maine
M.N.S., University of Richmond

Elizabeth Horgan

Director of the Career & Professional Development Center
B.S.B.A., Bryant University
M.Ed., Bridgewater State University

Mickey Howe

Assistant Director of Athletic Communications
B.S., Elms College

Melissa Hueras

Administrative Assistant for Information Technology
B.S.B.A., Nichols College

Juwon Jang

Assistant Professor of Accounting
B.A., Anjou University
M.S., Yonsei University
Ph.D., Texas A&M University
Ph.D., UMass Lowell

Denise Kelley

Writer/Editor
B.A., M.F.A., UMass Amherst

Alison Klute

Assistant Athletic Trainer
B.S., University of Miami
M.S., Merrimack College

Edward J. Kolek, Jr.

Assistant Dean for Learning Services
B.S., C.A.G.S., Worcester State College
M.A., Eastern Michigan University
Ph.D., University of Connecticut

Kim J. Krumsiek

Assistant Professor of Human Resource Management
Human Resource Management Program Chair
Professional Development Seminar (PDS) Program Chair
B.S.B.A., Nichols College
M.B.A., Assumption College
D.B.A., Capella University

Michael A. Kubic

Telecommunications Manager
B.A., Worcester State College

Cynthia Lafortune

Manager of User Support Services
A+ Certification, CompTIA
HP Desktop Certified Technician

Laura-Ann Lane

Head Field Hockey Coach
B.A., M.Ed., Arcadia University

Kathy Langlois

Executive Assistant to the Vice President for Business and Finance and Board of Trustees
A.B.A., B.S.B.A, Nichols College

Ken Lapan

Facilities Locksmith

Katie Laquidara

Director of Campus Visit Experience
B.S.B.A., Bryant University

Robert W. LaVigne

Vice President for Operations
B.S., University of Rhode Island
M.B.A., Johnson and Wales University

Kristina LeDuc

Director of Learning Services
B.A., Becker College
M.A, Assumption College

Timothy J. Liptrap

Associate Professor of Entrepreneurship and Sport Management
B.S., Fitchburg State College
M.B.A., Southern New Hampshire University
Ed.D., University of Hartford

Leigh Litz

Director of Business Development and Recruitment
B.A., Bay Path University

Lindsay Louis

Director of Financial Aid
B.B.A., Worcester State University
M.B.A., Nichols College

Shayne Lynch

Head Men's Lacrosse Coach
B.S., Wesley College
M.A., Washington College

Sharon Mahoney

Advancement Administrative Assistant and Office Manager

George Makara

Facilities Plumber

Kristen Malinowski-Paine

Director for the Academic Center for Excellence and Support Office of International Programs, Principal Designated School Official
B.A., Eastern Connecticut State University
M.S., Quinnipiac University
M.A.T, Sacred Heart University

Kristan D. Mallet

Senior Associate Director of Athletics
B.S., Springfield College

Shelby Masse

Assistant Women's Soccer Coach
Assistant Professor of Sport Management
B.A., University of Hartford
B.A., M.A., University of Connecticut

Chrissy Manzi

Director of Alumni and Family Engagement
B.S.B.A., Nichols College

Joseph Marinacci

Assistant Athletic Trainer
B.S., University of New Hampshire

Timothy Mayo

Head Baseball Coach
Assistant AD
B.S., M.Ed., Springfield College

Brian T. McCoy

Professor of Psychology
Criminal Psychology Program Chair
B.A., Anna Maria College
M.A., Assumption College
Ed.D., University of Massachusetts

Allison McDowell-Smith

Associate Professor of Criminal Justice & Counterterrorism
Criminal Justice Program Chair
Counterterrorism Program Chair
B.S., Rochester Institute of Technology
M.S., Niagara University
Ph.D., Northcentral University

Arthur R. McGovern

Professor of Psychology
Chair for Science & Social Science
B.S., Northern Arizona University
M.S., Ph.D., Oklahoma State University

Kevin Mentzer

Dean of Innovation, Research and Experiential Learning
Trustee Endowed Professor of Data Science
B.S., Bryant University
M.S., Ph.D., Bentley University

Kelli Miller

Assistant to the VP for Operations

Joseph Mitchell

Assistant Professor of Environmental Science
B.A., M.B.A., Ph.D., Mississippi State University

Angela Mogel

Head Soccer Coach
B.S., Springfield College

William Mraz

Head Women's Lacrosse Coach
B.A., Fairfield University

Daniel Nagle

Head Women's Basketball Coach
B.A., Emmanuel College
M.S.L., Northeastern University

Michael Neagle

*Associate Professor of History
History Program Chair*
A.B., College of the Holy Cross
M.A., Ph.D., University of Connecticut

Janet L. Newman

Director of Academic Services for Athletics
B.A., Stonehill College
M. Ed., Suffolk University

Dale Olmstead

Head Football Coach

Ashley Ottman

Assistant Registrar
B.A., Eastern University

Prajjwal Panday

Associate Professor of Environmental Science
B.S., University of Maine - Machias
B.S., St. Lawrence University
M.S., State University of New York
Ph.D., Clark University

Jenny Parker

*Director of Diversity, Equity, and Inclusion
Title IX Coordinator*
B.S., M.B.A., Fitchburg State University

Mauri S. Pelto

*Associate Provost and Special Assistant to the President for
Accreditation and Assessment
Professor of Environmental Science*
B.S., Michigan Technological University
M.S., Ph.D., University of Maine

Paul Perry

Facilities Groundskeeper

Damir Pesa

Associate Director of Athletics for Business and Equipment
A.S., Holyoke Community College
B.S., Westfield State University

Katherine (KC) Poplawski

Director of Advising Services
B.S., Radford University
M.S., University of Tennessee

Jason Price

*Associate Professor of Mathematics
Business Analytics Program Chair*
B.A., Providence College
M.S., Ph.D., University of Vermont

Lisa Provost

Career Development Coordinator
B.A., Framingham State University

Michael Ricci

Director of Enrollment
B.S.B.A., Nichols College
M.S.S.A., Boston College

Bryant Richards, CMA, CIA

*Director, Center for Intelligent Process Automation
Associate Professor of Accounting and Finance*
B.S., Babson College
M.S.A., Babson College

Heather Richards

Assistant Professor of Management
A.S., Quinsigamond Community College
B.A., M.S.O.L., Nichols College
Ed.D., Northeastern University

Betin Robichaud

Associate Dean for Registration
B.A., Clark University
M.S.O.L., Nichols College

Deena Rokes

Mailroom Supervisor

Dean Roussel

Creative Design Specialist
B.S., Fitchburg State University

Justin Ruff

Strength and Conditioning Coordinator
B.S., Augsburg University
M.S., Merrimack College

Robert Russo

*Assistant Professor of Communication and Information
Technology*
B.S.B.A., M.B.A., Nichols College

Jessica Ryan

Assistant Dean of Student Life
B.A., Westfield State College
M.S.O.L., Nichols College

Leonard Samborowski

*Associate Professor of Management
Director, Master of Business Administration*
B.A., Bucknell University
M.S., Command and General Staff College
D.M., University of Phoenix

Donald R. Sandstrom

Associate Director of the Physical Plant
B.S., University of Massachusetts Amherst

Chelsea Saucier

Interim Special Assistant to the President
B.S., Bridgewater State University

Funda Sarican

Assistant Professor of Marketing
B.B.A., Istanbul Technical University & SUNY
M.S., Bentley University

Jas Singh

Assistant Professor of Management
B.S., Punjabi University
M.B.A., University of Hartford
M.S., University of Hartford
Ph.D., University of Bridgeport

Victoria Smith

Advancement Services Coordinator
A.I.S., Northeastern University

Thomas M. Stewart

Director of Recruitment Graduate Studies
Assistant Professor of Leadership
B.S., North Adams State College
M.B.A., Nichols College
Master of Strategic Studies, U.S. Army War College

Christopher Streeter

Assistant Professor of Management
B.S., Westfield State College
M.S., California University of Pennsylvania
Ph.D., Grand Canyon University

Eric Streich

Maintenance Technician

Darlene J. Szkutak

Assistant Dean of Graduate Recruiting, Enrollment & Student Success
B.S.B.A., M.B.A., Nichols College

Julianne Szlyk

Director of Enrollment Operations and Marketing
B.S.B.A., Worcester State University
M.B.A., Nichols College

Yajaila Taft

Staff Accountant
A.S., Quinsigamond Community College

Anqi Tao

Assistant Professor of Accounting
B.A., University of Washington Seattle
M.A., Boston College
Ph.D., University of Massachusetts Lowell

Cathy Temple

Assistant Professor of Business Communication
B.S., Grand Valley State University
M.A., Morehead State University

Hillary Theofane

Dean of Students
B.A., University of Massachusetts
M.S., Syracuse University

Charles Tousignant

Director of Business System Strategies and Web Applications
A.C.S., Quinsigamond Community College

Christopher Tousignant

Full Stack Developer
A.S., Quinsigamond Community College

Christopher S. Traina

Assistant Director of Athletics
Head Men's Soccer Coach

Darcy J. Vangel

Vice President for Human Resources
B.B.A., Marymount University
M.S.O.L., Nichols College

Susan D. Veshi

Associate Vice President for Advancement and College Communications
B.A., C.W. Post College
M.A., Fordham University
Certificate in Paralegal Studies, Assumption College

Brittany Watson

Area Coordinator
B.S., Worcester State University

Maryellen Watson

Office Manager for Athletics
A.S., Becker College and Fisher College

Brian Wendry

Assistant Professor of Sport Management
Sport Management Program Chair
B.A., Ithaca College
M.A., Iowa State University

Sam Whitaker

Area Coordinator
B.A., Keene State College

Linda White

Administrative Assistant for Graduate Studies

Cynthia Williams

Associate Registrar
A.A., Eastern Florida State College
B.A., Nichols College

Brendan Williams

Assistant Professor of Accounting
B.A., University of Connecticut
M.A., Rensselaer Polytechnic Institute
DBA, Walden University

Steven Wojnar

Director of Public Safety
A.S., Quinsigamond Community College
B.A., M.S., Western New England College

Faculty Emeriti

John A. Armstrong, CPA

Professor of Accounting and Finance, emeritus
B.S., Bentley College
M.B.A., Pace University

Leslie H. Brooks

Professor of Business Law, emeritus
B.S., M.Ed., Worcester State College
M.A., Assumption College
J.D., Western New England College

Lawrence D. Downs

Associate Professor of Marketing, emeritus
B.S., Rochester Institute of Technology
M.B.A., Michigan State University
Management Fellow, Babson College

Thomas K. Duncan

Professor of Environmental Science, emeritus
B.A., M.S., University of Virginia
Ph.D., Boston University

Kurt Durrschmidt

Professor of Social Science, emeritus
Licensed & Certified Psychologist
B.A., Seminar Marienhohe, Germany
M.A., Andrews University
M.A., Ph.D., Syracuse University

Jeffrey A. Halprin

Professor of English, emeritus
B.A., Columbia University
M.A., Ph.D., Boston University

Patricia A. Hertzfeld, CPA

Associate Professor of Accounting and Finance, emerita
B.B.A., M.S.B.A., University of Massachusetts
M.S.T., Bryant College

Richard Lee Hilliard

Associate Professor of Management, emeritus
B.A., Bates College
M.A., Trinity College

Thomas C. Lelon

Professor of Management, emeritus
B.S.B.A., M.B.A., Roosevelt University
Ph.D., The University of Chicago

Donald F. Leonard, CPA

Associate Professor of Accounting, emeritus
B.S., Mount Saint Mary's College
M.A., University of Connecticut
M.S., University of New Haven

Libba G. Moore

Professor of Human Resource Management, emeritus
Human Resource Management Certificate, Bentley College
B.A., Ithaca College
M.A., Ph.D., University of Massachusetts

Louise Nordstrom

Professor Economics, emerita
A.B., M.A., Ph.D., Clark University

Alan J. Reinhardt

Dean Emeritus
B.A., University of Pennsylvania
M.A., Indiana University
Ph.D., Indiana University of Pennsylvania

Ellen I. Rosen

Professor of Sociology, emerita
B.A., Washington University
Ph.D., City University of New York

Thomas G. Smith

Professor of History, emeritus
B.A., State University of New York, Cortland
M.A., Ph.D., University of Connecticut

William L. Steglitz

Associate Professor of Mathematics, emeritus
B.S., Hobart College
M.S., Wesleyan University
M.B.A., Nichols College

Karen S. Tipper

Professor of English, emerita
B.A., Mount Holyoke College
M.A., Washington University, St. Louis
Ph.D., University of Wisconsin, Madison
Visiting Fellow and Member, Lucy Cavendish College,
Cambridge University, UK
Visiting Professor, University of Cambridge, UK

Richard C. Valle

Professor of Environmental Science, emeritus
B.A., Atlantic Union College
M.A., Walla Walla College
Ph.D., Syracuse University

Edward G. Warren

Professor of History and Government, emeritus
A.B., University of Pennsylvania
M.A., Ph.D., Brown University



ACCREDITATIONS

New England Commission of Higher Education

Nichols College is accredited by the New England Commission of Higher Education (formerly the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges, Inc.)

Inquiries regarding the accreditation status by the Commission should be directed to the administrative staff of the institution. Individuals may also contact:

New England Commission of Higher Education
3 Burlington Woods Drive, Suite 100, Burlington, MA 01803-4514
781-425-7785
Email: info@neche.org

International Accreditation Council for Business Education

Nichols College has received specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE), located in Lenexa, Kansas, USA. The business program in the following degrees is accredited by the IACBE. The college was reaccredited by IACBE in 2022.

- Master of Business Administration (MBA)
- Master of Science in Organizational Leadership (MSOL)
- Bachelor of Science in Business Administration (all offered concentrations)

Commission on Sport Management Accreditation

The sport management degree programs at Nichols College have received specialized accreditation through the Commission on Sport Management Accreditation (COSMA) located in Fort Collins, Colorado, USA. The sport management programs in the following degrees are accredited by COSMA:

- Bachelor of Science in Business Administration with a concentration in Sport Management.
- Bachelor of Science in Business Administration with a concentration in Sport Marketing & Content Creation.
- Bachelor of Science in Business Administration with a concentration in Sport Sales & Strategy.

Association to Advance Collegiate Schools of Business

Nichols College received accreditation for its bachelor's and master's programs in business with AACSB in 2023. This is a five-year accreditation extending to 2028. AACSB Accreditation is synonymous with the highest standards of quality, AACSB accreditation inspires new ways of thinking within business education globally. As a result, less than 6 percent of the world's schools offering business degree programs hold AACSB business accreditation.

AACSB accreditation ensures continuous improvement and provides focus for schools to deliver on their mission, innovate, and drive impact. AACSB-accredited schools have successfully undergone a rigorous review process conducted by their peers in the business education community, ensuring that they have the resources, credentials, and commitment needed to provide students with a first-rate, future-focused business education.



DIRECTIONS TO NICHOLS COLLEGE

Nichols College

Center Road

Dudley, Massachusetts 01571

www.nichols.edu

From the North:

Take I-290 to Auburn, where I-290 becomes I-395 South. Follow to Exit 4B (Sutton Road/Oxford Center). Turn right off ramp and stay in the right lane. Go straight through the light at Oxford Center (Cumberland Farms on right). Follow straight past light for 0.8 miles and take a left onto Dudley Road (produce stand is on the right). Follow this road for 3.7 miles, staying straight through a four-way stop sign. Dudley Road becomes Dudley/Oxford Road at the town line. Bearing right at the fork (pond on your right), continue on Dudley/Oxford Road for 2 miles through two stop signs, then straight onto the Nichols campus.

From the East & West:

Take the Mass Pike to Exit 10 in Auburn and get on I-395 South. Follow directions from above.

From the South:

Take I-95 North to I-395 North to Exit 2, (Webster) and turn left off the ramp. Go straight through the first set of traffic lights. Follow Rt. 12 South (Rt. 12 will turn left through Webster center). Continue through Webster center. After the railroad tracks, continue straight into Dudley. Stay in the right lane at the second set of lights after the tracks. Go straight through the lights onto Rt. 197 which is also West Main Street in Dudley. Stay on West Main Street (Rt. 197) until you reach a set of lights next to Cumberland Farms/gas station (on your right). Turn right directly after Cumberland Farms onto Airport Rd. Follow Airport Road and bear right at the four-way stop. (Dudley Hill Golf Club is on your right.) Take the first left onto Center Road and proceed directly on to the Nichols campus.

From Hartford, CT:

Take I-84 East towards Boston. Take Exit 2 (Sturbridge/ Southbridge). When on exit ramp, keep right at the fork. Turn left onto Haynes Street. Turn right onto MA-131/Main Street. Proceed to rotary in Southbridge and take the first right onto MA-169/MA-131. You will pass through Dudley, Massachusetts, then enter Thompson, Connecticut for a short while. Bear left onto Rt. 197 at the set of lights in Thompson. You will re-enter Dudley, Massachusetts on Rt. 197. Turn left onto Center Road. Follow Center Road up the hill to the Nichols campus.

ACADEMIC CALENDAR

FALL 2023

Aug 18	LEAP (Leadership Early Acceptance Program) Day
Aug 21	Graduate Session I Registration Closes; Pre-Assignments Open
Aug 25	New Students Arrive; Opening & Check-in
Aug 27	Returning Students Arrive; Check-in
Aug 28	Day Division Classes Begin
Aug 28	UGO Session I Classes Begin
Aug 30	First-Year Student Convocation
Sep 1	Day Division Add/Drop Ends; Late Registration Ends
Sep 1	UGO Last Day to Add & Drop with Refund Session I
Sep 4	Graduate Session I Classes Begin
Sep 4	Labor Day; No Classes Day Division
Sep 11	Graduate Last Day to Drop with Refund Session I
Sep 22	UGO Last Day to Withdraw NO Refund Session I
Sep 29	Graduate Last Day to Withdraw NO Refund Session I
Sep 29 & 30	Homecoming
Oct 9	Indigenous Peoples Day; No Classes Day Division
Oct 13	UGO Session I Classes End
Oct 16	Graduate Session II Registration Closes; Pre-Assignments Open
Oct 17	Mid-semester Reports Due - Day Division
Oct 21	Friends & Family Day; Open House
Oct 22	Graduate Session I Classes End
Oct 23	UGO Session II Classes Begin
Oct 24	Advising Day & Academic Majors Fair
Oct 27	UGO Last Day to Add & Drop with Refund Session II
Oct 30	Graduate Session II Classes Begin
Nov 3	Last Day to Withdraw without Penalty - Day Division
Nov 6	Graduate Last Day to Drop with Refund Session II
Nov 6-9	Day Student Registration for Spring
Nov 17	UGO Last Day to Withdraw NO Refund Session II
Nov 21	Thanksgiving Holiday Begins after Last Class; Residence Halls Close at 7:00 PM
Nov 22	College Offices Close at Noon
Nov 23 & 24	College Closed
Nov 24	Graduate Last Day to Withdraw NO Refund Session II
Nov 26	Residence Halls Open at Noon
Nov 27	Day Division Classes Resume
Dec 13	Day Division Classes End; Winter Break Begins after Last Class
Dec 14	Snow Date for Exams (if needed)
Dec 15	UGO Session II Classes End
Dec 18	Final Grades Due
Dec 24	Graduate Session II Classes End

SPRING 2024

Dec 25	Graduate Session I Registration Closes; Pre-assignments Open
Jan 8	Graduate Session I Classes Begin
Jan 15	MLK Day; Residence Halls Open at Noon; Check-in
Jan 15	Graduate Last Day to Drop with Refund Session I
Jan 16	Day Division Classes Begin
Jan 16	UGO Session I Classes Begin
Jan 22	Day Division Add/Drop Ends; Late Registration Ends
Jan 22	UGO Last Day to Add & Drop with Refund Session I
Feb 2	Graduate Last Day to Withdraw NO Refund Session I
Feb 9	UGO Last Day to Withdraw NO Refund Session I
Feb 19	President's Day; No Classes Day Division
Feb 19	Graduate Session II Registration Closes; Pre-assignments Open
Feb 25	Graduate Session I Classes End
Mar 1	UGO Session I Classes End
Mar 4	Graduate Session II Classes Begin
Mar 5	Mid-semester Reports Due - Day Division
Mar 8	Spring Vacation Begins after Last Class; Residence Halls Close at 7:00 PM
Mar 11	Graduate Last Day to Drop with Refund Session II
Mar 17	Residence Halls Open at Noon
Mar 18	Day Division Classes Resume
Mar 18	UGO Session II Classes Begin
Mar 22	UGO Last Day to Add & Drop with Refund Session II
Mar 29	Graduate Last Day to Withdraw NO Refund Session II
Mar 29	Last Day to Withdraw without Penalty - Day Division
Apr 1-3	Day Student Registration for Fall
Apr 6	President's Accepted Student Reception
Apr 12	UGO Last Day to Withdraw NO Refund Session II
Apr 21	Graduate Session II Classes End
Apr 23	Academic Awards Ceremony
Apr 25	Commencement Rehearsal; 3:45 PM
May 1	Day Division Classes End; Residence Halls Close at 7:00 PM
May 2	Graduate School Commencement at 6:00 PM
May 1-3	Senior Days Begin after Last Class on Wednesday
May 3	UGO Session II Classes End
May 3	Baccalaureate Service & President's Reception
May 4	Commencement
May 6	Final Grades Due

* On-campus events are tentative

NOTE: Dates subject to change, please visit the link below for the most up to date calendar: <https://www.nichols.edu/calendar/>



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800-470-3379 | nichols.edu



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