



CATALOG

2023 – 2024



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INTERNATIONAL AMERICAN UNIVERSITY

www.iaula.edu

LOS ANGELES MAIN CAMPUS

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MESSAGE FROM THE CHIEF ACADEMIC OFFICER

Dear IAU Student,

Welcome to International American University!

Originally established in Los Angeles in 2005, IAU celebrates its 18 year anniversary in the hub of business, culture, and entertainment. Los Angeles is not only a great place to live, but it is a great place to learn. Within a 15 mile radius, you have

exposure to some of the largest publicly-owned companies in the U.S. making it an ideal city for business students to connect with Los Angeles-based businesses. Historical and cultural landmarks are exciting to visit and provide ideal entertainment.

When students wish to study business, an American school is a top choice. According to the [Student and Exchange Visitor Program \(SEVP\) 2020 SEVIS by the Numbers Report](#), 18.2% of all F-1 students studied in California, making IAU the most popular location offering the 2nd most popular major for F-1 students.

IAU is not just a provider of business education. IAU also offers business students an opportunity to live in one of the world's most recognized business cities – Los Angeles, CA. Business is not only learned through a textbook and an online course, it is through immersion in the Los Angeles city life. Students are brought face-to-face with faculty who have decades of experience in their respective fields. They learn of other cultures by interacting with international students from around the world in a hybrid classroom setting. They breathe the air of a city so culturally diverse that the communities have names that reflect the diversity, such as Little Tokyo, Chinatown, Koreatown, Historic Filipino-town, Little Armenia, Little Ethiopia, Tehrangeles, Little Bangladesh, and Thai Town.

Additionally, as IAU seeks additional recognitions and approvals, students will see the standards of quality improve in both campus and online instructional delivery. IAU will continuously strive to provide respectful, courteous customer service that meets and exceeds students' expectations.

2023 is an exciting year for IAU, Los Angeles, thank you for choosing to pursue your educational journey with us to be part of the real IAU experience.

Sincerely,

Richard H. Gayer, Ph.D.
Chief Academic Officer

ABOUT IAU

CONTACT INFORMATION

Los Angeles (IAULA) Main Campus

3440 Wilshire Blvd. Suite #1000

Los Angeles, CA 90010

Tel: (213) 262-3939

Fax: (213) 262-5758

Orange County (IAUOC) Satellite Campus

17801 Cartwright Rd. First Fl.

Irvine, CA 92614

Tel: (619) 937-3939

San Diego (IAUSD) Satellite Campus

444 W C St STE 240

San Diego, CA 92101

Website: www.iaula.edu

General Inquiries: admin@iaula.edu

Media/Communication: media@iaula.edu

Admissions Inquiries: adm@iaula.edu

Academic/Student Support: ssp@iaula.edu

Student Services: ssv@iaula.edu

Career Services: csv@iaula.edu

Accounting: fin@iaula.edu

SEVIS Related: dso@iaula.edu

Student Records: reg@iaula.edu

Faculty Support: acd@iaula.edu

Writing Center: wc@iaula.edu

OFFICE HOURS

IAULA operates and is open during standard business hours Pacific Standard Time (PST). Satellite campuses' hours vary based on class offerings.

	Administrative	Facility
Monday	8:30 A.M. - 8:00 P.M.	9:00 A.M. - 10:00 P.M.
Tuesday	8:30 A.M. - 8:00 P.M.	9:00 A.M. - 10:00 P.M.
Wednesday	8:30 A.M. - 8:00 P.M.	9:00 A.M. - 10:00 P.M.
Thursday	8:30 A.M. - 8:00 P.M.	9:00 A.M. - 10:00 P.M.
Friday	8:30 A.M. - 8:00 P.M.	9:00 A.M. - 10:00 P.M.
Saturday	Closed	Closed
Sunday	Closed	Closed

HOLIDAYS

The holidays observed by IAU are as follows:

1. New Year's Day (January 1)
2. Martin Luther King, Jr. Day (third Monday of January)

3. Presidents' Day (third Monday of February)
4. Memorial Day (last Monday of May)
5. Independence Day (July 4)
6. Labor Day (first Monday of September)
7. Indigenous Peoples' Day (second Monday of October)
8. Veterans Day (November 11)
9. Thanksgiving (fourth Thursday–Friday of November)
10. Christmas Day (December 25)

MISSION & OBJECTIVES

MISSION STATEMENT

International American University's (IAU) mission is to provide a positive learning and social environment where students, faculty, staff, and alumni can come together to build a campus community of collaboration, prepare students professionally, and promote ethical business practices according to Christian principles.

INSTITUTIONAL OBJECTIVES

To achieve its stated Mission Statement, IAU:

1. Offers an academically rigorous curriculum to meet students' educational and professional goals.
2. Employs a leadership team, qualified faculty, and administrative staff that provide appropriate student services to ensure student success.
3. Provides career development through various career services, which include professional development workshops, internships, and on-campus employment opportunities.
4. Continuously assesses, improves, and ensures the effectiveness of the University and its programs.
5. Creates a Christian community that is student-centered, and where all individuals are valued and diversity is embraced.

FAITH STATEMENT

IAU subscribes to the following Faith Statement:

1. We believe that God eternally exists in three persons—the Father, the Son, and the Holy Spirit—having precisely the same nature and attributes.
2. We believe God, by the word of power, created from nothing the heavens and the earth and all that is in them. God further preserves and governs all creatures and all their actions

according to God's most holy, wise, and powerful Providence.

3. We believe that humanity was created in the image of God, good and upright, but fell from his state of innocence by voluntary disobedience of God.
4. We believe that salvation is entirely by the grace of God, apart from human works or merit, and that it is received through faith in Jesus Christ, who died for our sins.
5. We believe that there is a personal devil who seeks to tempt and separate people from God.
6. We believe the bodies of people, after death, return to dust and see corruption, but their souls, which neither die or sleep, having an immortal subsistence, immediately return to God who gave them.

IAU has a goal to be a vibrant Christian university that is committed to distinctively Christian beliefs, values and practices in accord with its mission and objectives. While the university is clear about its identity as a Christian university and its foundational convictions, IAU is intentionally committed to living out the faith and providing an example of Christian values and morality. IAU is strongly committed to guiding our students to become socially responsible, compassionate leaders by making an enduring impact on their communities.

IAU is an interdenominational university and embraces students of all faiths or no faith. The hope is to introduce Christian life and principles to those seeking a religious identity.

APPROVALS & RECOGNITIONS

CALIFORNIA SECRETARY OF STATE

International American University is owned by INTERNATIONAL AMERICAN UNIVERSITY, INC., incorporated in the State of California and organized under the laws and regulations of the California Secretary of State. The Articles of Incorporation were filed with the California Secretary of State on August 29, 2005.

STATE OF CALIFORNIA BUREAU FOR PRIVATE POSTSECONDARY EDUCATION (BPPE)

IAU's approval to operate as a private postsecondary educational institution in the State of California is based on provisions of the California Private Postsecondary Education Act (CPPEA) of 2009, which was effective January 1, 2010. The Act is

administered by the Bureau for Private Postsecondary Education. Approval to operate means compliance with state standards as set forth in this chapter. The Bureau does not endorse IAU's programs nor does Bureau approval mean that IAU exceeds minimum standards.

IAU is currently Approved by BPPE. The Approval includes the authorization to operate IAU's Main Campus and satellite campuses, as well as offer all academic programs through campus and distance learning. [BPPE School Code#: 41500926](#)

STUDENT AND EXCHANGE VISITOR PROGRAM (SEVP)

In March 2009, IAU received SEVP Certification. The Department of Homeland Security (DHS) delegated the school certification process to U.S. Immigration and Customs Enforcement (ICE), and ICE assigned this responsibility to its SEVP. SEVP certification allows institutions to issue Forms I-20, "Certificate of Eligibility for Nonimmigrant Student Status," to prospective international students after admitting them for a course of study. **SEVIS School Code#: LOS214F01373000**

TRANSNATIONAL ASSOCIATION OF CHRISTIAN COLLEGES AND SCHOOLS (TRACS)

IAU is a member of the [Transnational Association of Christian Colleges and Schools \(TRACS\)](#) [15935 Forest Road, Forest, VA 24551; Telephone: 434.525.9539; e-mail: info@tracs.org] having been awarded Accredited Status as a Category IV institution by the TRACS Accreditation Commission on October 26, 2020; this status is effective for a period of five (5) years. TRACS is recognized by the United States Department of Education, the Council for Higher Education Accreditation and the International Network for Quality Assurance Agencies in Higher Education (INQAAHE). For more information please visit <https://tracs.org/directory/>.

ACCREDITATION COUNCIL FOR BUSINESS SCHOOLS AND PROGRAMS (ACBSP)

IAU is a member of the [Accreditation Council for Business Schools and Programs \(ACBSP\)](#) and is a candidate for ACBSP accreditation of its business programs and for separate accreditation of its accounting program. ACBSP is a leading specialized accreditation body for business education. ACBSP's global mission is to pursue a better tomorrow by

advancing and recognizing excellence in business education through continuous improvement. ACBSP's global vision is to see every business program of quality accredited and pursuing continuous improvement. ACBSP accredits business, accounting, and business-related programs at the associate, baccalaureate, master, and doctorate degree levels. Recognized by the [Council for Higher Education Accreditation \(CHEA\)](#) in 2001 and again in 2011, ACBSP was the first to offer specialized business accreditation at all degree levels and the first to offer certificate accreditation. ACBSP currently accredits business programs at more than 1,200 campuses in 60 countries.

DATABASE OF ACCREDITED POSTSECONDARY INSTITUTIONS AND PROGRAMS (DAPIP)

IAU is listed on the Database of Accredited Postsecondary Institutions and Programs (DAPIP). The accreditation database is brought to you by the U.S. Department of Education's Office of Postsecondary Education (OPE). DAPIP contains information reported to the U.S. Department of Education directly by recognized accrediting agencies and state approval agencies. The database reflects additional information as it is received from recognized accrediting agencies and state approval agencies. [DAPIP ID: 248466](#)

COUNCIL FOR HIGHER EDUCATION ACCREDITATION (CHEA)

IAU is currently [listed](#) on the [Council for Higher Education Accreditation \(CHEA\) database](#) of institutions accredited by recognized U.S. accrediting organizations. [TRACS](#) is a CHEA-recognized accrediting organization. To be "recognized" means that the accreditors in the database have been reviewed by CHEA or U.S. Department of Education (USDE) and meet the quality standards of the respective organizations.

CALIFORNIA STATE APPROVING AGENCY FOR VETERANS EDUCATION (CSAAVE)

As of July 12, 2021, IAU is recognized by the California State Approving Agency for Veterans Education (CSAAVE) and identified as eligible for the payment of education benefits associated with the GI Bill® by the U.S. Department of Veterans Affairs (VA). As an accredited institution, IAU must meet the requirements of [38 USC §3675](#) and [38 CFR](#)

[21.4253](#). "GI Bill®" is a registered trademark of the U.S. Department of Veterans Affairs (VA).

[Facility Code: 21116705](#)

BOARD OF DIRECTORS

IAU has a Board of Directors that facilitates the accomplishment of its mission and objectives and supports institutional effectiveness and integrity. Through its Board of Directors, IAU creates and sustains an environment that encourages teaching, learning, service, scholarship, and, where appropriate, research activity. Such governance assures provision of support adequate for the appropriate functioning of each organizational component. IAU has sufficient independence from any external entity, such that it is solely accountable for meeting accreditation requirements.

ADMINISTRATION

The IAU administrative staff is here to support and serve students in many ways. The staff at IAU work to provide our students with a supportive learning-centered service and educational opportunities.

CHIEF OFFICERS

Ryan Doan, D.B.A.
President

Jay Chung, D.B.A., C.P.A.
Chief Financial Officer

Richard Gayer, Ph.D.
Chief Academic Officer

PROGRAM CHAIRS

Amanda Kenderes, Ph.D.
Program Chair, General Education

Rocio Pacheco, M.B.A.
Program Chair, Undergraduate Business

Joseph Siegmund, Ph.D.
Program Chair, MBA

David Johnson, Ph.D.
Program Chair, DBA

Alex Sherm, Ph.D.
Program Chair, DM

PARKING

Los Angeles Main Campus

Parking options are available at the Los Angeles campus for daytime and nighttime students. Details can be found on the [Parking Flyer](#) and IAU website: <https://iaula.edu/contact>.

Orange County Satellite Campus

Ample complimentary parking is available for all guests and students during regular hours of operations.

San Diego Satellite Campus

Public pay parking can be found in an adjacent lot across the street. Street parking is also available.

CAMPUS & EQUIPMENT

Los Angeles Main Campus

The Los Angeles Main Campus is located in Mid-Wilshire, Los Angeles. The facility is located on the 10th floor of a Class A commercial building.

The administrative offices include the President and the Office of Academic Affairs, which includes the Chief Academic Officer (CAO) and the administrative and instructional faculty and staff. Other offices include the Office of Admissions, the Office of Student Support, the Office of Student Services, the Office of Accounting, and the Office of Human Resources. Additionally, there are three individual office spaces allocated for one-on-one appointments. These open offices will be used for private meetings, as needed by the administration or faculty.

There are six fixed classrooms, A, B, C, D, E, and Akademy PC Lab, which can comfortably accommodate 20, 30, 32, 26, 30, and 10 students, respectively. The classrooms have different style seating, depending on the classroom. Classrooms A, B, and E utilize training tables and chairs. Classroom B utilizes desks with attached tabletops. Classroom C utilizes open desks with rolling chairs. Akademy PC Lab utilizes a training desk that will be able to fit 10 computers that provide internet access and popular software used for educational purposes. All six classrooms provide a standard learning environment for students, which include a whiteboard, an instructor's computer that is connected to the internet and to a ceiling-mounted projector, and a projector screen. Outlets throughout the classroom are available for students to plug in laptops.

The Student Lounge, also known as the SKYLounge, is the student/staff break room for students to take a break in between classes, eat a meal, or just relax. The SKYLounge can comfortably accommodate 15 persons at any time. There are kitchen amenities, such as two refrigerators for students and staff to store food, two microwaves, a toaster oven, a coffee and hot water dispenser, and a sink. Complimentary coffee, tea, water, plates, and eating utensils are made available to students. Vending machines are available to purchase snacks and drinks.

The IAU library is for student and faculty use only and is not for the public. The library contains books, mainly specialized holdings in those subject areas relevant to IAU's course offerings - business, management, and Christian studies.

There are several computer workstations available for student usage located around campus. The Akademy PC Lab can accommodate 20 students, contains 10 PCs, and is used for classes as well as student academic or personal purposes. There are two Student PCs located in the front administration office, and the Library PCs include seven computer workstations located in the library.

Orange County Satellite Campus

The Orange County Satellite Campus, located in Irvine, CA, occupies approximately 8,000 square feet. Parking is abundant and free on a first come, first serve basis. An ADA-compliant ramp can be found in the parking garage. This leads to an elevator that can take individuals to the 1st or 2nd floor.

On the 1st floor, there is a reception area, administrative offices, and a conference room. A kitchen break room is available for staff and students with standard kitchen appliances, such as a microwave, refrigerator, and freezer. Vending machines that dispense snacks and beverages are available for students. Around the corner, a student break area is available for students to sit, eat, study, relax, and socialize. Near the student break area is a classroom that can comfortably accommodate 20 students. The classroom technology is also set up to deliver instruction virtually.

On the 2nd floor, there are three classrooms that can reasonably accommodate 6, 20, and 40 occupants, respectively. All classrooms provide a standard learning environment for students, which includes a whiteboard, an instructor's computer that is connected to the internet, and a large, flat screen TV, which serves as the projection screen. The

classroom technology is also set up to deliver instruction virtually.

In the open area, there are study tables for students that can fit 12 students comfortably. There is a student lounge area with comfortable seating where students can sit, study, relax, and socialize.

The faculty office has two desks for faculty to prepare for class, meet with students, etc. The faculty lounge has seating and provides a quiet place for faculty to sit, study, relax, and socialize.

A full-time staff member is stationed at the facility Monday – Friday from 9:30 A.M. – 6:30 P.M., and occasionally on Saturdays, to provide faculty and student assistance. No permanent records are housed at the Orange County Satellite Campus.

WiFi is available throughout the facility.

San Diego Satellite Campus

IAU's San Diego Satellite Campus is located in downtown San Diego in the old courthouse. Located only minutes from the airport, San Diego's thriving urban center offers an abundance of options for accommodations, activities, dining, and cultural attractions, all easily accessible by foot, bike, car or public transportation.

IAU is partnering with California Language Academy, an ESL school with over 300 students. As such, the facility is built out for postsecondary education with standard classroom furniture and equipment. The facility includes a classroom, and IAU is additionally permitted to share the breakroom and lounge. WiFi is available throughout the facility.

EMERGENCY ACTION PLAN

International American University (IAU) seeks to provide a safe, secure, and healthy environment in which members of the university community can achieve their educational and academic goals. IAU is committed to maintaining a safe, secure, and healthy living, learning, and working environment for all its constituents. However, an unforeseen and emergency situation may occur beyond the control of the University. IAU is duly prepared to handle an emergency situation to safeguard its constituents. Emergency procedures and protocols are laid out in the Emergency Action Plan Handbook. Instructors, staff, students and other members of the university community must conduct emergency procedures and protocols in compliance with the Emergency Action Plan Handbook.

EMERGENCY PHONE NUMBERS

Fire Department:	(213) 485-6229
Paramedics:	(213) 383-7448
Ambulance:	(323) 468-1600
Police:	(213) 484-3400
Federal Protective Service:	(213) 894-3264
Security:	(213) 418-4926
Building Manager:	(213) 487-3770

DISCLOSURES

STATEMENT ON BANKRUPTCY

INTERNATIONAL AMERICAN UNIVERSITY, INC. has not filed bankruptcy, is not operating as a debtor in possession, has not filed a petition within the preceding 5 years, nor has had a petition in bankruptcy filed against it within the preceding 5 years that resulted in reorganization under Chapter 11 of the U.S. Bankruptcy Code.

NOTICE CONCERNING TRANSFERABILITY OF CREDITS & CREDENTIALS EARNED AT IAU

The transferability of credits a student earns at International American University is at the complete discretion of an institution to which a student may seek to transfer. Acceptance of the credits, certificate, or degree earned at IAU is also at the complete discretion of the institution to which the student may seek to transfer. If the credits, certificate, or degree that a student earns at this institution are not accepted at the institution to which the student seeks to transfer, the student may be required to repeat some or all of their coursework at that institution. For this reason, a student should make certain that their attendance at IAU will meet their educational goals. This may include contacting an institution to which the student may seek to transfer after attending IAU to determine if their credits, certificate, or degree will transfer.

SCHOOL PERFORMANCE FACT SHEET

As a prospective student, students are encouraged to review this catalog prior to signing an enrollment agreement. Students are also encouraged to review the School Performance Fact Sheet, which must be provided prior to signing an enrollment agreement.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888)

370-7589 or by completing a complaint form, which can be obtained on the bureau's Internet website:

www.bppe.ca.gov.

CONTACTING TRACS

A student or faculty member may file a complaint about this institution with the Transnational Association of Christian Colleges and Schools (TRACS) by accessing TRACS website at www.tracs.com and downloading the packet containing the Policies and Procedures for Complaints Against Member Institutions, the TRACS Complaint Information Sheet, and the TRACS Complaint Processing Form. TRACS response and its obligations to meet the specific timetables outlined in these procedures will begin only after the complainant submits all documents required in the TRACS Complaint Information Sheet. A formal complaint is one that is: (1) Submitted in writing using the TRACS Complaint Processing Form (including all required supporting documentation); (2) Signed; and (3) Sent to the attention of the President of TRACS by the complainant(s). Complaints which are not in writing, anonymous, or sent electronically or by facsimile transmission will not be considered.

CONTACTING THE BUREAU FOR PRIVATE POSTSECONDARY EDUCATION

Any questions a student may have regarding this Catalog that have not been satisfactorily answered by the institution may be directed to the:

Mailing Address:

Bureau for Private Postsecondary Education
P.O. Box 980818
West Sacramento, CA 95798-0818

Physical Address:

Bureau for Private Postsecondary Education
1747 North Market Blvd., Suite 225
Sacramento, CA 95834

Web: www.bppe.ca.gov

Tel: (916) 431-6959

Toll Free: (888) 370-7589

Fax: (916) 263-1897

ARTICULATION AGREEMENTS

IAU may enter into articulation or transfer agreements with select institutions. An articulation agreement benefits the student who wishes to

transfer into or out of IAU. Factors of the institution evaluated may include, but is not limited to, approvals and accreditation, the program curricula, and courses.

IAU has entered into articulation or transfer agreements with the following colleges or universities.

- Advanced College, South Gate, CA
- Lincoln University College, Malaysia
- Veritas International University, Santa Ana, CA
- Western Covenant University, Los Angeles, CA
- William Woods University, Fulton, MO

OFFICE OF ACADEMIC AFFAIRS

INSTITUTIONAL LEARNING OBJECTIVES (ILO)

Upon successful completion at IAU, students will be able to demonstrate:

ILO1: WRITTEN COMMUNICATION: Written communication is the development and expression of ideas in writing. Written communication involves learning to work in many genres and styles. It can involve working with many different writing technologies, and mixing texts, data, and images. Written communication abilities develop through iterative experiences across the curriculum (AAC&U).

ILO2: ORAL COMMUNICATION: Oral communication is a prepared, purposeful presentation designed to increase knowledge, to foster understanding, or to promote change in the listeners' attitudes, values, beliefs, or behaviors (AAC&U).

ILO3: CRITICAL THINKING: A habit of mind characterized by the comprehensive exploration of issues, ideas, artifacts, and events before accepting or formulating an opinion or conclusion (AAC&U).

ILO4: INTEGRATIVE AND APPLIED LEARNING: Integrative learning is an understanding and a disposition that a student builds across the curriculum and co-curriculum, from making simple connections among ideas and experiences to synthesizing and transferring learning to new, complex situations within and beyond the campus (AAC&U).

ILO5: ETHICS: Christian ethics is reasoning about right and wrong human conduct. It requires students to be able to assess their own Christian ethical values and the social context of problems, recognize ethical issues in a variety of settings, think about how different ethical perspectives might be applied to ethical dilemmas and consider the ramifications of alternative actions. Students' Christian ethical self-identity evolves as they practice ethical decision-making skills and learn how to describe and analyze positions on ethical issues (AAC&U adapted).

ILO6: INFORMATION LITERACY: The ability to know when there is a need for information, to be able to identify, locate, evaluate, and effectively and

responsibly use and share that information for the problem at hand. - Adopted from the National Forum on Information Literacy (AAC&U).

The **OFFICE OF ACADEMIC AFFAIRS** is divided into two schools:

- School of General Education
- School of Business

PROGRAM ADVISORY COMMITTEE (PAC)

For each major group of programs, IAU has established a Program Advisory Committee (PAC) that includes faculty and members not otherwise employed or contracted by IAU that consists of practitioners in the field for which the program prepares students. The purpose is to provide IAU with advice on the current level of skills, knowledge, and abilities individuals need for entry into the occupation, as well as the adequacy of the institution's educational program objectives, its curriculum, and its course materials.

SCHOOL OF GENERAL EDUCATION

The School of General Education offers the general education courses that are required for the undergraduate degree programs.

IAU seeks to provide its students with an education rich in diverse experiences and perspectives. Such an education is intended to provide students with knowledge and perspectives fostering adaptability and flexibility in a changing world, as well as enhancing students' understanding of, and tolerance for, differences among peoples. The coursework is considered foundational and meant to ground students in various disciplines before advancing to their major field of study. The program has required courses which provide students with a broad educational foundation through exposure to diverse disciplines, including the humanities, natural sciences, social sciences, mathematics, and the arts; and the development of intellectual skills such as critical thinking and communication skills.

PROGRAMS

- [English as a Second Language \(ESL\)](#)
- [Pathway Programs](#)

INSTRUCTIONAL FACULTY

IAU's School of General Education faculty have a broad educational background in the various general education disciplines. Each general education instructor must have a master degree and a minimum of 18 credit hours in the general education subject area.

PROCTOR, Andrea, M.A.

- M.A. in Communication; California State University, San Bernardino; San Bernardino, CA
- B.A. in Communication; Brigham Young University; Provo, UT

CUMMINGS, James, M.A., M.Div.

- M.A. in Psychology; Antioch University; Los Angeles, CA
- M.Div.; St. John's Seminary; Camarillo, CA
- B.A. in Psychology; Adlai E. Stevenson College; University of California, Santa Cruz

DAGGER, Evan, M.Ed.

- M.Ed. in Administration; Concordia University; Irvine, CA
- Teaching Credentials, Social Sciences; California State University, Los Angeles
- B.A. in Philosophy; California State University, Los Angeles

DANIELAK, Robert, M.A.

- M.A. in English Literature; California State University, Northridge; Los Angeles, CA
- B.A. in English; University of California, Los Angeles; Los Angeles, CA

DAVIDSON, Amanda, B.A.

- B.A. in World Literature with French Minor; University of California, Los Angeles; Los Angeles, CA

DESORBO, Barbara, Ph.D, M.A.

- Ph.D. in English & Speech Communication; Southern Illinois University; Carbondale, IL
- M.A. in Creative Writing, Playwriting & Theatre; University of South Dakota; Vermillion, SD
- B.S. in English; University of South Dakota; Vermillion, SD

KENDERES, Amanda, Ph.D., M.A.

- Ph.D. in Social Sciences and Comparative Education; UCLA; Los Angeles, CA
- M.Ed. in Education & Communication; Aquinos College; Grand Rapid, MI
- B.A. in English & Psychology; Grand Valley State University; Allendale, MI

IWATA, Emiko, M.A.

- M.A. in Marriage and Family Therapy; Northcentral University; San Diego, CA
- B.S. in theology; Multnomah University; Portland, OR
- Certificate, International Center for Cooperation and Conflict Resolution, Teachers College, Columbia University; New York, NY

PROCTOR, Andrea, M.A.

- M.A. in Communication; California State University, San Bernardino; San Bernardino, CA
- B.A. in Communication; Brigham Young University; Provo, UT

SCHMIDT, Lisa, M.A., B.A.

- M.A. in Social Science; California State University; San Bernardino, CA
- B.A. in Geography; California State University; San Bernardino, CA
- B.A. in Social Science; California State University; San Bernardino, CA

ENGLISH AS A SECOND LANGUAGE (ESL)

DESCRIPTION

The English as a Second Language (ESL) program is designed for non-native speakers who wish to improve their English proficiency. IAU offers an intensive ESL program of study at six levels for beginning, intermediate, and advanced students in the language skills of reading, writing, grammar, listening and speaking. Understanding U.S. American culture is an integral part of each class. Teachers use audio/visual materials, multimedia-based technology, and individual attention to provide every student with the opportunity to master the English language. A holistic approach is utilized while teaching, listening, speaking, writing, and reading in an immersive environment. Students who complete the ESL program will demonstrate effective academic writing skills in terms of fluency, critical thinking, and reading comprehension.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** IAU requires students to possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Evidence of English Proficiency.** Minimum auditory skill level and oral skill level needed to be successful in the ESL program, as determined by the [Digital TOEFL ITP® exam](#). All students must take the [Digital TOEFL ITP®](#) exam placement exam to determine the appropriate program level placement. This test uses academic content to evaluate non-native speakers' English skills in Listening Comprehension, Structure and Written Expression, and Reading Comprehension. It is administered digitally and its results are only valid at IAU. The results of the assessment will determine placement into one (1) of five (5)

levels of proficiency:

TOEFL ITP SCORE	Level
0 - 299	Level 1 Beginning I
300 - 349	Level 2 Beginning II
350 - 399	Level 3 Intermediate I
400 - 450	Level 4 Intermediate II
451 - 499	Level 5 Advanced I
500 - 550	Level 6 Advanced II

- **Maximum Total Credit Awarded is 0 units.**

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Demonstrate developmental writing skills that use a standard academic organizational pattern: topic sentence with main idea, supporting evidence, analysis, elaboration and concluding sentence using correct grammar and punctuation (ILO1).
2. Demonstrate developmental oral presentation skills to communicate the main idea, provide supporting evidence, reasons and examples using clear and accurate pronunciation and grammar (ILO2).
3. Apply critical thinking skills by reading and listening to English passages to identify the main idea, supporting details and make conclusions (ILO3).

MODE OF INSTRUCTION

Instruction can be completed through hybrid and/or online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete a Level with the minimum prescribed score.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

IAU's ESL program does not prepare graduates for a specific occupation or employment and does not provide formal career planning services. However, earning a certificate of completion or recognition from an accredited English language school like IAU could help you in the job market. When writing a

resume, students should definitely include any certificate(s) or award(s) earned while studying at IAU. They will show how hard you worked, and they will give your prospective employer a sense of your English proficiency level. If you complete IAU's Business English program, the resume will look even more impressive to employers who need someone to perform business or business-related tasks in English.

ENGLISH AS A SECOND LANGUAGE

Code	Course Title	Sem. Hrs.
Level 1 Beginning I		
ESL 101	Listening & Pronunciations	3
ESL 102	Reading and Vocabulary	3
ESL 103	Writing and Grammar	3
ESL 104	Conversation & Idioms	3
Level 2 Beginning II		
ESL 201	Listening & Pronunciations II	3
ESL 202	Reading and Vocabulary II	3
ESL 203	Writing and Grammar II	3
ESL 204	Conversation & Idioms II	3
Level 3 Intermediate I		
ESL 301	Listening & Pronunciations III	3
ESL 302	Reading & Vocabulary III	3
ESL 303	Writing and Grammar III	3
ESL 304	Conversation & Idioms III	3
Level 4 Intermediate II		
ESL 402	Reading and Vocabulary IV	3
ESL 403	Writing & Grammar IV	3
ESL 404	Conversation & Idioms IV	3
ESL 405	Critical Thinking Skills IV	3
Level 5 Advanced I		
ESL 502	Reading and Vocabulary V	3
ESL 503	Writing & Grammar V	3
ESL 504	Conversation & Idioms IV	3
ESL 505	Critical Thinking Skills V	3
Level 6 Advanced II		
ESL 600	Advanced II	12

PATHWAY PROGRAMS

DESCRIPTION

A Pathway Program, as defined by the U.S. Immigration Customs Enforcement (ICE) is, "A postsecondary program of study combining credit-bearing and developmental ESL coursework to prepare a student who is unable to meet the English proficiency standards for admission." IAU's Undergraduate Pathway and Graduate Pathway program combines English as a Second Language (ESL), college preparatory, and academic course work, which offers international students a path into degree programs at IAU. These programs typically last one academic year, depending on English placement level. Students who complete the Undergraduate Pathway or Graduate Pathway program are able to transition into the appropriate level degree program.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of previous education that meets the standard degree program requirements. See educational requirements for the specific degree program.
- **Information Technology.** IAU requires students to possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Evidence of English Proficiency.** IAU requires students to achieve a minimum score of 400 on the Digital TOEFL ITP or comparable score on other standardized English exams.
- **Maximum Total Credit Awarded is 0 units.**

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Demonstrate developmental writing skills by using a standard academic organizational pattern: topic sentence with main idea, supporting evidence, analysis, elaboration and concluding sentence using correct grammar and punctuation (ILO1).
2. Demonstrate developmental oral presentation skills to communicate the main idea, provide supporting reasons, opinions

and evidence using clear and accurate pronunciation and grammar (ILO2).

3. Apply critical thinking skills by reading and listening to English passages to identify the main idea, supporting details and make conclusions (ILO3).
4. Integrate learning by connecting ideas in the areas of applied English and the degree program are of study (ILO4).

MODE OF INSTRUCTION

Instruction can be completed through hybrid and/or online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete prescribed curriculum.
- Complete all required coursework with PASS or a cumulative G.P.A. of 2.0/3.0 on a 4.0 scale, for undergraduate/graduate pathway, respectively.
- Meet the minimum Digital TOEFL ITP score to be accepted to the respective degree program.
- F-1 students must maintain lawful status.

CAREER

IAU's ESL program does not prepare graduates for a specific occupation or employment and does not provide formal career planning services. However, earning a certificate of completion or recognition from an accredited English language school like IAU could help you in the job market. When writing a resume, students should definitely include any certificate(s) or award(s) earned while studying at IAU. They will show how hard you worked, and they will give your prospective employer a sense of your English proficiency level. If you complete IAU's Business English program, the resume will look even more impressive to employers who need someone to perform business or business-related tasks in English.

UNDERGRADUATE PATHWAY			GRADUATE PATHWAY		
Code	Course Title	Sem. Hrs.	Code	Course Title	Sem. Hrs.
Semester 1			Semester 1		
ESL 402	Reading and Vocabulary IV	3	ESL 402	Reading and Vocabulary IV	3
ESL 403	Writing & Grammar IV	3	ESL 403	Writing & Grammar IV	3
ESL 404	Conversation & Idioms IV	3	ESL 404	Conversation & Idioms IV	3
ESL 405	Critical Thinking Skills IV	3	ESL 405	Critical Thinking Skills IV	3
Semester 2			Semester 2		
ESL 502	Reading and Vocabulary V	3	ESL 502	Reading and Vocabulary V	3
ESL 503	Writing & Grammar V	3	ESL 503	Writing & Grammar V	3
ESL 504	Conversation & Idioms IV	3	ESL 504	Conversation & Idioms IV	3
ESL 505	Critical Thinking Skills V	3	ESL 505	Critical Thinking Skills V	3
Semester 3			Semester 3		
ESL 601	Advanced English and American Culture	3	ESL 601	Advanced English and American Culture	3
GED 100	College Success	3	GED 100	College Success	3
ENG 110	Undergraduate Academic Writing/AP	3	ENG 510	Graduate Academic Writing/AP	3
COM 200	Public Speaking	3		Required degree course	3
ENG 100	English Composition	3		Required degree course	3

SCHOOL OF BUSINESS

The School of Business offers undergraduate and graduate degree programs that seek to develop the critical, analytical, and communication skills of the complete business executive of tomorrow by taking advantage of the most advanced theories, applications, and educational tools of today.

PROGRAMS

- [Certificate of Accounting \(CACC\)](#)
- [Certificate of Business \(CBUS\)](#)
- [Associate of Science in Business Administration \(ASBA\)](#)
- [Bachelor of Business Administration \(BBA\)](#)
- [Bachelor of Business Administration in Accounting \(BBA-ACC\)](#)
- [Master of Business Administration \(MBA\)](#)
- [Master of Business Administration in Business Analytics \(MBA-BAN\)](#)
- [Master of Business Administration in Management Information Systems \(MBA-MIS\)](#)
- [Doctor of Business Administration \(DBA\)](#)
- [Doctor of Management \(DM\)](#)

INSTRUCTIONAL FACULTY

IAU's School of Business faculty are business practitioners who have made an impact on developing organizations to go from "good to great." With an average 1:25 faculty/student ratio, all campus classes allow students to get to know their professors. IAU's superb instructional faculty creates a dynamic learning environment, where knowledge is not just passed along, but explored and shared.

For a complete, up-to-date list of faculty, please visit: <https://iaula.edu/faculty/>.

AMAREEN, Omar, Ph.D.

- Ph.D. in Economic Planning; Plekhanov Russian University of Economics; Moscow, Russia
- M.S. in Economic Planning; Plekhanov Russian University of Economics; Moscow, Russia
- B.S. in Economics; Plekhanov Russian University of Economics; Moscow, Russia

BAKER, Christina, Ph.D., M.B.A., M.A., M.S.

- Ph.D. in Education; Capella University; Minneapolis, MN
- M.B.A. in Non-Profit Management; Hope International University; Fullerton, CA

- M.A. in Communication Studies; California State University, Los Angeles; Los Angeles, CA
- M.A.E.D. in Adult Education; Trident University; Cypress, CA
- M.S. in Education (Reading & Literacy); Capella University; Minneapolis, MN
- B.A. in Speech Communication; California State University; Long Beach; Long Beach, CA
- A.A. in Speech; Long Beach City College; Long Beach, CA
- A.A. in General Studies; Columbia College; Los Alamitos, CA
- English Language Learner Certificate (CLAD to CELT); University of California, Los Angeles; Los Angeles, CA
- Reading Certificate; University of California, Irvine Extension; Irvine, CA

CHO, Jean, M.B.A., M.A.

- M.A. in Educational Leadership; Azusa Pacific University; Azusa, CA
- M.A. in Organizational Leadership; Azusa Pacific University; Azusa, CA
- M.B.A.; Stanton University; Garden Grove, CA
- B.A. in Industrial Design; Sookmyung Women's University; Seoul, South Korea

CHUNG, Chae Hong, M.B.A.

- M.B.A., Specialized in Accounting; National University; Los Angeles, CA
- B.A. in Education; Choong-Ang University; Seoul, Korea

DEETER, Petra, Ph.D.

- Ph.D. in Engineering in Chemistry; University of Newcastle, Australia; Callaghan NSW, Australia
- M.B.A.; University of California, Los Angeles Anderson School of Management ; Los Angeles, CA
- Bachelor of Engineering in Chemistry; University of Newcastle, Australia; Callaghan NSW, Australia

GANNE, Naveen, M.B.A.

- M.B.A.; Northwestern University – Kellogg School of Management, Evanston, IL
- M.E; Texas A&M University – College of Engineering, College Station, TX
- B. Tech; Jawahar Lal Nehru Technological University, JNTUCEH, India

GAYER, Richard H., Ph.D.

- Ph.D. in Organization and Management; Capella University; Minneapolis, MN
- M.B.A. in Financial Management; National University; San Diego, CA

- M.P.A. in Public Administration and Planning; Pepperdine University; Los Angeles, CA
- B.A. in General Studies (Political Science/History); Chaminade University of Honolulu; Honolulu, HI
- Diploma Defense Systems Management College; Ft. Belvoir, VA
- Diploma; U.S. Marine Corps Command and Staff College; Quantico, VA
- Certificate in Spanish Language and Culture; Universidad de Salamanca; Salamanca, Spain
- California Teaching Credential (Lifetime) Community College

GOEL, Bharat, Ph.D., M.A.

- Ph.D in Management; Shridhar University; Pilani, India
- MAFM; La Trobe University; Melbourne, Australia
- M.A. in Economics; Choudhary Charan Singh University; Meerut, India
- Master of Commerce in Marketing; Choudhary Charan Singh University; Meerut, India
- DBM; ICFAI University; Hyderabad, India
- Bachelor in Commerce; CCS University; Meerut India

HECKLER, Robin, M.B.A.

- B.S in Business; San Diego State University
- M.B.A.; University of Illinois
- Human Resources Certificate; San Diego State University
- SPHR, Senior Professional in Human Resources Designation

JOHNSON, David, Ph.D.

- Ph.D. in Organization and Management; Capella University; Minneapolis, MN
- M.B.A.; University of Phoenix; Ontario, CA
- B.S. in Applied Sciences and Management; University of California at Davis; Davis CA

KAHLER, Michael, Ed.D.

- Ed.D. Educational Leadership; Argosy University; Orange, CA
- M.A. Curriculum/Instruction; Argosy University; Orange, CA
- M.A. in International Affairs (Political Science); California State University, Sacramento; Sacramento, CA
- B.S. in International Business; Babson College; Babson Park, MA

KALAKOTA, Prasanth, Ph.D.

- Ph.D. in Computer Science and Engineering, University of South Carolina, Columbia, SC

- M.E. in Electrical Engineering, Utah State University, Logan, UT
- B.Tech in Electronics and Communication Engineering, Hyderabad, India

KENDERES, Amanda, Ph.D., M.A.

- Ph.D. in Social Sciences and Comparative Education; UCLA; Los Angeles, CA
- M.Ed. in Education & Communication; Aquinos College; Grand Rapid, MI
- B.A. in English & Psychology; Grand Valley State University; Allendale, MI

KHAN, Talha, J.D.

- J.D.; George Washington University; Washington, D.C.
- B.S. in Accounting and Finance; Indiana University; Indianapolis, IN

KHUANGAN, Gulmyeryei, M.B.A.

- M.B.A. in Accounting; The National University of Mongolia; Ulaanbaatar, Mongolia
- B.B.A. in Accounting and Finance; Marmara University; Istanbul, Turkey

KIM, Patrick, M.B.A.

- M.B.A. in Business Administration; International American University; Los Angeles, CA
- B.S. in Accounting; University of Arizona; Tucson, AZ

LLOYD, Christopher, M.B.A.

- M.B.A. in Information Systems; California State University Long Beach; Long Beach, CA
- B.S. in Business Administration; University of Phoenix; Long Beach, CA

LOTT, James, Sr., Psy.D., M.B.A.

- Psy.D. Phillips Graduate Institute; Chatsworth, CA
- M.B.A. in Business Administration; University of Redlands; Redlands, CA
- B.A. in Sociology; University of California, Los Angeles; Los Angeles, CA

LOVITCH, Ira, M.B.A.

- M.B.A., University of Phoenix; Woodland Hills, CA
- B.A. in History; California State University, Northridge; Northridge, CA

NEZERWE, Yvan, Ph.D.

- Doctorate in Finance; Alliant International University; San Diego, CA

- Executive Education Certificates; Harvard Business School (Economics) & USC Marshall Business School (Strategy)

PACHECO, Rocio, M.B.A.

- M.B.A. in Business Administration; University of Phoenix; Phoenix, AZ
- B.S. in Business; University of Phoenix; Phoenix, AZ

PARK, Kyung Sun, Ph.D.

- Ph.D. in Economics; Albert-Ludwigs-University; Freiburg, Germany
- M.A. in Economics; Albert-Ludwigs-University; Freiburg, Germany
- B.A. in Economics; Albert-Ludwigs-University; Freiburg, Germany

SHERM, Alex, D.B.A., M.S.

- D.B.A.; Westcliff University; Irvine, CA
- M.S. in Economics; Academy of Government Administration Under the President of the Republic of Uzbekistan; Tashkent, Uzbekistan

SIEGMUND, Joseph, Ph.D.

- Ph.D. in Organizational Leadership; Northcentral University; San Diego, CA
- Bachelor of Business Administration; American Intercontinental University; Hoffman Estates, IL
- A.A. in Business Administration; American Intercontinental University; Hoffman Hills Estates, IL

TOTI, Nick, M.A.

- M.A. in English; Truman State University, Kirksville, MO

VALENTINE, De Juan, M.B.A.

- M.B.A.; University of Phoenix; Gardena, CA
- B.S. in Business/Human Resources Management; University of Phoenix; Gardena, CA

YEDGARIAN, Vahick, Ph.D., MFE, J.D., M.B.A., M.S., CFP

- Ph.D. in Global Business, Leadership and Sustainability; Northcentral University; San Diego, CA
- MFE; Ohio University, Athens, OH
- J.D.; Janus University; Newport, CA
- M.S. in Psychology; University of Phoenix; Pasadena, CA
- M.B.A.; University of Phoenix; Pasadena, CA
- B.B.A.; University of Phoenix; Pasadena, CA

YOUNG, Stephen B., Ph.D.

- Ph.D. in Applied Management and Decision Sciences (Leadership and Organizational Change); Walden University; Minneapolis, MN
- M.B.A. in Management; West Coast University; Los Angeles, CA
- B.S. in Aerospace Engineering (Business Management); Western Michigan University; Kalamazoo, MI

CERTIFICATE OF ACCOUNTING (CAcc)

DESCRIPTION

The Certificate in Accounting program teaches students the accounting standards and principles needed to carry out the fundamental tasks of the accounting occupation. The Certificate of Accounting is designed to prepare the student for entry into the business community in such entry-level positions as bookkeeper, accounting clerk, or assistant auditor. Courses and units of credit can be credited towards an IAU undergraduate degree.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** IAU requires students to possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Evidence of English Proficiency.** IAU requires writing skills at the appropriate level. Proficiency in reading, writing, speaking, and understanding English is essential to your success at IAU. If English is not the applicant's native language, or if an applicant has not had their secondary education taught in English, they will be required to provide proof of [English Proficiency](#). Since classes are taught in English, an applicant must demonstrate their ability to read, write, and speak English.
- **Maximum Total Credit Awarded is 0 units.**

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Acquire a basic foundation in the accounting field.
2. Demonstrate developing written and oral communication skills. Demonstrate a developing ability to integrate learning across disciplines and experience.

4. Demonstrate a developing understanding of ethical reasoning with regard to how Christian teachings, ethical principles, and core personal values are involved in business decision-making.

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 45 semester units of prescribed curriculum.
- Complete all required coursework with a cumulative G.P.A. of 2.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
13-2011.00	Accountants and Auditors
13-2022.00	Appraisers of Personal and Business Property
13-2031.00	Budget Analysts
13-2041.00	Credit Analysts
13-2054.00	Financial Risk Specialists
13-2061.00	Financial Examiners
13-2081.00	Tax Examiners and Collectors, and Revenue Agents
13-2082.00	Tax Preparers
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0301>

CAcc		
Code	Course Title	Sem. Hrs.
Requirements (15 courses)		45
ACC 100k	Accounting Principles	3
ACC 101k	Intermediate Accounting I	3
ACC 102k	Intermediate Accounting II	3
ACC 103k	Intermediate Accounting III	3
ACC 201k	Advanced Accounting I	3
ACC 202k	Advanced Accounting II	3
ACC 203k	Cost Accounting	3
ACC 204k	Governmental Accounting	3
ACC 301k	Audit I	3
ACC 302k	Audit II	3
ACC 303k	Audit III	3
ACC 304k	Accounting Ethics	3
ACC 401k	Federal Taxation I	3
ACC 402k	Federal Taxation II	3
ACC 403k	Federal Taxation III	3
CAcc Total Credits		45

CERTIFICATE OF BUSINESS (CBus)

DESCRIPTION

The Certificate of Business program is designed to prepare the student for entry-level employment in the field of business. The Certificate in Business is designed for those planning to pursue careers in business as well as experienced professionals seeking skill enhancement. Courses and units of credit can be credited towards an IAU undergraduate degree.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** IAU requires students to possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Evidence of English Proficiency.** IAU requires writing skills at the appropriate level. Proficiency in reading, writing, speaking, and understanding English is essential to your success at IAU. If English is not the applicant's native language, or if an applicant has not had their secondary education taught in English, they will be required to provide proof of [English Proficiency](#). Since classes are taught in English, an applicant must demonstrate their ability to read, write, and speak English.
- **Maximum Total Credit Awarded is 0 units.**

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Acquire a basic foundation in the business field.
2. Demonstrate developing written and oral communication skills.
3. Demonstrate a developing ability to integrate learning across disciplines and experience.
4. Demonstrate a developing understanding of ethical reasoning with regard to how Christian

teachings, ethical principles, and core personal values are involved in business decision-making.

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 45 semester units of prescribed curriculum.
- Complete all required coursework with a cumulative G.P.A. of 2.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-1011.00	Chief Executives
11-1011.03	Chief Sustainability Officers
11-1021.00	General and Operations Managers
11-2022.00	Sales Managers
11-3012.00	Administrative Services Managers
11-3013.00	Facilities Managers
11-3013.01	Security Managers
11-3051.00	Industrial Production Managers
11-3051.01	Quality Control Systems Managers
11-3051.02	Geothermal Production Managers
11-3051.03	Biofuels Production Managers
11-3051.04	Biomass Power Plant Managers
11-3051.06	Hydroelectric Production Managers
11-3071.00	Transportation, Storage, and Distribution Managers
11-3071.04	Supply Chain Managers
11-3111.00	Compensation and Benefits Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9021.00	Construction Managers
11-9072.00	Entertainment and Recreation Managers, Except Gambling
11-9151.00	Social and Community Service

	Managers
11-9179.00	Personal Service Managers, All Other
11-9179.01	Fitness and Wellness Coordinators
11-9179.02	Spa Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers
11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1051.00	Cost Estimators
13-1071.00	Human Resources Specialists
13-1081.00	Logisticians
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1082.00	Project Management Specialists
13-1111.00	Management Analysts
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
13-1199.00	Business Operations Specialists, All Other
13-1199.04	Business Continuity Planners
13-1199.05	Sustainability Specialists
13-1199.06	Online Merchants
13-1199.07	Security Management Specialists
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0201>

CBus		
Code	Course Title	Sem. Hrs.
Requirements (15 courses)		45
ACC 100	Principles of Financial Accounting	3
ACC 200	Principles of Managerial Accounting	3
BUS 100	Introduction to Business	3
BUS 110	Business Communications	3
BUS 200	Introduction to Entrepreneurship	3
BUS 310	Business Law	3
ECN 200	Introduction to Microeconomics	3
ECN 210	Introduction to Macroeconomics	3
ECN 300	Money and Banking	3
FIN 300	Fundamentals of Finance	3
INT 100	Introduction to Information Technology	3
MGT 300	Principles of Management	3
MGT 320	Organizational Theory and Behavior	3
MGT 400	Operations Management	3
MKT 300	Marketing	3
CBusTotal Credits		45

ASSOCIATE OF SCIENCE IN BUSINESS ADMINISTRATION (ASBA)

DESCRIPTION

The Associate of Science in Business Administration (ASBA) degree program aims to prepare students to begin or advance their careers in the business world. The program provides students with a basic understanding of business through an appropriate blending of business and general education. It also introduces the principles of the Christian worldview. The ASBA degree program can also be a major step towards completing a bachelor's degree. All courses completed from the IAU ASBA degree program shall be waived for the IAU BBA degree program.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Maximum Total Credit Awarded is 45 units:**
 - Transfer Credit (TRC): 45 units
 - Standardized Exam Credit (SEC): 45 units
 - Prior Experiential Learning Credit (PEL): Of the first 60 semester credits awarded a student in an undergraduate program, no more than 15 semester credits.

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Develop basic writing skills. (ILO1)
2. Develop basic oral presentation skills. (ILO2)
3. Demonstrate basic elements of critical thinking to analyze issues, solve problems, and make business decisions. (ILO3)
4. Integrate learning in the areas of general education, accounting, economics, management, and technology. (ILO4)
5. Identify Christian ethical implications of business practices. (ILO5)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 60 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 2.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-1011.00	Chief Executives
11-1011.03	Chief Sustainability Officers
11-1021.00	General and Operations Managers
11-2022.00	Sales Managers
11-3012.00	Administrative Services Managers
11-3013.00	Facilities Managers
11-3013.01	Security Managers
11-3051.00	Industrial Production Managers
11-3051.01	Quality Control Systems Managers
11-3051.02	Geothermal Production Managers
11-3051.03	Biofuels Production Managers
11-3051.04	Biomass Power Plant Managers
11-3051.06	Hydroelectric Production Managers
11-3071.00	Transportation, Storage, and Distribution Managers
11-3071.04	Supply Chain Managers
11-3111.00	Compensation and Benefits Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9021.00	Construction Managers
11-9072.00	Entertainment and Recreation Managers, Except Gambling
11-9151.00	Social and Community Service Managers

11-9179.00	Personal Service Managers, All Other
11-9179.01	Fitness and Wellness Coordinators
11-9179.02	Spa Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers
11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1051.00	Cost Estimators
13-1071.00	Human Resources Specialists
13-1081.00	Logisticians
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1082.00	Project Management Specialists
13-1111.00	Management Analysts
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
13-1199.00	Business Operations Specialists, All Other
13-1199.04	Business Continuity Planners
13-1199.05	Sustainability Specialists
13-1199.06	Online Merchants
13-1199.07	Security Management Specialists
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0201>

ASBA		
Code	Course Title	Sem. Hrs.
General Ed. Component (5 courses)		15
<i>English (1 course)</i>		3
ENG 100	English Composition	3
<i>Math & Science (2 courses)</i>		6
BUS 150	Business Mathematics	3
ENV 100	Introduction to Environmental Science	3
<i>Social Science (Choose 1)</i>		3
PSY 100	Introduction to Psychology	3
SOC 100	Introduction to Sociology	3
SOC 110	Art and Culture	3

<i>Religion (Choose 1)</i>		3
REL 100	Introduction to Religion	3
REL 110	Introduction to the Bible	3

Professional Component (10 courses)		30
ACC 100	Financial Accounting	3
ACC 200	Principles of Managerial Accounting	3
BUS 100	Global Dimensions of Business	3
BUS 110	Business Communication	3
BUS 200	Introduction to Entrepreneurship	3
ECN 200	Microeconomics	3
ECN 210	Macroeconomics	3
INT 100	Introduction to Information Technology	3
INT 150	Computer Applications	3
MGT 200	Supervision	3

Internship Component **2**

The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.

Elective Component **13**

The Elective Component requirement can be fulfilled by receiving credit for any undergraduate courses (100-499) that are not already a requirement.

ASBA Total Credits **60**

COURSE SEQUENCING

For the first time registering, new students are advised carefully. Students are able to select courses in any order, except for those with prerequisites. Courses that have prerequisites can only be taken after the prerequisites have been fulfilled.

For undergraduate students, it is highly encouraged that lower division 100-200 general education and core courses should be taken before 300-400 upper division courses. That way, students slowly develop the knowledge and skills to be successful in the more challenging 300-400 upper division classes.

The normal length of time to obtain this credential is 2.5 years.

COURSE FREQUENCY

IAU accepts students year-round during the mandatory spring and fall semesters and also during the summer vacation. There are more courses offered in the mandatory spring and fall semesters due to enrollment. Many students choose not to enroll in classes during the summer vacation. Courses are scheduled according to student need

and demand. Courses within a program that have higher demand will be scheduled more often.

The undergraduate programs have a wide variety and quantity of courses to complete the program, which include general education, core, elective and/or major courses. The course offerings vary since many students transfer in with a varied amount of transfer credit awarded and have different needs. Also, this population of students is smaller compared to the most popular program, the MBA, so the demand for undergraduate courses is not as high.

BACHELOR OF BUSINESS ADMINISTRATION (BBA)

DESCRIPTION

The Bachelor of Business Administration (BBA) degree program aims to develop students' intellectual ability through an appropriate blending of business and general education. The program assists the student in understanding and developing the unique leadership qualities required to be successful in business functions, an organizational unit, or an enterprise. The coursework provides students with a solid business foundation in the field. An emphasis is on critical thinking, decision-making, and Christian ethical behavior. The BBA degree program is designed to provide students with opportunities to explore business administration and meet educational goals and enhance their career opportunities.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Maximum Total Credit Awarded is 90 units:**
 - Transfer Credit (TRC): 90 units
 - Standardized Exam Credit (SEC): 90 units
 - Prior Experiential Learning Credit (PEL): Of the first 60 semester credits awarded a student in an undergraduate program, no more than 15 semester credits. Of the second 60 semester credits (i.e., credits 61–120) awarded a student in an undergraduate program, no more than 15 semester credits.

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Demonstrate effective writing skills. (ILO1)

2. Demonstrate effective oral presentation skills. (ILO2)
3. Demonstrate advanced elements of critical thinking to analyze issues, solve problems, and make business decisions. (ILO3)
4. Integrate learning in the areas of general education, accounting, economics, management, and technology and apply them to business strategy and policy. (ILO4)
5. Evaluate an ethical dilemma and make an appropriate recommendation to address it based on Christian ethics. (ILO4)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 120 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 2.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-1011.00	Chief Executives
11-1011.03	Chief Sustainability Officers
11-1021.00	General and Operations Managers
11-2022.00	Sales Managers
11-3012.00	Administrative Services Managers
11-3013.00	Facilities Managers
11-3013.01	Security Managers
11-3051.00	Industrial Production Managers
11-3051.01	Quality Control Systems Managers
11-3051.02	Geothermal Production Managers
11-3051.03	Biofuels Production Managers
11-3051.04	Biomass Power Plant Managers
11-3051.06	Hydroelectric Production Managers
11-3071.00	Transportation, Storage, and Distribution Managers

11-3071.04	Supply Chain Managers
11-3111.00	Compensation and Benefits Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9021.00	Construction Managers
11-9072.00	Entertainment and Recreation Managers, Except Gambling
11-9151.00	Social and Community Service Managers
11-9179.00	Personal Service Managers, All Other
11-9179.01	Fitness and Wellness Coordinators
11-9179.02	Spa Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers
11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1051.00	Cost Estimators
13-1071.00	Human Resources Specialists
13-1081.00	Logisticians
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1082.00	Project Management Specialists
13-1111.00	Management Analysts
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
13-1199.00	Business Operations Specialists, All Other
13-1199.04	Business Continuity Planners
13-1199.05	Sustainability Specialists
13-1199.06	Online Merchants
13-1199.07	Security Management Specialists
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0201>

BBA		
Code	Course Title	Sem. Hrs.
General Ed. Component (12 courses)		36
<i>Communication & English (Choose 4, other(s) can be elective)</i>		12
COM 100	Intro to Mass Communication	3
COM 200	Public Speaking	3
ENG 100	English Composition	3
ENG 110	Undergraduate Academic Writing / APA	3
ENG 300	Critical Thinking	3
<i>Social Sciences (Choose 2, other(s) can be elective)</i>		6
POL 100	Introduction to Political Science	3
PSY 100	Introduction to Psychology	3
SOC 100	Introduction to Sociology	3
<i>Math & Sciences (4 courses)</i>		12
BUS 150	Business Math	3
ENV 100	Introduction to Environmental Science	3
INT 100	Introduction to Information Technology	3
INT 150	Computer Applications	3
<i>Religious Studies (Choose 2, other(s) can be elective)</i>		6
REL 100	Introduction to Religion	3
REL 110	Introduction to the Bible	3
REL 200	Religions of the World	3
Common Professional Component (CPC) (17 courses)		51
ACC 100	Financial Accounting	3
ACC 200	Principles of Managerial Accounting	3
BUS 100	Global Dimensions of Business	3
BUS 105	Statistics	3
BUS 110	Business Communications	3
BUS 200	Introduction to Entrepreneurship	3
BUS 300	Business Ethics	3
BUS 310	Business Law	3
BUS 400	Business Strategy and Policy	3
ECN 200	Introduction to Microeconomics	3
ECN 210	Introduction to Macroeconomics	3
ECN 300	Money and Banking	3
FIN 300	Fundamentals of Finance	3
MGT 300	Principles of Management	3
MGT 320	Organizational Theory & Behavior	3
MGT 400	Operations Management	3
MKT 300	Marketing	3

Internship Component 2

The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.

Elective Component **31**
The Elective Component requirement can be fulfilled by receiving credit for any undergraduate courses (100-499) that are not already a requirement.

BBA Total Credits **120**

COURSE SEQUENCING

For the first time registering, new students are advised carefully regarding course enrollment. Students are able to select courses in any order, except for those with prerequisites. Courses that have prerequisites can only be taken after the prerequisites have been fulfilled.

For undergraduate students, it is highly encouraged that lower division 100-200 general education and core courses should be taken before 300-400 upper division courses. That way, students slowly develop the knowledge and skills to be successful in the more challenging 300-400 upper division classes.

The normal length of time to obtain this credential is 5 years.

COURSE FREQUENCY

IAU accepts students year-round during the mandatory spring and fall semesters and also during the summer vacation. There are more courses offered in the mandatory spring and fall semesters due to enrollment. Many students choose not to enroll in classes during the summer vacation. Courses are scheduled according to student need and demand. Courses within a program that have higher demand will be scheduled more often.

The undergraduate programs have a wide variety and quantity of courses to complete the program, which include general education, core, elective and/or major courses. The course offerings vary since many students transfer in with a varied amount of transfer credit awarded and have different needs. Also, this population of students is smaller compared to the most popular program, the MBA, so the demand for undergraduate courses is not as high.

BACHELOR OF BUSINESS ADMINISTRATION IN ACCOUNTING (BBA-ACC)

DESCRIPTION

The Bachelor of Business Administration (BBA) in Accounting degree is a degree that combines the study of business, management, and economics with courses that provide the analytical and quantitative skills essential to a sound accounting education. This can also prepare you to pursue advanced education. The coursework provides students with a solid business foundation in the field. An emphasis is on critical thinking, decision-making, and Christian ethical behavior. The BBA degree program is designed to provide students with opportunities to explore business administration and accounting, meet educational goals, and enhance their career opportunities.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires either evidence of an earned high school diploma, General Educational Development (GED) test, or the successful completion of 12 semester units earned at an appropriately accredited postsecondary institution or foreign equivalent. Exceptions may be made on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the undergraduate level.
- **Maximum Total Credit Awarded is 90 units:**
 - Transfer Credit (TRC): 90 units
 - Standardized Exam Credit (SEC): 90 units
 - Prior Experiential Learning Credit (PEL): Of the first 60 semester credits awarded a student in an undergraduate program, no more than 15 semester credits. Of the second 60 semester credits (i.e., credits 61–120) awarded a student in an undergraduate program, no more than 15 semester credits.

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Demonstrate effective writing skills. (ILO1)

2. Demonstrate effective oral presentation skills. (ILO2)
3. Demonstrate advanced elements of critical thinking to analyze issues, solve problems, and make business decisions. (ILO3)
4. Integrate learning in the areas of general education, accounting, economics, management, and technology and apply them to business strategy and policy. (ILO4)
5. Evaluate an ethical dilemma and make an appropriate recommendation to address it based on Christian ethics. (ILO4)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 120 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 2.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
13-2011.00	Accountants and Auditors
13-2022.00	Appraisers of Personal and Business Property
13-2031.00	Budget Analysts
13-2041.00	Credit Analysts
13-2054.00	Financial Risk Specialists
13-2061.00	Financial Examiners
13-2081.00	Tax Examiners and Collectors, and Revenue Agents
13-2082.00	Tax Preparers
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0301>

BBA-ACC		
Code	Course Title	Sem. Hrs.
General Ed. Component (9 courses)		27
<i>Comm. & English (Select 3 courses)</i>		9
COM 100	Intro to Mass Communication	3
COM 200	Public Speaking	3
ENG 100	English Composition	3
ENG 300	Critical Thinking	3
<i>Social Sciences (Select 2 courses)</i>		6
POL 100	Intro to Political Science	3
PSY 100	Introduction to Psychology	3
SOC 100	Introduction to Sociology	3
<i>Math & Sciences (2 courses)</i>		6
ENV 100	Intro to Environmental Science	3
INT 100	Introduction to Information Technology	3
<i>Religious Studies (Select 2 courses)</i>		6
REL 100	Introduction to Religion	3
REL 110	Introduction to the Bible	3
REL 200	Religions of the World	3
Common Professional Component (CPC) (9 courses)		27
BUS 100	Global Dimensions of Business	3
BUS 105	Statistics	3
BUS 110	Business Communications	3
BUS 200	Intro to Entrepreneurship	3
ECN 200	Intro to Microeconomics	3
ECN 210	Intro to Macroeconomics	3
ECN 300	Money and Banking	3
FIN 300	Fundamentals of Finance	3
MKT 300	Marketing	3
Major Component (20 courses)		60
ACC 100K	Accounting Principles	3
ACC 101K	Intermediate Accounting I	3
ACC 102K	Intermediate Accounting II	3
ACC 103K	Intermediate Accounting III	3
ACC 201K	Advanced Accounting I	3
ACC 202K	Advanced Accounting II	3
ACC 203K	Cost Accounting	3
ACC 204K	Governmental Accounting	3
ACC 301K	Audit I	3
ACC 302K	Audit II	3
ACC 303K	Audit III	3
ACC 304K	Accounting Ethics	3
ACC 401K	Federal Taxation I	3
ACC 402K	Federal Taxation II	3
ACC 403K	Federal Taxation III	3
INT 101K	Information Technology	3
BUS 101K	Business Law I	3
BUS 102K	Business Law II	3
BUS 103K	Business and Industry	3
FIN 101K	Financial Management	3

Internship Component 2

The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.

Elective Component 4

The Elective Component requirement can be fulfilled by receiving credit for any undergraduate courses (100-499) that are not already a requirement.

BBA-ACC Total Credits 120

COURSE SEQUENCING

For the first time registering, new students are advised carefully regarding course enrollment. Students are able to select courses in any order, except for those with prerequisites. Courses that have prerequisites can only be taken after the prerequisites have been fulfilled.

For undergraduate students, it is highly encouraged that lower division 100-200 general education and core courses should be taken before 300-400 upper division courses. That way, students slowly develop the knowledge and skills to be successful in the more challenging 300-400 upper division classes.

The normal length of time to obtain this credential is 5 years.

COURSE FREQUENCY

IAU accepts students year-round during the mandatory spring and fall semesters and also during the summer vacation. There are more courses offered in the mandatory spring and fall semesters due to enrollment. Many students choose not to enroll in classes during the summer vacation. Courses are scheduled according to student need and demand. Courses within a program that have higher demand will be scheduled more often.

The undergraduate programs have a wide variety and quantity of courses to complete the program, which include general education, core, elective and/or major courses. The course offerings vary since many students transfer in with a varied amount of transfer credit awarded and have different needs. Also, this population of students is smaller compared to the most popular program, the MBA, so the demand for undergraduate courses is not as high.

MASTER OF BUSINESS ADMINISTRATION (MBA)

DESCRIPTION

The Master of Business Administration (MBA) aims to provide the student an opportunity to further enhance their business acumen by tying academic concepts to practical applications relevant to current real-world business challenges. The combination of analytical, quantitative, and strategic skills gained through the program provide a foundation from which multiple professional opportunities can be pursued. The program is designed to serve the needs of both fully employed and full-time students.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of an earned bachelor degree in a related major or discipline. Other disciplines may be acceptable and shall be reviewed on a case-by-case basis, and they may require prerequisite courses. All degrees must be earned at an appropriately accredited institution or foreign equivalent. IAU understands the differing rigor of institutions and grading scales around the world, and IAU evaluates prior academic credentials within their own context. Exceptions shall be reviewed on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the graduate level.
- **Maximum Credit Awarded:**
 - Transfer Credit (TRC): 6 semester credits
 - Standardized Exam Credit (SEC): 0 semester credits
 - Prior Experiential Learning Credit (PEL): 6 semester credits

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Produce clear, concise, and compelling written business documents that communicate a logical, relevant, and professional assessment of business information in an effective manner. (ILO1)

2. Deliver oral presentations that use effective content, organization, and delivery, accompanied by appropriate technology. (ILO2)
3. Use critical thinking to identify viable options that can create short-term and long-term value for organizations and their stakeholders. (ILO3)
4. Exhibit awareness of professional standards Christian ethical principles, and core personal values in business decision-making. (ILO5)
5. Demonstrate information literacy when conducting research on an existing company, identify improvements that may be needed and provide a plan to implement the plan with identifiable metrics to measure for effect. (ILO6)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 36 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 3.0 on a 4.0. scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-1011.00	Chief Executives
11-1011.03	Chief Sustainability Officers
11-1021.00	General and Operations Managers
11-2022.00	Sales Managers
11-3012.00	Administrative Services Managers
11-3013.00	Facilities Managers
11-3013.01	Security Managers
11-3051.00	Industrial Production Managers
11-3051.01	Quality Control Systems Managers
11-3051.02	Geothermal Production Managers
11-3051.03	Biofuels Production Managers
11-3051.04	Biomass Power Plant Managers
11-3051.06	Hydroelectric Production Managers

11-3071.00	Transportation, Storage, and Distribution Managers
11-3071.04	Supply Chain Managers
11-3111.00	Compensation and Benefits Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9021.00	Construction Managers
11-9072.00	Entertainment and Recreation Managers, Except Gambling
11-9151.00	Social and Community Service Managers
11-9179.00	Personal Service Managers, All Other
11-9179.01	Fitness and Wellness Coordinators
11-9179.02	Spa Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers
11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1051.00	Cost Estimators
13-1071.00	Human Resources Specialists
13-1081.00	Logisticians
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1082.00	Project Management Specialists
13-1111.00	Management Analysts
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
13-1199.00	Business Operations Specialists, All Other
13-1199.04	Business Continuity Planners
13-1199.05	Sustainability Specialists
13-1199.06	Online Merchants
13-1199.07	Security Management Specialists
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0201>

MBA		
Code	Course Title	Sem. Hrs.
Core Component (8 Courses)		24
ACC 500	Accounting for Managers	3
BUS 540	Business Law for Managers	3
ECN 500	Managerial Economics	3
FIN 500	Financial Management	3
MGT 500	Organizational Behavior & Leadership	3
MGT 510	Human Resource Management	3
MIS 500	Management Information Systems	3
MKT 500	Marketing Management	3
Internship Component		2
The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.		
Elective Component		7
The Elective Component requirement can be fulfilled by receiving credit for any graduate courses (500+) that are not already a requirement.		
Capstone Component (1 Course)		3
BUS 700	MBA Capstone: Strategy & Competition	3
MBA Total Credits		36

MBA CONCENTRATIONS

Instead of general electives, which may consist of any 500+ courses that are not required for the program, students can choose concentration courses to specialize and develop additional expertise in a particular area by completing a Concentration Component. The concentration designation will appear on the degree upon completion of courses required for the concentration. See [website](#) (select the "Concentrations" tab) for all available concentrations.

MASTER OF BUSINESS ADMINISTRATION IN BUSINESS ANALYTICS (MBA-BAn)

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of an earned bachelor degree in a related major or discipline. Other disciplines may be acceptable and shall be reviewed on a case-by-case basis, and they may require prerequisite courses. All degrees must be earned at an appropriately accredited institution or foreign equivalent. IAU understands the differing rigor of institutions and grading scales around the world, and IAU evaluates prior academic credentials within their own context. Exceptions shall be reviewed on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the graduate level.
- **Maximum Credit Awarded:**
 - Transfer Credit (TRC): 6 semester credits
 - Standardized Exam Credit (SEC): 0 semester credits
 - Prior Experiential Learning Credit (PEL): 6 semester credits

DESCRIPTION

The Business Analytics major combines an MBA core with a specialization in analyzing data systems. Students develop the fundamental knowledge and skills necessary for the methodical exploration of data from a business or organization. In addition to the theoretical instruction, the business analytics courses have a hands-on component using practical exercises using SAP, Quickbooks, and databases, which will allow you to gain real-world experience as well as demonstrate to employers that you know how to apply your classroom learning in the field. This concentration is non-quantitative and does not require a computer science background. *Must have a Microsoft Windows OS PC or laptop to install SQL. Software provided.

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Produce clear, concise, and compelling written business documents that communicate a logical, relevant, and professional assessment of business information in an effective manner. (ILO1)
2. Deliver oral presentations that use effective content, organization, and delivery, accompanied by appropriate technology. (ILO2)
3. Use critical thinking to analyze data to solve business problems. (ILO3)
4. Exhibit awareness of professional standards Christian ethical principles, and core personal values in business decision-making. (ILO5)
5. Demonstrate information literacy when conducting research on existing companies and apply business analytics to identify improvements needed for improvement, develop a plan to implement and evaluate for desired effect. (ILO6)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 36 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 3.0 on a 4.0. scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
13-1111.00	Management Analysts
13-1161.00	Market Research Analysts and Marketing Specialists
13-1161.01	Search Marketing Strategists
15-2041.00	Statisticians
15-2041.01	Biostatisticians
15-2051.00	Data Scientists
15-2051.01	Business Intelligence Analysts
15-2051.02	Clinical Data Managers

Source:

<https://www.onetonline.org/crosswalk/CIP?s=30.7102>

MBA-BAn		
Code	Course Title	Sem. Hrs.
Core Component (7 Courses)		21
ACC 500	Accounting for Managers	3
ECN 500	Managerial Economics	3
FIN 500	Financial Management	3
MGT 500	Organizational Behavior & Leadership	3
MGT 510	Human Resource Management	3
MIS 500	Management Information Systems	3
MKT 500	Marketing Management	3
Major Component (3 Courses)		9
MIS 555	Business Analytics	3
MIS 560	Database Management Systems	3
MIS 570	Applied Decision Making	3
Internship Component		2
The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.		
Elective Component		1
The Electives Component requirement can be fulfilled by receiving credit for any graduate courses (500+) that are not a requirement.		
Capstone Component (1 Course)		3
BUS 700	MBA Capstone: Strategy & Competition	3
MBA-BAn Total Credits		36

MASTER OF BUSINESS ADMINISTRATION IN MANAGEMENT INFORMATION SYSTEMS (MBA-MIS)

DESCRIPTION

The MBA with a concentration in Management Information Systems (MIS) combines an MBA core with a specialization in information systems management. Students develop the fundamental knowledge and skills necessary for business administration management as well as advanced knowledge pertaining to information systems. In addition to the theoretical instruction, the business analytics courses have a hands-on component using SAP, Quickbooks, and databases, which will allow you to gain real-world experience as well as demonstrate to employers that you know how to apply your classroom learning in the field. This concentration is non-quantitative and does not require a computer science background. *Must have a Microsoft Windows OS PC or laptop to install SQL. Software provided.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of an earned bachelor degree in a related major or discipline. Other disciplines may be acceptable and shall be reviewed on a case-by-case basis, and they may require prerequisite courses. All degrees must be earned at an appropriately accredited institution or foreign equivalent. IAU understands the differing rigor of institutions and grading scales around the world, and IAU evaluates prior academic credentials within their own context. Exceptions shall be reviewed on a case-by-case basis.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the graduate level.
- **Maximum Credit Awarded:**
 - Transfer Credit (TRC): 6 semester credits
 - Standardized Exam Credit (SEC): 0 semester credits
 - Prior Experiential Learning Credit (PEL): 6 semester credits

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Produce clear, concise, and compelling written business documents that communicate a logical, relevant, and professional assessment of business information in an effective manner. (ILO1)
2. Deliver oral presentations that use effective content, organization, and delivery, accompanied by appropriate technology. (ILO2)
3. Use critical thinking to improve organizations with information systems technologies and applications. (ILO3)
4. Exhibit awareness of professional standards Christian ethical principles, and core personal values in business decision-making. (ILO5)
5. Demonstrate information literacy when conducting research into technology firms specializing in Management of information systems and research what tools are currently being utilized to manage business operations effectively. Use research to write a paper indicating differences in how each firm is applying and managing data for its client. (ILO6)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 36 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete all required coursework with a cumulative G.P.A. of 3.0 on a 4.0. scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-3021.00	Computer and Information Systems Managers
15-1211.00	Computer Systems Analysts
15-1211.01	Health Informatics Specialists
15-1221.00	Computer and Information Research Scientists
15-1241.00	Computer Network Architects

15-1241.01	Telecommunications Engineering Specialists
15-1242.00	Database Administrators
15-1243.00	Database Architects
15-1243.01	Data Warehousing Specialists
15-1244.00	Network and Computer Systems Administrators
15-1253.00	Software Quality Assurance Analysts and Testers
15-1255.00	Web and Digital Interface Designers
15-1255.01	Video Game Designers
15-1299.00	Computer Occupations, All Other
15-1299.01	Web Administrators
15-1299.02	Geographic Information Systems Technologists and Technicians
15-1299.03	Document Management Specialists
15-1299.04	Penetration Testers
15-1299.05	Information Security Engineers
15-1299.06	Digital Forensics Analysts
15-1299.07	Blockchain Engineers
15-1299.08	Computer Systems Engineers/Architects
15-1299.09	Information Technology Project Managers
25-1021.00	Computer Science Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=11.0101>

MBA-MIS		
Code	Course Title	Sem. Hrs.
Core Component (7 Courses)		21
ACC 500	Accounting for Managers	3
ECN 500	Managerial Economics	3
FIN 500	Financial Management	3
MGT 500	Organizational Behavior & Leadership	3
MGT 510	Human Resource Management	3
MIS 500	Management Information Systems	3
MKT 500	Marketing Management	3
Major Component (3 Courses)		9
MIS 550	Enterprise Resource Planning for Managers	3
MIS 560	Database Management Systems	3
MIS 580	IT Project Management	3
Internship Component		2
The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.		
Elective Component		1
The Electives Component requirement can be fulfilled by receiving credit for any graduate courses (500+) that are not a requirement.		
Capstone Component (1 Course)		3
BUS 700	MBA Capstone: Strategy & Competition	3
MBA-MIS Total Credits		36

DOCTOR OF BUSINESS ADMINISTRATION (DBA)

DESCRIPTION

The Doctor of Business Administration (DBA) program serves the needs of mature students, helping them to advance in their careers. The program is designed to graduate scholar practitioners who will set the standard for best practices and contribute to the solution of critical business and management problems through research, teaching, and consulting. The program is designed to serve the needs of both fully employed and full-time students with a background as experienced business professionals who want to translate their industry expertise into leadership positions as consultants or as executives within their organizations. The program creates an opportunity for the student to demonstrate application of the knowledge and skills gained in the course work portion of the program and to demonstrate the critical thinking and analytical skills required to successfully complete the Doctoral Project.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of an earned bachelor and master degree. At least one degree must be in a related major or discipline. Other disciplines may be acceptable and shall be reviewed on a case-by-case basis, and they may require prerequisite courses. All degrees must be earned at an appropriately accredited institution or foreign equivalent. IAU understands the differing rigor of schools and grading scales around the world, and IAU evaluates prior academic credentials within their own context. Exceptions may be made on a case-by-case basis.
- **Professional Experience.** IAU recommends a minimum of 5 years of full-time professional experience.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the graduate level.
- **Letter of Interest.** The Letter of Interest will contain three parts: Personal Statement, Professional Statement, and Research Statement. Each part will be described below.

1. **Personal Statement.** Please express in no more than one page how the applicant's experience, education, and training qualifies for admission into the DBA program.
 2. **Professional Statement.** Please describe in no more than two pages interests in the DBA program and the plan to complete it.
 - a. Why pursue a DBA degree?
 - b. What significant qualities or experiences will be brought to the DBA program?
 - c. What are the career aspirations after graduation with the doctorate degree?
 - d. What obstacles/ challenges are envisioned having to overcome to complete the degree within a reasonable time frame (i.e. 4 years), and what is the plan to address these obstacles/challenges?
 - e. What concrete steps will be taken to manage the time to tackle classes and up to 20 hours a week of study?
 3. **Research Statement.** Please describe in no more than three pages the research interests and topics to be pursued.
- **Letter of Recommendation.** Two letters of recommendation should be requested from professionals in academia or industry who can comment on the applicant's:
 - a. Personal and professional accomplishments and how they achieved them.
 - b. Academic pursuits.
 - c. Demonstrated leadership and potential for doing advanced academic work.
 - d. Oral and written communication skills.
 - e. Potential as an instructor.
 - **Maximum Credit Awarded:**
 - Transfer Credit (TRC): 30 semester credits
 - Standardized Exam Credit (SEC): 0 semester credits
 - Prior Experiential Learning Credit (PEL): 9 semester credits

PROGRAM LEARNING OBJECTIVES (PLOs)

The Doctor of Business Administration (DBA) degree program will allow students to:

1. Employ advanced written communication skills to share complex information, organizational vision, and actionable guidelines to various audiences. (ILO1)
2. Deliver advanced oral presentations that use effective content, organization, and delivery, accompanied by appropriate technology. (ILO2)
3. Demonstrate the skills, competence, and critical thinking required to design, execute, and

evaluate creative and meaningful research in a field of specialization. (ILO2)

4. Generate, evaluate, and assess the Christian ethical obligations and responsibilities of business for the purpose of responsible management. (ILO5)
5. Demonstrate effective information literacy skills including formulation of research problems; integration of previous publications into an appropriate literature review; design of a research study; data analysis; ability to summarize and present the results. (ILO6)

MODE OF INSTRUCTION

Instruction can be completed through classroom-hybrid and/or 100% online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 60 semester units of prescribed curriculum.
- Complete a minimum of TWO internships.
- Complete Comprehensive Examinations and Doctoral Project.
- Complete all required coursework with a cumulative G.P.A. of 3.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-1011.00	Chief Executives
11-1011.03	Chief Sustainability Officers
11-1021.00	General and Operations Managers
11-2022.00	Sales Managers
11-3012.00	Administrative Services Managers
11-3013.00	Facilities Managers
11-3013.01	Security Managers
11-3051.00	Industrial Production Managers
11-3051.01	Quality Control Systems Managers
11-3051.02	Geothermal Production Managers
11-3051.03	Biofuels Production Managers
11-3051.04	Biomass Power Plant Managers
11-3051.06	Hydroelectric Production Managers

11-3071.00	Transportation, Storage, and Distribution Managers
11-3071.04	Supply Chain Managers
11-3111.00	Compensation and Benefits Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9021.00	Construction Managers
11-9072.00	Entertainment and Recreation Managers, Except Gambling
11-9151.00	Social and Community Service Managers
11-9179.00	Personal Service Managers, All Other
11-9179.01	Fitness and Wellness Coordinators
11-9179.02	Spa Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers
11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1051.00	Cost Estimators
13-1071.00	Human Resources Specialists
13-1081.00	Logisticians
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1082.00	Project Management Specialists
13-1111.00	Management Analysts
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
13-1199.00	Business Operations Specialists, All Other
13-1199.04	Business Continuity Planners
13-1199.05	Sustainability Specialists
13-1199.06	Online Merchants
13-1199.07	Security Management Specialists
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0201>

DBA		
Code	Course Title	Sem. Hrs.
Foundation Component (3 Courses) <i>(Non-MBA holders must take the following or transfer in equivalents)</i>		9
ECN 500	Managerial Economics	3
FIN 500	Financial Management	3
MKT 500	Marketing Management	3
Core Component (4 Courses)		12
BUS 860	Business Ethics and Social Responsibility	3
ECN 800	Economic Theory and Policy	3
MGT 800	Leadership in Organizations	3
MGT 860	Managerial Decision Making	3
Internship Component		2
The Internship Component requirement can be fulfilled by completing an internship, internship reflection course, or by seeking a waiver.		
Elective Component		13
The Electives Component requirement can be fulfilled by receiving credit for any graduate courses (500+) that are not a requirement.		
Research Component (3 Courses)		9
RSC 900	Doctoral Research Methods	3
RSC 810	Literature Review	3
Choose 1 (other can be elective)		
RSC 905	Quantitative Analysis	3
RSC 910	Qualitative Analysis	3
Comprehensive Examination Component (2 Courses)		9
DOC 901	Comprehensive Examination	4.5
DOC 902	Comprehensive Examination	4.5
Project Component (4 Courses)		15
DOC 910	Prospectus	4.5
DOC 911	Proposal	4.5
DOC 912	Project	4.5
DOC 913	Project Defense	1.5
DBA Total Credits		60

FOUNDATION COMPONENT

Students, who did not complete an MBA or related degree, must complete these courses. Foundation requirements are designed to develop an appreciation of the institution of business.

CORE COMPONENT

Doctoral students will gain a deeper understanding of contemporary business concepts and practices. By completing the Core Courses, students can be confident that they will be well-prepared to tackle the real-world challenges that organizations face.

ELECTIVE or CONCENTRATION COMPONENT

Once students complete most of the core courses, they can explore other interests through general electives or concentration courses. Instead of general electives, which may consist of any 500+ courses that are not required for the program, students can choose concentration courses to specialize and develop additional expertise in a particular area by completing a Concentration Component. The concentration designation will appear on the degree upon completion of courses required for the concentration. See [website](#) (select the "Concentrations" tab) for all available concentrations.

RESEARCH COMPONENT

Once most core and elective coursework has been successfully completed, Doctoral Students are required to complete the research courses. These allow a student to start to think about the design of their project and research background information about the topic.

COMPREHENSIVE EXAMINATION COMPONENT

The purpose of the Comprehensive Examination is to provide doctoral students with the opportunity to demonstrate their ability to integrate and synthesize the competencies in the theoretical research and best practices literature in an area of expertise in which they wish to specialize. These competencies represent program outcomes from the areas of specialization that doctoral students have developed through their doctoral course work that can be specifically applied to the areas of their project research.

PROJECT COMPONENT

The final step is the completion of a Doctoral Project. The Committee Chair/Mentor will work with the doctoral student and serve as the liaison during the process. Together, with guidance from the Committee, the student will complete a Doctoral Project that is worthy of publication. The Doctoral Project will be a practical application of a field-based project. A review is given to research design, modes

of observation, and techniques of analysis, the social and ethical context of research, and the uses of research. A focus is placed on the delineation of a problem in business and a plan for conducting substantive research leading to its resolution or recommendations.

The doctoral student selects two other members, in addition to the Committee Chair/Mentor, to create a Project Committee to review and complete the project. A presentation of the Doctoral Project is required. The Doctoral Project is graded by the Committee and is graded as Pass/Fail.

COURSE SEQUENCING

Doctoral students may start off with core courses first, then move on to electives, research courses, the comprehensive examinations, and then the Doctoral Project. The normal length of time to obtain this credential is 4 years.

COURSE FREQUENCY

IAU accepts students year-round. There are more courses offered in the mandatory fall and spring semesters due to enrollment. Courses are scheduled according to student need and demand. Courses within a program that have higher demand will be scheduled more often.

DOCTOR OF MANAGEMENT (DM)

DESCRIPTION

Executive Doctor of Management (DM) students enter the program with an exceptional professional background and a commitment to self-improvement. They have an opportunity here at IAU to explore their leadership style and ideas for their organization or own business. The DM program will help students – executive leaders - to improve their knowledge in management and leadership by designing and implementing Organizational Structure, Development, Planning, Assessing, Implementing, and more. Most importantly, the students in this program will learn how to listen to understand rather than listen to respond, so they can identify issues. Students work on case studies and present their findings in the seminar-style courses. For each project, the students will develop and discuss the following steps: ENTRY, DIAGNOSIS, FEEDBACK, SOLUTION, and EVALUATION.

ADMISSIONS REQUIREMENTS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program.

- **Education.** IAU requires evidence of an earned bachelor and master degree. At least one degree must be in a related major or discipline. Other disciplines may be acceptable and shall be reviewed on a case-by-case basis, and they may require prerequisite courses. All degrees must be earned at an appropriately accredited institution or foreign equivalent. IAU understands the differing rigor of schools and grading scales around the world, and IAU evaluates prior academic credentials within their own context. Exceptions may be made on a case-by-case basis.
- **Professional Experience.** IAU recommends a minimum of 5 years of full-time professional experience in any organization, including, but not limited to, private, public, for-profit, non-profit, start-ups, or established corporate organizations.
- **Information Technology.** Possess computer and internet skills sufficient to effectively participate in IAU's pedagogical model and conduct research at the graduate level.

PROGRAM LEARNING OBJECTIVES (PLOs)

Primary objectives of this program include equipping students with the knowledge and ability to:

1. Employ advanced written communication skills to share complex information, organizational vision, and actionable guidelines to various audiences. (ILO1)
2. Deliver advanced oral presentations that use effective content, organization, and delivery, accompanied by appropriate technology. (ILO2)
3. Demonstrate the skills, competence, and critical thinking required to design, execute, and evaluate creative and meaningful research in a field of specialization. (ILO2)
4. Generate, evaluate, and assess the Christian ethical obligations and responsibilities of business for the purpose of responsible management. (ILO5)
5. Demonstrate effective information literacy skills including formulation of research problems; integration of previous publications into an appropriate literature review; design of a research study; data analysis; ability to summarize and present the results. (ILO6)

MODE OF INSTRUCTION

Instruction can be completed through online instructional methodologies.

GRADUATION REQUIREMENTS

- Complete 42 Sem. Hrs. of prescribed curriculum.
- Complete Comprehensive Examinations and Doctoral Project.
- Complete all required coursework with a cumulative G.P.A. of 3.0 on a 4.0 scale.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

CAREER

Students who graduate are prepared to seek employment in the following fields:

SOC	Occupation
11-2033.00	Fundraising Managers
11-3121.00	Human Resources Managers
11-3131.00	Training and Development Managers
11-9199.00	Managers, All Other
11-9199.01	Regulatory Affairs Managers
11-9199.02	Compliance Managers
11-9199.08	Loss Prevention Managers
11-9199.09	Wind Energy Operations Managers

11-9199.10	Wind Energy Development Managers
11-9199.11	Brownfield Redevelopment Specialists and Site Managers
13-1111.00	Management Analysts
25-1011.00	Business Teachers, Postsecondary

Source:

<https://www.onetonline.org/crosswalk/CIP?s=52.0213>

DM		
Code	Course Title	Sem. Hrs.
Foundation Component (3 Courses)		9
<i>(Students who do not hold masters in business, management, or related field must take 3 of the following or transfer in equivalents)</i>		
MGT 810	Leading Innovation and Change	3
MGT 820	Global Strategic Management	3
MGT 830	Global Leadership	3
MGT 840	Knowledge Management	3
MGT 860	Managerial Decision Making	3
MGT 880	Managing Team Dynamics	3
ENG 510	Graduate Academic Writing/APA *	3
Core Component (6 Courses)		18
MGT 801	Executive Leadership Strategy	3
MGT 802	Executive Marketing Strategy	3
MGT 803	Executive Financial Management	3
MGT 804	Executive Decision-Making Strategy	3
MGT 805	Global Business Etiquette	3
MGT 806	Business Ethics and Social Responsibility	3
Dissertation Component (6 Courses)		24
DIS 901	Entry	4.5
DIS 911	Diagnosis	4.5
DIS 921	Feedback	4.5
DIS 931	Solution	4.5
DIS 941	Evaluation	4.5
DIS 951	Final Oral Exam	1.5
DM Total Credits		42

FOUNDATION COMPONENT

Students, who did not complete an MBA or related degree, must complete these courses. Foundation requirements are designed to develop an appreciation of the institution of business.

CORE COMPONENT

Doctoral students will gain a deeper understanding of contemporary management concepts and practices. By completing the Core Courses, students can be confident that they will be well-prepared to tackle the real-world challenges that organizations face.

DISSERTATION COMPONENT

The final step is the completion of a Dissertation. The Mentor will work with the doctoral student and serve as the liaison during the process. Together, with guidance from the Committee, the student will complete a Dissertation that is worthy of publication. The Dissertation will be a practical application of a field-based project. A review is given to research design, modes of observation, and techniques of analysis, the social and ethical context of research, and the uses of research. A focus is placed on the delineation of a problem in business and a plan for conducting substantive research leading to its resolution or recommendations.

A Defense of the Dissertation is required. The Dissertation is graded by the Committee and is graded as Pass/Fail.

COURSE SEQUENCING

Doctoral students may start off with core courses first, and then the Doctoral Dissertation. The normal length of time to obtain this credential is 3 years.

COURSE FREQUENCY

IAU accepts students year-round during the mandatory fall and spring semesters and also during the summer vacation. There are more courses offered in the mandatory spring and fall semesters due to enrollment. Many students choose not to enroll in classes during the summer vacation. Courses are scheduled according to student need and demand. Courses within a program that have higher demand will be scheduled more often.

ACADEMICS AT IAU

2023-2024 ACADEMIC CALENDAR

IAU operates on a semester calendar that starts in fall and ends in summer. There are two semesters (Fall and Spring) per calendar year and one Summer vacation. One semester is 16 weeks. However, each semester is divided into two sessions, each eight weeks long.

UNITS OF CREDIT

IAU uses the Carnegie unit to measure semester credit hours awarded to students for course work. A semester credit hour is measured by the number of hours of academic engagement and preparation (homework). A semester credit hour is defined as 15 hours of academic engagement and 30 hours of preparation—totaling 45 hours of student work for an academic semester credit hour.

Student work includes direct or indirect faculty instruction. Academic engagement may include, but is not limited to, submitting an academic assignment, listening to class lectures or webinars (synchronous or asynchronous), taking an exam, an interactive tutorial, computer-assisted instruction, attending a study group that is assigned by the institution, contributing to an academic online discussion, initiating contact with a faculty member to ask a question about the academic subject studied in the course, laboratory work, externship, or internship. Preparation is typically homework, such as reading and study time and completing assignments and projects.

FALL SESSION 1 August 28, 2023 – October 22, 2023		FALL SESSION 2 October 23, 2023 – December 17, 2023	
Class Registration Opens (GRAD Only)	Jul 10 (Mon)	Class Registration Opens (GRAD Only)	Sep 4 (Mon)
Admissions Deadline [F-1 Outside U.S.]	Jul 10 (Mon)	Class Registration Opens (UG)	Sep 18 (Mon)
Class Registration Opens (UG)	Jul 24 (Mon)	Admissions Deadline [All Others] (\$175)	Oct 9 (Mon)
Admissions Deadline [All Others] (\$175)	Aug 14 (Mon)	Late Application for Admissions (\$375)	Oct 11 (Wed)
Late Application for Admissions (\$375)	Aug 16 (Wed)	Late Application for Admissions (\$525)	Oct 13 (Fri)
Late Application for Admissions (\$525)	Aug 18 (Fri)	Class Registration Deadline	Oct 16 (Mon)
Class Registration Deadline	Aug 21 (Mon)	Late Registration Fee (\$25)	Oct 17 (Tue)
Late Registration Fee (\$25)	Aug 22 (Tue)	Late Registration Fee Increase (\$50)	Oct 18 (Wed)
Late Registration Fee Increase (\$50)	Aug 23 (Wed)	Late Registration Fee Increase (\$75)	Oct 19 (Thu)
Late Registration Fee Increase (\$75)	Aug 24 (Thu)	Last Chance to Register (\$100)	Oct 20 (Fri)
Last Chance to Register (\$100)	Aug 25 (Fri)	Classes Begin	Oct 23 (Mon)
Classes Begin	Aug 28 (Mon)	Graduation Petition Deadline	Oct 23 (Mon)
Graduation Petition Deadline	Aug 28 (Mon)	Withdraw from Course (W)	Nov 6 (Mon)
No Class Labor Day	Sep 4 (Mon)	November Tuition Installment	Nov 10 (Fri)
September Tuition Installment	Sep 10 (Sun)	No Class Veterans Day	Nov 10 (Fri)
Withdraw from Course (W)	Sep 11 (Mon)	CPT Application Deadline	Nov 10 (Fri)
CPT Application Deadline	Sep 14 (Fri)	No Class Thanksgiving	Nov 23-25 (Thu-Sat)
No Class Indigenous Peoples' Day	Oct 9 (Mon)	Withdraw from Course (F)	Dec 4 (Mon)
October Tuition Installment	Oct 10 (Tue)	December Tuition Installment	Dec 10 (Sun)
Withdraw from Course (F)	Oct 10 (Tue)	Classes End	Dec 17 (Sun)
Classes End	Oct 22 (Sun)	Grades Received for FAL2	Dec 24 (Sun)
Grades Received for FAL1	Oct 29 (Sun)	Last Day to Appeal Grade	Jan 5, 2024 (Fri)
Last Day to Appeal Grade	Nov 10 (Fri)	FAL2 Graduation	Jan 15, 2024 (Mon)
FAL1 Graduation	Nov 15 (Wed)		
FALL BREAK December 18, 2023 – January 1, 2024			

SPRING SESSION 1 January 2, 2024 – February 25, 2024		SPRING SESSION 2 February 26, 2024 – April 21, 2024	
Class Registration Opens (GRAD Only)	Nov 13, 2023 (Mon)	Class Registration Opens (GRAD Only)	Jan 8 (Mon)
Admissions Deadline [F-1 Outside U.S.]	Nov 20, 2023 (Mon)	Class Registration Opens (UG)	Jan 22 (Mon)
Class Registration Opens (UG)	Nov 27, 2023 (Mon)	Admissions Deadline [All Others] (\$175)	Feb 12 (Mon)
Admissions Deadline [All Others] (\$175)	Dec 18, 2023 (Mon)	Late Application for Admissions (\$375)	Feb 14 (Wed)
Late Application for Admissions (\$375)	Dec 20, 2023 (Wed)	Late Application for Admissions (\$525)	Feb 16 (Fri)
Late Application for Admissions (\$525)	Dec 22, 2023 (Fri)	No Class Presidents' Day	Feb 19 (Mon)
Class Registration Deadline	Dec 25, 2023 (Mon)	Class Registration Deadline	Feb 19 (Mon)
Late Registration Fee (\$25)	Dec 26, 2023 (Tue)	Late Registration Fee (\$25)	Feb 20 (Tue)
Late Registration Fee Increase (\$50)	Dec 27, 2023 (Wed)	Late Registration Fee Increase (\$50)	Feb 21 (Wed)
Late Registration Fee Increase (\$75)	Dec 28, 2023 (Thu)	Late Registration Fee Increase (\$75)	Feb 22 (Thu)
Last Chance to Register (\$100)	Dec 29, 2023 (Fri)	Last Chance to Register (\$100)	Feb 23 (Fri)
No Class New Year's Day	Jan 1 (Mon)	Classes Begin	Feb 26 (Mon)
Classes Begin	Jan 2 (Tue)	Graduation Petition Deadline	Feb 26 (Mon)
Graduation Petition Deadline	Jan 2 (Tue)	March Tuition Installment	Mar 10 (Sun)
January Tuition Installment	Jan 10 (Wed)	Withdraw from Course (W)	Mar 11 (Mon)
No Class Martin Luther King Jr. Day	Jan 15 (Mon)	CPT Application Deadline	Mar 15 (Fri)
Withdraw from Course (W)	Jan 16 (Tue)	Withdraw from Course (F)	Apr 8 (Mon)
CPT Application Deadline	Jan 19 (Fri)	April Tuition Installment	Apr 10 (Wed)
February Tuition Installment	Feb 10 (Sat)	Classes End	Apr 21 (Sun)
Withdraw from Course (F)	Feb 12 (Mon)	Grades Received for SPR2	Apr 28 (Sun)
No Class President's Day	Feb 19 (Mon)	Last Day to Appeal Grade	May 10 (Fri)
Classes End	Feb 25 (Sun)	SPR2 Graduation	May 15 (Wed)
Grades Received for SPR1	Mar 3 (Sun)		
Last Day to Appeal Grade	Mar 15 (Fri)		
SPR1 Graduation	Mar 15 (Fri)		
SPRING BREAK April 22, 2024 – April 28, 2024			

SUMMER SESSION 1 April 29, 2024 – June 23, 2024		SUMMER SESSION 2 June 24, 2024 – August 18, 2024	
Class Registration Opens (GRAD Only)	Mar 11 (Mon)	Class Registration Opens (GRAD Only)	May 6 (Mon)
Admissions Deadline [F-1 Outside U.S.]	Mar 18 (Mon)	Class Registration Opens (UG)	May 20 (Mon)
Class Registration Opens (UG)	Mar 25 (Mon)	Admissions Deadline [All Others] (\$175)	Jun 10 (Mon)
Admissions Deadline [All Others] (\$175)	Apr 15 (Mon)	Late Application for Admissions (\$375)	Jun 12 (Wed)
Late Application for Admissions (\$375)	Apr 17 (Wed)	Late Application for Admissions (\$525)	Jun 14 (Fri)
Late Application for Admissions (\$525)	Apr 19 (Fri)	Class Registration Deadline	Jun 17 (Mon)
Class Registration Deadline	Apr 22 (Mon)	Late Registration Fee (\$25)	Jun 18 (Tue)
Late Registration Fee (\$25)	Apr 23 (Tue)	Late Registration Fee Increase (\$50)	Jun 19 (Wed)
Late Registration Fee Increase (\$50)	Apr 24 (Wed)	Late Registration Fee Increase (\$75)	Jun 20 (Thu)
Late Registration Fee Increase (\$75)	Apr 25 (Thu)	Last Chance to Register (\$100)	Jun 21 (Fri)
Last Chance to Register (\$100)	Apr 26 (Fri)	Classes Begin	Jun 24 (Mon)
Classes Begin	Apr 29 (Mon)	Graduation Petition Deadline	Jun 24 (Mon)
Graduation Petition Deadline	Apr 29 (Mon)	No Class 4th of July Holiday	Jul 4 (Thu)
May Tuition Installment	May 10 (Fri)	Withdraw from Course (W)	Jul 8 (Mon)
Withdraw from Course (W)	May 13 (Mon)	July Tuition Installment	Jul 10 (Wed)
CPT Application Deadline	May 17 (Fri)	CPT Application Deadline	Jul 12 (Fri)
No Class Memorial Day	May 27 (Mon)	Withdraw from Course (F)	Aug 5 (Mon)
June Tuition Installment	Jun 10 (Mon)	August Tuition Installment	Aug 10 (Sat)
Withdraw from Course (F)	Jun 10 (Mon)	Classes End	Aug 18 (Sun)
Classes End	Jun 23 (Sun)	Grades Received for SUM2	Aug 25 (Sun)
Grades Received for SUM1	Jun 30 (Sun)	Last Day to Appeal Grade	Sep 6 (Fri)
Last Day to Appeal Grade	Jul 12 (Fri)	SUM2 Graduation	Sep 15 (Sun)
SUM1 Graduation	July 15 (Mon)		
SUMMER BREAK August 19, 2024 – August 25, 2024			

REGISTRATION

Students will be notified via email of the course registration. Registration must be completed within the first 2 weeks of the session. Late registrations may result in a Late Registration fee. The welcome email will provide students with the basic information of the course such as:

- Log-in Information
- Course Code / Title
- Instructor's Name
- Email for Assistance

MINIMUM COMPUTER REQUIREMENTS

Since all courses provide learning materials through **IAUonline**, it is important to have the right computer equipment to ensure the best possible learning experience.

Electronic communication is the preferred method of communication for students, faculty and staff. To take advantage of this technology, it is required that students, instructional and administrative staff acquire and maintain email access with the capability to send/receive attached files.

To have a successful experience in **IAUonline** courses, the following is the minimum computer configuration needed:

HARDWARE

- Quad Core Intel Celeron N4000/N5000 series processor
- 7th Gen Intel i3 processor
- 6th Gen Intel i5 processor
- AMD Ryzen 3 3300U
- 4 GB RAM or higher
- Monitor that supports 1280 x 720 resolution or higher
- Stereo sound card, speakers and/or headset, microphone
- Webcam (either built-in or external)
- Broadband (LAN, Cable, or DSL) connection - speed 4 mbps.

OPERATING SYSTEM

- Microsoft® Windows® 10 (32 or 64 bit)
- Apple Mac OS X 14 Apple
- iPad IOS 14 or higher
- Android 6 and up

SOFTWARE

We recommend using the current version of one of the browsers listed below:

- Chrome Browser
- Mozilla Firefox
- Microsoft Edge
- Apple Safari
- Microsoft Office 2013 (PC) or Microsoft Office 2011 (Mac)
- Adobe Reader

EMAIL

Email is an official means for communication at IAU. There is an expanding reliance on electronic communication among students, faculty, staff, and administration at IAU. This is motivated by the convenience, speed, cost- effectiveness, and environmental advantages of using email rather than printed communication. All students must have an active email account and check it regularly for IAU-related communication.

IAUonline / MOODLE

All students, hybrid and 100% online, are required to utilize **IAUonline** to complete their coursework. To ensure that students will be successful, an assessment shall be made at the time of processing admissions. The skills assessment survey is located on the last page of the Application for Admissions. Assessments shall be made on whether each prospective student has the skills and competencies to succeed in an online learning environment, as well as a student's access to computer, software, and internet technologies. These will be taken into consideration before admitting a prospective student into the program.

The online component allows for instructors to relay messages to students outside of the classroom, spend more time teaching rather than collecting paper assignments in class, check for academic dishonesty using a plagiarism-detection software and most importantly, avoid the hassle of late submissions by tracking time-stamped assignments through electronic submission.

IAUonline is available to students 24 hours a day, 7 days a week. HcampusHybrid and 100% online courses are delivered through **IAUonline**; a cost-effective, "open-source" learning management system (LMS) called Moodle. Moodle provides functional features such as secure login, discussion

boards, automated grading of multiple-choice examinations, grade book, course back-ups, etc.

IAUonline is accessible through any popular browser (IE, Firefox, Chrome). Students are required to have an email address, which can be obtained for free from popular sites.

PROGRAM REQUIREMENTS

GENERAL EDUCATION COMPONENT

The General Education Component consists of three broad categories: Communication & English, Social Sciences, Math and Sciences, and Religious Studies. They develop competence in communication, critical thinking and analytical skills appropriate for a university-educated person, and investigation of the issues raised by living in a culturally diverse society. The General Education Component courses are open for the student to select as long as they fit in the respective category listed as to which to complete.

PROFESSIONAL COMPONENT (PC) / COMMON PROFESSIONAL COMPONENT (CPC) COMPONENT

The Professional Component (PC) and Common Professional Component (CPC) Component refers to the course content that must be included in courses taught in all accredited associate and bachelor business programs, respectively.

CORE COMPONENT

The Core Component consists of courses in degree programs that are specifically required for a particular program of study. They are the foundation courses to an academic program. The Core Component courses are clearly listed as to which to complete.

MAJOR COMPONENT

The Major Component consists of courses that make up the academic discipline to which a student formally commits. Major Component courses are clearly listed as to which to complete.

CONCENTRATION COMPONENT

The Concentration Component is akin to a major. They consist of courses that a student takes in a specific subject on top of normal core curriculum.

The Concentration Component builds on the fundamentals taught in the program to help students dig deeper into their chosen career field. The specializations are used to signal more in-depth knowledge in a particular area of interest. Each concentration is made up of a few elective courses devoted to the topic of your choice.

ELECTIVES COMPONENT

The Electives Component can be filled with courses that extend beyond general education, core, or major requirements. Electives Component requirements can be fulfilled by taking any postsecondary course at the same level. Undergraduate course codes are 000-499, while graduate course codes are 500-999. The Electives Component courses are open for the student to select as long as they are not general education, core, or major requirements.

CAPSTONE COMPONENT

The Capstone Component consists of a capstone class. The capstone course is the culminating class of the MBA program. It combines all the theories and practices into a single project that demonstrates the graduate student's knowledge and expertise acquired from the program.

ELEMENTS OF A COURSE

COURSE EXPECTATIONS

At the undergraduate level, the expectation is that students will spend on average 10-15 hours a week on the coursework. At the graduate level, the expectation is that students will spend on average 15-20 hours a week on the coursework. The online modality is not easy and takes dedication and time management. IAU realizes that there are many elements competing for one's time and attention, IAU expects dedication, scholarship, and performance from its students. This means that students must learn to balance the demands of family, work, and class work. Outside commitments should never be an excuse for poor or lack of performance. IAU has high standards, and they will not be compromised.

COURSE STRUCTURE

A typical 3-unit course is broken into 8-lesson intervals with one lesson per week. This gives opportunities for the instructor to guide, assist, and support the learning process. Within each Lesson, a student will be provided instructions and details as

to how to complete the Lesson. Each Lesson consists of various activities or assessments to measure the level of mastery of various subject areas. Specific chapters are assigned to read, discussion questions to be completed, or case studies to be analyzed.

All courses, regardless of method of delivery, have an online component to it via **IAUonline**. Through **IAUonline**, students are required to submit posts to discussion questions (DQ), submit assignments, and/or take online quizzes.

SYLLABUS

The course syllabus, class assignments, instructor's presentations, online libraries, and more are located in **IAUonline**.

READING ASSIGNMENTS, ANCILLARY RESOURCES, & OTHER VISUAL MEDIA RESOURCES

Each student is expected to do all the required readings prior to posting in the discussion room. It is recommended that students download ALL the required work prior to the start of class. In that way, a student can plan the readings for the entire session. It is also recommended that students keep all readings in a file for future use in their program. To avoid frustration, complete all the reading before attempting the quizzes and or assignments.

The online course room may provide PowerPoint Presentations to enhance the learning process. They emphasize main points and key announcements. PowerPoint Presentations make class material more legible and interesting. Bulleted points can help emphasize main points while students fill in additional detail. PowerPoint Presentations:

- Support lectures by highlighting key points
- Present tips and outlines
- Present examples
- Provide pictures and other graphics supporting the material
- Stimulate interest by use of clipart and cartoons

Visual learners use images, pictures, color and other visual media to help learn. Video clips and other visual media bring training and teaching to life and help emphasize ideas and lessons, and promote discussion. These forms of media can lead students to higher-order thinking and appeal to auditory and visual learning styles.

COURSE LEARNING OBJECTIVES

Course Learning Objectives (CLOs) are provided for each course. The CLOs describe what students should know or be able to do at the end of the course that they could not do before. Another important element is that the CLOs are aligned with the Program Learning Objectives (PLOs).

GRADING CRITERIA

The Grading Criteria for the course are listed like a table of contents. These criteria can help students perform better and prevent confusion or frustration about their grades. They list each item for which the student is responsible and the points for each assignment.

READING ASSIGNMENTS

Reading Assignments consist primarily of readings from a textbook. They may also include articles or case studies from other sources, such as news articles or journals, or viewing PowerPoint or videos presentations.

DISTANCE LEARNING & SUBSTANTIVE INTERACTION

Substantive interaction in IAU's online course room may include, but is not limited to: direct/indirect or synchronous/asynchronous faculty instruction, substantive feedback to assessments, academic online discussion, direct messaging in **IAUonline**, and contact with students that create the opportunity for relevant discussion of the academic subject matter.

PARTICIPATION

Classroom Participation. Hybrid students are encouraged to participate, so they can learn from each other. Active involvement in learning increases what is remembered, how well it is assimilated, and how the learning is used in new situations. In making statements to peers about their own thoughts on a class topic, students must articulate those thoughts and submit them to examination by others. In listening to their peers, students hear many different ways of interpreting and applying class material, and thus are able to integrate many examples of how to use the information.

Online Discussions Questions (DQs). Each student, specifically online students are expected to be an active participant in online discussions. Participation

is a graded part of the coursework. Students' class participation grade will reflect the quality and consistency of their contributions. Although a hybrid or online class does provide more flexibility in terms of the exact days/hours a student must attend class, please do not assume that one does not have to "attend" class. The group class Discussions Questions (DQs) are based around the course text and other resource material applied against real-life business situations. These discussions are designed to improve the ability of students to critically analyze and discuss the relevant issues. The DQs are located in **IAUonline**.

The expectation is postings are to be posted by the date assigned during the week. Late work is not appreciated and will be penalized per university policy. Postings are expected to be academic in nature and may require properly cited academic sources in the main post for the week. Students are suggested to respond to other students per DQ. Responses are to be academic and sophisticated and free of spelling and syntax errors.

Instructors are looking for critical thinking and analysis not unsupported personal opinions. Keep website sources to only two at a maximum in postings. No "Wiki's", for they are not accepted sources. If students ask a question of another student, they must ensure to follow-up with research findings. These DQs are a crucial element in the development of knowledge of the subject matter, and an important part of the learning experience. The purpose of the DQs is to engender academic discussions, and we emphasize **research, discovery, questioning, probing, critical thinking**, etc. Instructors are also interested in practical application and sharing experiences.

DQs are designed to:

- Demonstrate an in-depth understanding of the class material
- Have students research the topic with academic journals and papers
- Provoke constructive dialogue among students
- Clarify difficult concepts with own research, facts, and examples
- Introduce thoughtful perspectives and insights on material
- Have students share experiences. The idea is to create academic dialogue

ASSESSMENTS

Classroom and online instructors will utilize various forms of assessments. Commonly used

assessments for campus and online courses are described below.

Multiple-Choice (MC) Exams. For undergraduate courses, multiple-choice exams are utilized. These assessments are "open book". In an open book exam, a student is evaluated on understanding rather than recall and memorization, arguments and solutions. Open Book exam questions usually require a student to apply knowledge rather than just remember facts.

Mid-Term and Final Papers. Many undergraduate or graduate level courses require a traditional academic Mid-Term and Final Paper. Halfway through the course and at the end of the course, students may be required to prepare a traditional academic Mid-Term and Final Paper. Remember to take the time to ensure that thoughts are properly developed. The Mid-Term and Final Paper represent a large portion of a student's grade so give it the time and effort that it deserves. A paper format template and other materials have provided for a student's use in the preparation of the paper in this course. Please refer to these resources.

Case Study Analysis (CSA). Courses may require a Case Study Analysis (CSA), instead of a traditional academic Mid-Term and Final Paper. Case studies will allow students to demonstrate the comprehension, mastery, and application of the information. Studies show that using case studies improves student performance by introducing real world companies and situations and asking students to critique, analyze, and come to a solution.

Grading is based on clear organization of material and completeness of information. Be sure to properly cite all information used in the paper such as articles, books, websites, texts, interviews, etc. The goal of the CSA is not to do original field research, but to demonstrate the student's ability to apply our concepts in a situation.

Class Projects (CPR). Courses may require a class project. The class project is designed to provide a meaningful balance between theoretical and practical learning. Class projects provide students an opportunity to learn to define a problem, conduct research, analyze it, make recommendations, and write and present a final plan. The class project increases students' business competency through guided hands-on business experience while also introducing them to the challenges of real business. Students will learn mainly from their practical creative projects that constitute the largest proportion of the final grade.

Class Presentations. Hybrid courses may require class presentations. As current and future business leaders, effective presentations and public speaking skills are important in business, sales and selling, training, teaching, lecturing and generally entertaining an audience. Developing the confidence and capability to give good presentations, and stand up in front of an audience and speak well, are also extremely helpful competencies for self-development as well.

WRITING LEVEL AND STYLE

There exists an unspoken division between graduate level and undergraduate-level writing based upon the expectations of university instructors. Instructors expect writing assignments at the graduate level to be of a higher quality. Many of the mistakes that professors would allow at the undergraduate level are not tolerated once the graduate level has been reached. Graduate-level writing needs to be perfectly clear, concise, and free from common errors.

Undergraduate Level Writing. IAU requires undergraduate students to demonstrate their ability to think and write critically about the current subject under study. This affords students the opportunity to demonstrate a level of understanding of the subject. Writing should possess a clearly stated and well argued conclusion, showing the ability to range over appropriate areas of the subject matter with acuteness of analysis, intelligent challenges to the question set, and an abundance of appropriate authority or evidence intelligently applied.

Graduate Level Writing. Writing skills become a more fundamental aspect of attending graduate school than they ever were while an undergraduate. Often, graduate school means bidding adieu to the multiple-choice tests that examine one's ability to recognize the correct answer. Instead, graduate school is designed to test one's ability to recall, identify, examine, and explain the correct answer. Writing is utilized more often throughout graduate school, and graduate students are made readily aware that their writing skills are constantly being assessed.

APA Writing Style. IAU has adopted American Psychological Association (APA) style as the official writing style for writing assignments. This is a specific set of guidelines outlined by the APA. All the rules for APA format are contained within the APA Publication Manual, 7th Edition.

TIMELY SUBMISSION

Assessments must be submitted or completed by the due date - no exceptions. If a student foresees reasons that they will not be able to complete an assignment on its due date, submitting an assignment early is acceptable. All missed assignments and/or additional assignments must be completed according to instructors' guidelines.

BACK-UP WORK

An external backup is strongly recommended. Use an external USB drive or external hard drive. If possible, use a cloud backup. Gmail offers free large storage capacities. Computer crash is NOT an automatic extension of any deadlines. Plan ahead and anticipate problems. Have a back-up plan.

HYBRID INSTRUCTION

IAU has created a very unique mode of instruction for those who simply prefer to learn within a classroom setting. Hybrid students are required to attend classes scheduled on campus that meet regularly in a traditional classroom environment.

In hybrid classes, instruction is delivered in a traditional classroom setting. However, all students who attend classes scheduled on campus are also required to perform online research and activities and submit assignments through **IAUonline**. In attempts to reduce the campus carbon footprint, IAU uses web technologies to complement the classroom setting. The **IAUonline** portion does not displace any time spent within the classroom setting. Rather, it enhances their campus experience to allow them the ability to stay engaged through discussions present within **IAUonline** outside of classroom hours. During classroom hours, in-class questions and discussions are strongly encouraged. Other instructional techniques may also be employed i.e. audio-visual presentations, speakers, critical thinking exercises and group activities.

Using computer-based technologies, instructors use the hybrid model to redesign some lecture or lab content into new online learning activities such as case studies, tutorials, self-testing exercises, simulations, and online group collaborations. Hybrid courses are presented in a unique way designed to give the student an integrated and flexible learning environment

using a combination of traditional campus classes with the limitless resources of the internet.

INSTRUCTOR AVAILABILITY

It is possible to reach all instructors by email or **IAUonline** at any time. Instructors may also provide a local telephone number where they can be contacted. Hybrid instructors are available 15 minutes before and after class and during breaks. Hybrid instructors and students may also arrange a meeting at a day, time, and place convenient for both.

LOCATION OF CLASSROOM INSTRUCTION

Hybrid instruction is held at either the main, branch, or satellite campus identified on the list of course offerings.

100% ONLINE INSTRUCTION

For 100% online students, **IAUonline** is the only means to deliver course materials and interact with the instructor.

Standard classroom books and printed materials are typically used in combination with online lectures, assignments, and supplementary course materials. Online lectures may be entirely text-based or consist of some combination of text, graphics, sound and video.

As an online student, you are permitted to sit in the hybrid class meeting, space permitting. This option is open for all 100% online students. Please make arrangements with the instructor in advance.

GENERAL EXPECTATIONS

The course outline and structure of this course creates a set of common expectations for students' work. At the same time, each individual instructor has a personal style and way of working with learners that is unique. The Online Professor may have expressed that style and manner of working.

MANDATORY INTERNSHIP POLICY FOR ALL STUDENTS

Requirement. For ALL degree students, IAU requires the completion of a minimum of two (2) internship experiences during their academic program as an integral part of the established

program curriculum to meet graduation requirements. Students are encouraged to engage in as many internships as possible to enhance the learning experience; however, F-1 students may only engage in a maximum of two (2) CPT internships. If a student fails to procure an internship upon eligibility, this student must convene with a career services coordinator for assistance with obtaining an internship.

Internship Credit. The internship course fulfills the Internship Component requirements. Once a student has fulfilled the internship units for their respective program, the internship class will count towards elective credit.

Benefits. All students can greatly benefit from internship experiences, especially students who have little to no work experience. Below are some of the benefits to the students:

1. Enhances classroom learning by integrating academic curriculum and real-world work experience which enables students to apply classroom theory to actual work situations.
2. Confirms or redirects career decision-making through on-the-job experience in a chosen field.
3. Internship programs enhance the graduate's marketability by providing on-the-job training which improves job opportunities after graduation by giving students valuable work experience and contact with potential future employers.
4. Teaches valuable job-search skills such as career assessment, resume writing and interviewing techniques.
5. Eases the transition from being a student to entering the workforce and increases self-confidence in the workplace.
6. Enhances affordability of college through employer-paid wages. This is a means of financial assistance that is available to all students, regardless of family income levels or other financial aid arrangements.

Internship Criteria. Student must have been offered a specific training opportunity that must fall into one of the following categories:

1. To satisfy an internship requirement necessary for completion of the program.
2. To satisfy an internship elective, which counts towards completion of the degree, the internship elective must be listed in the student's school's Catalog and must state in the official course description that it is specifically designed to

allow students enrolled in the course to engage in off-campus internships.

3. The internship may be done to engage in research necessary and integral to the completion of the doctoral dissertation.

Alternative Means to Complete Internship

Requirement. Students have alternate means to complete the internship requirement.

1. Students may have challenges finding an internship, especially F-1 students. Students may complete the BUS 446/646 Internship Reflection course. This online course is an opportunity for students to reflect on their learning from a previous internship or employment experience. Students will complete a complex writing assignment related to career engagement, communication, leadership, teamwork, supervision and career/occupational preferences in the workplace. The student works closely with the Writing Center to complete the final reflection paper. The course is 1.0 unit.
2. Students who are employed for an equivalent of one (1) year full-time during their program may submit a letter from their employer. The letter must include:
 - 2.1. The dates of employment,
 - 2.2. Weekly hours, and
 - 2.3. Dates of employment must coincide with the student's time enrolled with IAU.

ADMISSIONS TO IAU

GENERAL ADMISSIONS POLICIES

ADMISSIONS NON-DISCRIMINATION POLICY

IAU welcomes all students and does not discriminate on the basis of race, color, national origin, religion, disability, gender or in any other way in its policies, practices, or procedures involving applicants, students, faculty, staff and the public. Please note, however, that IAU reserves the right to refuse admission to anyone who does not meet its admissions standards. The admission policy at IAU is designed to select a qualified and diverse student body. With open enrollments, IAU does not reject applicants based on limited enrollment caps.

OPEN HOUSE ORIENTATION (OHO)

IAU offers Open House Orientation (OHO) as an online presentation for all prospective students. Participating in OHO is mandatory for all applicants in order to complete the application process. IAU sends access to the online OHO on a weekly basis to each applicant who wishes to learn more about International American University and apply for admission into IAU's degree programs.

OHO will cover the following topics:

- Programs Offered
- Admissions Process, Documents, Deadlines
- Transferring into IAU (F-1 Applicants), Changing to F-1 Status, Applying from Outside of the U.S.A.
- Hybrid or 100% Online Study
- Tuition & Fees
- Internship Requirements, CPT, OPT

An audio powerpoint presentation will be emailed along with a survey for applicants to fill out once they have completed the online orientation in order to meet the OHO requirement.

ADMISSIONS TERMS

Applications for admission are accepted throughout the year. There are six (6) enrollment terms per calendar year. Applicants are urged to apply in a timely manner for the desired enrollment term especially if the prospectus is an F-1 applicant. Admissions Portfolios should be submitted 30 days prior to the term of enrollment to ensure timely

processing. Applicants with a "change of status" should submit 60-90 days prior.

- Spring Semester (Jan-Apr)
Session 1 (Jan-Feb) / Session 2 (Mar-Apr)
- Summer Vacation (May-Aug)
Session 1 (May-Jun) / Session 2 (Jul-Aug)
- Fall Semester (Sep-Dec)
Session 1 (Sep-Oct) / Session 2 (Nov-Dec)

NON-MATRICULATED APPLICANTS

All degree applicants must matriculate into an academic program. No non-program applicants shall be accepted.

ADMISSIONS PORTFOLIO (AP) ITEMS

The Admissions Portfolio (AP) checklist is to be used by applicants who are applying to IAU. Applicants are encouraged to check off each item enclosed. Missing paperwork will delay the admissions processing. See descriptions of each item required.

Part 1. All applicants must have the following.

1. Application for Admissions
2. Application Fee
3. School Performance Fact Sheet (SPFS)
4. Photo Headshot (email jpg)
5. Academic Credentials (Original Transcripts and/or Foreign Credential Evaluations)
6. English Proficiency (if applicable)
7. Government-Issued Identification Card

Part 2. All F-1 applicants must have the following. (If not an F-1 applicant, please skip to Part 6.)

1. Passport
2. Financial Capability, Bank Statements

Part 3. All TRANSFER F-1 applicants must have the following. (If not a TRANSFER F-1 applicant, please skip to Part 6.)

1. Form I-20
2. Form I-94 or Form I-797
3. Visa

Part 4. Doctoral Documents. (Doctoral Applicants only.)

1. Resume
2. Letter of Interest

3. Letters of Recommendation (2)

Part 5. VA Documents.

1. Certificate of Eligibility

Part 6. Optional.

1. Transfer Credit (TRC)
2. Standardized Exams Credit (SEC)
3. Dependents, Passport, and Visa

APPLICATION FOR ADMISSIONS

Complete all items on the Application for Admissions form. Type on the form ensuring that the details are legible. Then, print the form and sign/date. Scanned/emailed forms are acceptable. Make sure the Application Portfolio (AP) is submitted before the deadline.

APPLICATION FOR ADMISSIONS FEE

For hybrid, online, or F-1 applicants, submitting an application requires a non-refundable application fee. F-1 students must also remit a non-refundable Form I-20 processing fee. See current Schedule of Fees.

GRADUATE ENTRANCE EXAMINATIONS

No graduate entrance examinations are required at the time of admissions for graduate programs.

INFORMATION TECHNOLOGY SKILLS

IAU recommends computer and internet skills sufficient to effectively participate in IAU's learning model and conduct research at the appropriate level. Applicants must complete the Skills Assessment Survey on the Application for Admissions.

SCHOOL PERFORMANCE FACT SHEET (SPFS)

As a prospective student, students are encouraged to review the School Performance Fact Sheet that includes student achievement data, which must be provided prior to signing an enrollment agreement. Applicants must sign and date the first page and initial the rest of the pages of the School Performance Fact Sheet and submit it with the Admissions Portfolio (AP).

PHOTO HEADSHOT

A current photo that is no older than 6 months is required. The photo shall be used for the student identification card and uploaded to the student's profile. Photo should be facing straight forward in front of a white background, like a passport photo. NO SELFIE's. Remove accessories, such as a hat, scarf, hoodie, or handkerchief. Glasses are OK. Photo must be sent via email as a JPEG, PDF or other common file type.

UNDERGRADUATE EDUCATIONAL PROGRAM ADMISSIONS

IAU shall not admit any student who is obviously unqualified or who does not appear to have a reasonable prospect of completing the program. IAU requires either evidence of:

- High school diploma. A copy is acceptable. Must be translated in English;
- General education diploma (GED);
- Successful completion of a degree. Degree must be earned at an appropriately accredited institution, or foreign equivalent.

TRANSCRIPT, ORIGINAL

Applicants must provide an original transcript from U.S. postsecondary institutions, sent to the IAU Office of Admissions. Prior college and university transfer courses and/or degrees must be earned at an institution accredited by an accrediting association recognized by the U.S. Department of Education or a foreign institution. The applicant may request the original transcript to be returned. Courier fees may apply. Foreign transcripts may be difficult to obtain. Therefore, digital copies of the original may be acceptable on a case-by-case basis.

ENGLISH PROFICIENCY

Proficiency in reading, writing, speaking, and understanding English is essential to the student's success at IAU. Since classes are taught in English, an applicant must demonstrate their ability to read, write, and speak English. If English is not the applicant's native language, they will be required to provide proof of English Proficiency. [See ways to meet the English Proficiency requirement.](#)

GOVERNMENT-ISSUED IDENTIFICATION CARD

Acceptable forms of Identification can be:

- U.S. passport
- Permanent resident card
- Driver's licenses or other state photo identity cards issued by Department of Motor Vehicles
- Foreign government-issued passport / identity cards or National identity cards / Driver's license

MAXIMUM CREDITS AWARDED

Undergraduate Level. A maximum of 75% of the credits required may be awarded for a combination of transfer credit and standardized exam credit.

Master Level. No more than 20% of graduate semester units or the equivalent in other units awarded by another institution may be transferred for credit toward a Master's degree.

Doctorate Level. A maximum of 30 units of graduate semester units or the equivalent in other units awarded by another institution may be transferred for credit toward a Doctoral degree.

TYPES OF CREDIT AWARDED

Evaluation of Transfer Credit (TRC). IAU will consider awarding credit from other institutions to transfer students as determined by the Office of Admissions, Chief Academic Officer, or qualified faculty member. To transfer to IAU, an applicant must file an application for admission, satisfy all admission requirements, and submit original transcripts from all post secondary institutions attended. Credit earned for courses for which a grade of "C" or higher will be considered for transfer. IAU considers the accredited status of the transferring institution as a major factor, but not the sole determinant of the transfer decision. There is no age limit to the academic credit which has been completed. The Office of Admissions has the sole discretion to award transfer credits. If a student wishes to ask for reconsideration of this decision, they may contact the Office of Admissions. The maximum amount of transfer credit that may be granted for each program level is detailed below:

Program	Maximum TRC Units Awarded
Associate Degree	45
Bachelor Degree	90
Master Degree	6

Doctor Degree 30

Reasons for refusal of transfer credits:

1. The course is not comparable to the academic objectives of IAU.
2. The course level is not the same level to apply toward the degree. For example, a student is trying to apply credit from a lower division course (100-499) toward an upper division course (500+).
3. Students are trying to transfer duplicate content.

Appeal the decision to reject transfer credits:

If the student decides to appeal the transfer credit denial decision, their first step is to reach out to the admissions representative. The admissions representative will assist the student by providing a timeline and instructions for submitting the documentation necessary to evaluate the student's decision and begin the appeal process. Students should contact a representative via adm@iaula.edu and include "TRC Appeal" in the subject line. Be sure to include the following in the body of the email:

1. Student's full name
2. Date of birth
3. Phone
4. F-1 Transfer - provide SEVIS ID

Standardized Exam Credit (SEC). IAU will consider awarding credit for standardized tests for specific academic disciplines. Students who obtain the credit-granting score required can earn credits and course exemptions. The institution establishes standards that are recommended by the American Council on Education (ACE). IAU grants a credit on standardized exams for undergraduate credit only. The maximum amounts of credit that may be granted are detailed below:

Program	Maximum SEC Units Awarded
Associate Degree	45
Bachelor Degree	90
Master Degree	0
Doctor Degree	0

The number of credits accepted as Standardized Exam Credit will be determined after an evaluation of the number of credit hours earned per course and of the similarity between the IAU courses and those courses required from the issuing institution. Official exam scores must be sent from the crediting exam center. Some standardized exams accepted include:

1. Advanced Placement Program (AP)
2. College-Level Examination Program (CLEP) - IAU CLEP College Code: #2641
3. DANTES Subject Standardized Tests (DSST)
4. Excelsior College Examinations (ECE)
5. Graduate Record Examination (GRE) Advanced Subject Tests
6. New York University (NYU) Proficiency Testing in Foreign Languages
7. Thomas Edison College Examination Programs (TECEP)

PRIOR EXPERIENTIAL LEARNING (PEL) CREDIT

IAU shall grant credit to a student for Prior Experiential Learning (PEL) that is equivalent to a college or university level of learning. The learning experience must demonstrate a balance between theory and practice. The credit awarded for the prior learning experience directly relates to the student's degree program and is applied in satisfaction of some of the degree requirements. PEL credit is not awarded for non-degree programs. PEL Portfolio may be submitted anytime during the student's degree program. PEL Portfolios are not acceptable before being officially admitted or during the semester of intended graduation. PEL credit awarded during a particular academic term does not count towards meeting enrollment requirements.

Documentation of Assessment. PEL for which credit is sought shall be documented by the student in writing. PEL shall be assessed by subject matter expert (SME) faculty qualified in that specific subject area who shall ascertain to what college or university level learning the student's prior experience is equivalent and how many credits toward a degree may be granted for that experience. The SME faculty assessing the prior learning shall prepare a written report indicating all of the following, including but not limited to:

- Documentation of the nature of the PEL.
- The bases for determining that the PEL is equivalent to college or university level learning and demonstrates a balance between theory and practice.
- The bases for determining to what college or university level the experience is equivalent and the proper number of credits to be awarded toward the degree for that experience.

Review of PEL Assessment. IAU's Chief Academic Officer (CAO) and/or Program Chairs are responsible

for the review of SME faculty determinations regarding the award of credit for PEL. The aforementioned designated officials shall document IAU's periodic review of SME faculty evaluations to ensure that the SME faculty's written assessments and awards of credit comply with BPPE CCR 7.5 Article 2 §71770 and that IAU's policies are consistent. The PEL Committee oversees the integrity of the PEL policy and procedure.

PEL Assessment Fee. PEL assessment is subject to an assessment fee. The amount of credit awarded for PEL shall not be related to the amount charged to the student for the PEL Portfolio assessment process. See Schedule of Fees for current fee.

Maximum PEL Credit Awarded.

Undergraduate Program

- **First 60 credits.** Of the first 60 semester credits awarded a student in an undergraduate program, no more than 15 semester credits may be awarded for PEL.
- **Second 60 credits.** Of the second 60 semester credits (i.e., credits 61–120) awarded a student in an undergraduate program, no more than 15 semester credits may be awarded for PEL.

Graduate Program

- **First 30 credits.** Of the first 30 semester credits awarded a student in a graduate program, no more than 6 semester credits may be awarded for PEL.
- **Second 30 credits.** Of the second 30 semester credits (i.e., credits 31–60) awarded a student in a graduate program, no more than 3 semester credits may be awarded for PEL.
- **After 60 credits.** No credit for PEL may be awarded after a student has obtained 60 semester credits in a graduate program.

LETTERS OF RECOMMENDATION

Academic references are those people who can address applicants' abilities in areas of scholarly or academic activity. These may come from instructors, faculty members, deans, program directors, internship supervisors, etc.

Professional references are those people who can address applicants' abilities in their chosen career field and their overall work ethic. These may come from current or past supervisors, co-workers, human

resource managers, etc.

Personal references can discuss personal traits. Be careful not to include family members. While these people may give applicants great recommendations, they are irrelevant. These may come from sports teammates, fellow organization members (i.e. fraternities, sororities, clubs, etc.), fellow volunteers, mentors, etc.

F-1 VISA APPLICANTS

In addition to meeting all general admissions requirements for the degree programs, F-1 students are required to submit additional documentation. Review the following admissions process to submit the application for admissions.

For detailed information about F-1 students, the admissions process, coming to the USA, employment, OPT, etc., please review the SEVP Handbook. For more information on requirements for admission of international students, please email adm@iaula.edu. Visit the website for more information – www.iaula.edu.

STUDENT EXCHANGE VISITOR INFORMATION SYSTEM (SEVP)

The Student and Exchange Visitor Information System (SEVIS) is an internet-based system that is used to maintain accurate and current information on nonimmigrant students/scholars (F, M & J) visas and their dependents. **SEVIS School Code#: LOS214F01373000**

TIMELY SUBMISSION

F-1 applicants must submit required documents at least 45 days prior to the opening of the academic term for which admission is sought. To process the application for admission in a timely manner, IAU requests that applicants submit their application as soon as possible. Applicants with a "change of status" may require longer processing time, as each case varies.

PASSPORT

Passport must be valid 6 months from the program start date.

FINANCIAL CAPABILITY

Before a U.S. consul will grant a visa, an applicant

must prove that they will have sufficient money to meet all expenses while studying in the United States. The applicant must explain the source of the funds and guarantee that they will receive them while at IAU. Unless the applicant can provide written evidence demonstrating they have adequate financial resources for the entire time needed to complete the degree program, the consul will not grant the applicant a student visa.

Prospective students must submit bank statements dated within three months that demonstrate funds to cover all expenses while in attendance at IAU. See minimum amount for each program level. Immigration laws only permit employment in special cases and only on a part-time basis.

Dependents: If an applicant plans to bring a spouse and/or children, the dependent will need to be listed on the financial documentation form. Please list dependents' names at the bottom of the form along with their date of birth, country of citizenship, and relationship to the student. Applicants must add \$2,000 USD per dependent per semester to the total available funds and submit a copy of a passport for all dependents.

FOREIGN EDUCATED APPLICANTS

If an applicant completed their coursework at a foreign (outside of the U.S.) institution, they will need to provide transcripts in English. Transcripts not in English must be evaluated by an appropriate third party and translated into English or evaluated by a certified transcript evaluator fluent in the language on the transcript. In this case, the evaluator must have expertise in the educational practices of the country of origin and include a certified English translation of the review.

- **Certified Translation:** Foreign transcripts must be submitted in the original language accompanied by an official English translation. Translations must be literal, complete versions of the originals and must be translated by a university, Government official, or official translation service. An applicant may not complete their own translation.
- **General Report:** For purposes that require showing evidence of an earned degree, an official evaluation of a General Report translated in English of the degree is acceptable.
- **Course-By-Course Report:** If an applicant wants to receive transfer credit for coursework completed at a foreign (outside of the U.S.) institution and/or show the equivalent CGPA, they will need to submit a certified

course-by-course English-translated evaluation of the transcript of records.

IAU recommends a National Association of Credential Evaluation Services (NACES) member or other reputable foreign credential evaluation agency for course-by-course or general report evaluations. For a list of NACES approved agencies, go to www.naces.org. In the event that applicants cannot obtain official copies due to circumstances, notarized (or otherwise certified) copies of academic documents are acceptable.

HEALTH INSURANCE

Health insurance is recommended for international students enrolled in IAU. All international students on F-1 visas are recommended to have medical insurance for themselves and their dependents living with them. Although IAU does not mandate a specific Health Insurance Provider, IAU is partnered with ISO Health Insurance and GeoBlue International Health Insurance to provide international students with local and affordable plans.

VISA INTERVIEW

If an applicant is currently abroad, and does not yet have a valid U.S. student F-1 visa, the applicant generally applies for one at the U.S. embassy or consulate with jurisdiction over their place of permanent residence. Although visa applicants may apply at any U.S. consular office abroad, it is generally more difficult to qualify for the visa outside the country of permanent residence.

For more information on admissions, please email adm@iaula.edu. Visit the IAU website for more information – www.iaula.edu.

FORM I-20

Provide a copy of the most recent Form I-20 to include pages 1 and 2. If the applicant is currently on OPT, submit a copy of the OPT Form I-20 issued from the previous institution.

FORM I-94 OR FORM I-797

The Form I-94 indicates the arrival departure record for a student's F-1. The Form I-797 Notice of Action indicates that the applicant changed status to his or her present visa. Provide a copy of Form I-94 Card (front and back). For those students who arrived in the U.S. after April 2013, the Form I-94 is only available through the U.S. Government's Official Web

Portal for retrieving Form I-94 Admission number. Digital Form I-94 can be obtained by going to: <https://i94.cbp.dhs.gov/I94/#/home>. Instructions on how to retrieve the Form I-94 online can be found at: <https://help.cbp.gov/>.

STUDENT AND EXCHANGE VISITOR PROGRAM (SEVP)

The Student and Exchange Visitor Program (SEVP) is a part of the National Security Investigations Division and acts as a bridge for government organizations that have an interest in information on nonimmigrants whose primary reason for coming to the United States is to be students. On behalf of the U.S. Department of Homeland Security, SEVP manages schools, nonimmigrant students in the F and M visa classifications, and their dependents. IAU's F-1 students must follow these simple guidelines to comply with USCIS regulations:

1. **FULL-TIME.** F-1 students must be full-time students at the institution that they are authorized to attend by USCIS. This means enrolling in at least 12 undergraduate units or 9 graduate units each mandatory semester (Spring & Fall) or the initial starting term.
2. **ADDRESS.** F-1 students must have a permanent home address outside of the United States. That address must be on file with the institution granting the Form I-20.
3. **PASSPORT.** F-1 students must keep their passport valid at all times, up to six months into the future.
4. **FINANCES.** F-1 students must be able to support themselves without working illegally during their entire stay in the United States.
5. **PHOTOCOPIES.** F-1 students should make photocopies of passport, Form I-20, and Form I-94. F-1 students should keep the photocopies of these documents in a safe place. If original documents get lost or stolen, having copies will make the replacement process much easier.
6. **TRAVEL, CONSULT.** F-1 students must not travel outside the United States without first consulting with an IAU DSO at least 2 weeks before their travel. The IAU DSO will check student's documents and sign the Form I-20, so that they will not have any difficulties reentering the United States. F-1 students from certain countries may need to obtain special "visitor visas" to enter Canada. If a student has a family emergency and needs to leave immediately, they should contact an IAU DSO for immediate assistance.
7. **TRAVEL, OPT.** If an F-1 student is eligible and would like to apply for Optional Practical

- Training, the student will be advised that they should not travel outside the USA until they have been issued the work permit from DHS.
8. DURATION OF STATUS (D/S). F-1 students will have a notation on either a digital or physical nonimmigrant Form I-94 indicating that the student is authorized to remain in the United States as long as they maintain a valid status.
 9. GRACE PERIOD. A 60-day grace period is available to students who have completed a program of study or completed authorized Optional Practical Training. A 15-day grace period is available to F-1 students who need to cancel/withdraw from classes due to illness, a family emergency or financial difficulties. However, prior approval by a DSO is required before the cancellation/withdrawal takes place. Failure to obtain prior approval results in no grace period and the loss of legal status.
 10. REENTRY. An F-1 student may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact a DSO.
 11. NOTICE OF ADDRESS. When an F-1 student arrives in the United States, the F-1 student must report your U.S. address to the DSO. If an F-1 student moves, he/she must notify the DSO of your new address within 10 days of the change of address. A DSO will update SEVIS with the new address.
 12. VISA OVERSTAYS. A nonimmigrant visa stamp in a student's passport will be void in the United States beyond the period of authorized stay. A student cannot seek a new visa other than from their country of citizenship. (Illegal Immigration Reform & Immigration Responsibility Act of 1996)
 13. PERIOD OF STAY. An F-1 student may remain in the United States while taking a full course of study or during authorized employment after their program. When F-1 status ends, the student is required to leave the United States on the earliest of the following dates: 1) the program end date on the Form I-20 plus 60 days; 2) the end date of OPT plus 60 days; or 3) the date of termination of the program for any other reason.
 14. BE AWARE OF THE DATES ON FORM I-20. Students should plan the education program so that they will not be out-of-status and be enrolled in the appropriate number of units (this means the completion of the appropriate

amount of units for the student's program at the end of Fall or Spring semester). (Illegal Immigration Reform & Immigration Responsibility Act of 1996)

15. EXTENSION. Students must plan their extension of stay in a timely manner to meet the immigration deadline. (Illegal Immigration Reform & Immigration Responsibility Act of 1996)

Refer to the [U.S. Immigration and Customs Enforcement \(ICE\)](#) website. For additional information, students should contact an IAU DSO and schedule an appointment.

CHANGE OF PROGRAM

Students are permitted to do a Change of Program (COP) in the first session, maybe in the first term. IAU makes it possible for admitted and enrolled students to petition to change their academic program without requiring the student to complete the external application process. Approval is by no means automatic; it is subject to admissions review. Students must meet all admissions requirements of the new program. A student who wishes to change from one academic program to another should consult an SSP academic advisor first. A Change of Program (COP) fee is applicable.

The request should be submitted prior to the start of a session to avoid mis-scheduling and missed classes. The latest the Change of Program will be accepted is up to two weeks after the session has started. Students who wish to petition for a Change of Program more than two weeks after the session has started will have to submit a formal Program Withdrawal, re-apply to the new degree program, pay the application fee, re-submit all documentation, and undergo the admissions process again.

REAPPLYING TO IAU IN GOOD STANDING

If an applicant was once enrolled as an IAU student and either left in good standing or graduated, and would like to re-enter IAU, the applicant would have to complete the current application for admissions, submit Admissions Portfolio (AP) documents, meet admissions requirements, and pay the applicable admissions fees. An application fee is required. Remember to provide your former student ID number on the application for admissions.

Good Standing is defined as a student who left IAU and did not violate any academic, financial, or conduct policies.

Applicants must meet current admissions requirements at the time of application. Documents that need to be re-submitted are those that are considered "time-sensitive," such as a bank statement.

REAPPLYING TO IAU AFTER ADMINISTRATIVE WITHDRAWAL

If a student has been administratively withdrawn from IAU, the following procedures apply:

Students on academic probation and removed administratively.

- Students who have been evaluated as not being able to complete the academic program within 150% of the average time for completion will not be considered for readmission.
- Students who are administratively withdrawn due to academic probation are advised to show evidence of positive life change and academic progress in support of their application at which time they will be considered for readmission.
- Students who are administratively withdrawn due to financial delinquency are required to pay off their current account balance at which time they will be considered for readmission.

Re-Admission approval

- The student will be required to have a meeting with the CAO or President who is authorized to approve readmission.
- If approved, the student must reapply.

Transcript. If the student is readmitted, on the transcript will appear a notation that the student was readmitted in the semester/session that the student was readmitted.

ADMISSIONS PROCESS & PROCEDURE

The admissions process is designed to assist the student in evaluating and assessing their educational goals by coming to an agreement with the institution to enroll and receive credit for the desired program. All applicants applying to an academic program must go through the institution's admissions process.

STEP 1: Sign-Up for Online OHO. IAU offers a voice over Open House Orientation (OHO) powerpoint which provides information on how to apply for admission into the IAU degree programs. Online OHO is mandatory for all applicants and is required in order to complete the application process.

STEP 2: Submit AP. Applicants must submit a completed Admissions Portfolio (AP). The AP is an accumulation of all the necessary documents for the Office of Admissions to evaluate and determine if applicants meet the admissions criteria for the applied program. The required items are clearly listed on the Application for Admissions. Applicants must review the admissions requirements of the program to which they are applying as certain programs may require additional documentation. Use the checklist to ensure that all required documents are submitted. The AP shall be evaluated upon receipt of the non-refundable application fee. In order to initiate the evaluation process, applicants should include the application fee with their AP. All materials must be submitted in English. AP's should be submitted a minimum of 15 days prior to the admissions deadline.

STEP 3: Evaluation. After the Admissions Portfolio (AP) has been received, the Office of Admissions will evaluate to determine if the applicant is close to meeting the criteria or if there are any missing elements. If an item is missing, the Office of Admissions will contact the applicant and request the missing item(s). If the AP remains incomplete for over 30 days, it will be properly discarded.

STEP 4: Decision. Within 7-10 days of receiving a completed application, one of the following decisions shall be determined:

Denied: If the applicant is not accepted, the Office of Admissions will send a letter to the applicant informing the applicant of the decision and stating why their qualifications are deficient. Denial can be appealed.

Accepted: If the applicant is accepted for admission, an acceptance letter will be sent to the applicant along with an enrollment agreement and other admissions documents to formalize the acceptance into the program.

STEP 5: Accept/Refuse Admission Offer. If the applicant wishes to refuse the offer of admissions, they should simply notify the Office of Admissions. If the applicant wishes to accept

the offer of admissions, the applicant will be required to sign and submit the admissions enrollment documents provided upon acceptance to the Office of the Registrar.

STEP 6: F-1 Visa. If the applicant is applying as an initial F-1 student from outside of the U.S., the applicant must secure an F-1 visa, enter the U.S., and inform the Office of Admissions of their arrival prior to the program start date.

STEP 7: Official Enrollment. Once the admissions enrollment documents are received, applicant will be issued an official NSO package, which includes an official enrollment letter, and student identification number (SID#). The official IAU ID card is issued at New Student Orientation.

STEP 8: Register For Classes. Students are required to register for classes. Staff from the Office of Student Support will assist with this process. Registration requires choosing the appropriate classes for the term.

STEP 9: Tuition Payment Plan. In order to make monthly payments for tuition, students can arrange a Tuition Installment Plan by meeting with the Office of Student Finance.

STEP 10: NSO. IAU holds a mandatory online New Student Orientations (NSO) to inform students of academic policies, **IAUonline**, and answer any questions along the way that may help them adjust to being a new student at IAU. NSO is a requirement for all new students. Students who fail to complete NSO shall be administratively withdrawn from the program.

SERVICES

IAU is dedicated to providing the best opportunities to students. Here, students will find information that helps them be an involved and knowledgeable member of our community.

ADMISSIONS SERVICES

OPEN HOUSE ORIENTATION (OHO)

IAU offers Open House Orientation (OHO) as an online presentation for all prospective students. Participating in OHO is mandatory for all applicants in order to complete the application process. IAU sends access to the online OHO on a weekly basis to each applicant who wishes to learn more about International American University and apply for admission into IAU's degree programs.

OHO will cover the following topics:

- Programs Offered
- Admissions Process, Documents, Deadlines
- Transferring into IAU (F-1 Applicants), Changing to F-1 Status, Applying from Outside of the U.S.A.
- Classroom-Hybrid or 100% Online Study
- Tuition & Fees
- Internship Requirements, CPT, OPT

An audio powerpoint presentation will be emailed along with a survey for applicants to fill out once they have completed the online orientation in order to meet the OHO requirement.

NEW STUDENT ORIENTATION (NSO)

IAU holds mandatory New Student Orientations (NSO) online via **IAUonline** for all new/returning students starting a new program. NSO is held asynchronously online for one week, which is typically the week before classes begin. IAU's staff are knowledgeable about all the resources new students will need. Staff will help students with orientation, registration, academic policies, **IAUonline**, and any questions along the way. Students who are unable to complete NSO before the start of classes shall have their enrollment canceled and be administratively withdrawn from the program.

ADMISSIONS EVALUATION

Applicants are required to submit an Admissions Portfolio (AP). Details of the AP can be found on the

IAU website. Upon applying for admissions, IAU provides a Program Completion Plan (PCP). This is included with the non-refundable Application for Admissions Fee. The PCP consists of a thorough evaluation of submitted transcripts, foreign credential evaluation, standardized exam credit, and any other documentation that can be evaluated for award of credit.

PROGRAM COMPLETION PLAN (PCP)

A Program Completion Plan (PCP) shall be completed for all applicants who have been accepted to an academic program at IAU. The PCP shall indicate the program requirements required to complete the program. Also, indicated on the PCP is any credit awarded. Credit awarded may be in the form of transfer credit (TRC), standardized exam credit (SEC), or Waived courses, as indicated. Any credit awarded may reduce the length of time, as well as cost to complete the program. Applicants are required to review the PCP carefully. Once the enrollment agreement is signed, the PCP is locked and the student is bound to those program requirements. However, IAU can award TRC for courses taken after a student signs the enrollment agreement with the submission of original transcripts. See current Schedule of Fees.

U.S. IMMIGRATION & CUSTOMS ENFORCEMENT (ICE)

On March 6, 2009, IAU was approved by the U.S. Immigration and Customs Enforcement (ICE) of the Department of Homeland Security (DHS) to accept and enroll foreign, nonimmigrant F-1 students for academic degrees. **SEVIS School Code# LOS214F01373000**

STUDENT VISAS

IAU is approved by the United States Immigration and Customs Enforcement (ICE) of the Department of Homeland Security (DHS) to accept and enroll foreign, nonimmigrant F-1 students for academic degrees and English language training. The U.S. Consulates/Embassies issue F-1 Visas for all the students from overseas who are accepted for full-time study at IAU. Rules for Visa Application may vary in each country. Students should contact the U.S. Consulate in their country for the latest instructions on how to apply for a Student Visa. **SEVIS School Code#: LOS214F01373000**

STUDENT SUPPORT

ACADEMIC ADVISING

Academic advising is available to all students. It is highly recommended that students seek academic advising each semester in order to properly register for classes. It is the responsibility of the student to consult with their assigned program advisor during registration. The assigned advisor will assist the student in scheduling courses so as to fulfill the requirements of the degree program. Nevertheless, it is the responsibility of the student to fulfill the relevant requirements of the degree. Advisors also maintain files on individual advising sessions to assist in academic planning.

Sometimes students experience academic difficulties not because they do not understand the specific course material, but rather due to other factors such as excessive anxiety, poorly developed study skills, or unrealistic expectations about how much they can handle. Academic advising can help students figure out what may be impeding their academic progress, and assist them in taking steps to address the problem(s). IAU provides a friendly setting in which students may explore concerns of a personal, academic, or career-related nature.

ENGLISH INSTRUCTION / WRITING CENTER

The IAU Writing Center provides support for students working on course papers and independent writing projects. The Writing Center can help at any stage of the writing process, from brainstorming to final polishing of their papers.

For in-person help from the Writing Center, please visit <https://iaula.edu/writing-center/> for current office hours. Office hours are subject to change without notice, so it is recommended that students call or email before coming to campus.

If students are unable to come during office hours, they can also email their assignments to wc@iaula.edu. A staff member can assist and provide the student with comments or tracked changes and communicate with the student via email. Papers should be submitted at least three days before they are due.

Additionally, if students require assistance in developing their English skills, these services are available for free at the Writing Center.

TEXTBOOK SERVICES

The textbook list is posted online for students to obtain a textbook. It is the student's responsibility to obtain the textbook(s) required for the classes they are enrolled in. The estimated cost of one used textbook is \$75-100. To calculate the total textbook expense for the entire program, multiply \$90 x the number of courses in the student's program. IAU shall publish a list of where textbooks can be obtained.

Most textbooks can also be obtained through major bookstores such as:

- www.amazon.com
- www.BarnesandNoble.com
- www.ecampus.com/textbookpage.asp

STUDY GROUPS

Campus Students. IAU believes that study groups can be very valuable in the learning process. They can provide support, discipline, and ready feedback. Campus students can form study groups on campus. Areas are made available for students to study together on campus or at designated centers.

Online Students. As with any distance-learning program with students throughout the world, it is difficult for students to convene in traditional study groups for learning purposes. IAU provides for "electronic interaction" between students and their instructors, which it believes offsets this limitation. Through electronic means, students are in direct one-on-one contact with their online professors and academic staff to enhance their learning.

LEARNING RESOURCES

IAU's campus and digital library is appropriate to the academic level and scope of IAU's programs and provides a range of support to meet students' needs, primarily to serve the scholarly and research needs of the faculty and students of the University.

Designated library personnel manage the library. Trained administrative staff provides library service assistance to the students. Copies of textbooks are available to be borrowed also but cannot be removed from the premises. Photocopies can be made by students at no cost to students.

Campus Library. The IAU Library is for student and faculty use only and is not for the public. The library contains over 1,000 books, mainly specialized holdings in those subject areas relevant to IAU's

course offerings--business, management, and Christian studies. The library is also furnished with tables and chairs, providing students with a quiet area to study, and contains seven computer cubicles. The computer workstations have standard software installed, including web browsers, Microsoft Office, and Adobe Acrobat. They are hard-wired for internet use, so students can conduct research or browse the LIRN digital library.

Additionally, four computer workstations are located in the front administration office behind the reception area. These four computer cubicles are configured similarly to the computers in the library. There is a printer connected to these four computer workstations so students can print, free of charge.

Designated library personnel manage the library. Trained administrative staff provides library service assistance to students. Students may contact the librarian for finding, evaluating, and managing information for their research. All questions can be directed to library@iaula.edu.

Current library hours can be found online at iaula.edu/library-services.

Online Library. Through LIRN, IAU's Online Library provides students with millions of peer-reviewed and full-text journal, magazine, and newspaper articles, e-books, podcasts, audio, and video resources to support their academic studies from various academic databases, eLibrary, Open Access Resources, and more. The online library and other resources are more than sufficient to meet the instructional needs for undergraduates, graduate students, and instructors. It allows students to meet their program objectives. The complete online databases and open resources are listed on the website at iaula.edu/library-services.

Access to the Online Library and Library Training. During New Student Orientation (NSO), a tutorial is provided on how to use the LIRN Research Library. Additional training can be provided on campus by trained administrative staff. Additionally, support and training is provided during students' program to use the online library.

Local Public Libraries. Within a five mile radius of IAU's campuses, there exist 2 public libraries. These libraries are open to the public and may be used as ancillary resources. The contact information of the libraries is below.

Libraries located near IAU's main campus:

- **Pio Pico – Koreatown Branch Library**
694 S Oxford Ave., Los Angeles, CA 90005
(213) 368-7647
www.lapl.org/branches/pio-pico-koreatown
- **Wilshire Branch Library**
149 N Saint Andrews Pl., Los Angeles, CA 90004
(323) 957-4550
www.lapl.org/branches/wilshire

Libraries located near Orange County Satellite Campus:

- **Irvine Heritage Park Library**
14361 Yale Avenue, Irvine, CA 92604
(949) 936-4040
- **Irvine Katie Wheeler Library**
13109 Old Myford Rd., Irvine, CA 92602
(714) 669-8753
- **Tustin Library**
345 E. Main Street, Tustin, CA 92780
(714) 544-7725

Libraries located near San Diego Satellite Campus:

- **University Heights Branch Library**
4193 Park Blvd, San Diego, CA 92103
(619) 692-4912
- **Mission Hills - Hillcrest/Knox Branch Library**
215 W Washington St, San Diego, CA 92103
(619) 692-4910
- **North Park Branch Library**
3795 31st St, San Diego, CA 92104
(619) 533-3972

E-Resources. IAU's Directory of Online Resources is a compilation of several free online library resources. This is a collection of resources that includes articles, books, and journals.

Plug-Ins / Freeware. IAU provides a selection of PC-compatible plug-ins and freeware available for download. IAU is not liable for any issues related to the installation of plug-ins and freeware. Please visit iaula.edu/tech-tools.

Publications / Forms. IAU publications and forms can be found throughout the IAU website. Please visit iaula.edu/forms-downloads.

INTERNSHIPS

On-Campus Internship. IAU offers unpaid on-campus internships for students. For students with little or no experience, this may be a way to gain administrative and clerical experience. Working under the supervision of an IAU staff member, the student will be charged with clerical work, data entry, filing, etc.

Teaching Assistant Program (TAP) Internship. IAU has established the teaching assistant program to assist in teaching on-ground and on-line courses. The goal of the program is to assist in the development of graduate school students for teaching roles. As such, teaching assistants play a crucial role in IAU's efforts to ensure academic success among the institution's undergraduate population.

OTHER STUDENT SERVICES

HOUSING

IAU does not have dormitory facilities under its control. Housing is the responsibility of the student. There are many apartments for rent within a 1 to 10-mile radius of IAU, and many are within walking distance. Single bedroom apartments may cost \$1,000 to \$1,600/month. Many families have rooms for rent from \$600 to \$800/month. For F-1 international students who wish to find housing near IAU, student services can assist with locating a local American homestay. IAU will publish housing options.

For more information on housing, please email ssv@iaula.edu. Visit the IAU website for more information – iaula.edu/f-1-services.

STUDENT WORKSHOPS

IAU will offer free 1.5 to 2 hour Student Workshops throughout the year. Participation by students is voluntary. Professors are encouraged to offer extra credit for attendance.

There are three types of Student Workshops: Professional Development, Spiritual Development, and Informational. Professional Development workshops give a competitive edge to IAU's business students in obtaining internships and securing desired employment. Topics for these workshops vary from industry and career knowledge, organizational leadership panels, networking, and professional image enhancement. Spiritual

Development workshops focus on student's personal development getting them closer to a connection with Jesus Christ. Informational workshops only focus on giving students information that they might find useful.

By applying themselves in the workshops, IAU business students will develop a balanced portfolio that reflects their academic, professional, and career readiness. A certificate of completion that can be added to the student's portfolio is presented to each attendee at the time of completion of Professional Development workshops, which can be a student's unique competitive advantage over other job candidates. Certificates will not be handed out for Informational and Spiritual Development workshops.

SPIRITUAL DEVELOPMENT WORKSHOPS & ACTIVITIES

IAU has always been interested in the development of the whole student and faculty and attempts to do so by offering free spiritual development workshops and activities throughout the year to allow students and faculty to develop a sense of self and identity, and how to connect with others. Students and staff work together in creating worship services and volunteer programs that help them live out their calling of service while at IAU. The workshops become a place for spiritual renewal and social support and a springboard for getting involved in service activities.

SOCIAL ACTIVITIES

IAU holds social activities for students to participate. These include bowling, Movie Night, and Karaoke Night. Cultural holiday parties are also held, for example, St. Patrick's Day, Student Thanx-mas, and Halloween.

CAREER PLANNING & PLACEMENT

IAU's programs do not prepare graduates for a specific occupation or employment and do not provide formal career planning services. All students are encouraged to speak with the staff, faculty, and instructors regarding career and professional planning. The institution will provide a list of employers who have contacted the institution offering employment opportunities. These postings will be made available on the public bulletin board or online in the student resources page.

Information & Resources. Through career services, IAU will provide Career Assessment Tools, Information about working in the U.S. for F-1 visa

holders, job search engines, and resume writing resources, interview advice, job search engine resources, resume writing resources, and personal assistance.

Job Board. Also, career service regularly updates employment opportunities to the job board, and these opportunities are announced monthly.

CURRICULAR PRACTICAL TRAINING (CPT)

F-1 students who engage in internships do so through Curricular Practical Training (CPT). F-1 students utilize CPT when practical training is an integral part of the established curriculum or academic program, and the student must be awarded academic credit. CPT is directly related to an F-1 student's major area of study. CPT is defined to be alternative work/study, internship, cooperative education, or any other type of required internship or practicum that is offered by sponsoring employers through cooperative agreements with the school. CPT is granted by Career Services (CSV) with the main purpose of achieving a curricular objective. A designated school official (DSO) authorizes CPT in SEVIS and prints the authorization on the students' Form I-20. CPT authorization is employer-specific. F-1 students may only work for the employer listed on the Form I-20.

CURRICULAR PRACTICAL TRAINING (CPT), ELIGIBILITY

In order to participate in CPT, undergraduate F-1 students must have been enrolled in school full-time for one academic year in a non-language program on a valid F-1 status before they are eligible for CPT. An exception is allowed for graduate F-1 students by the established curriculum that requires immediate participation in an internship of all students. F-1 students require earlier training. Therefore, immediate participation in CPT is required by the established curriculum. CSV may authorize CPT during the first session. If the graduate F-1 student fails to secure an internship within their first session of enrollment, this student must convene with a Career Services coordinator for assistance with obtaining an internship.

To engage in CPT:

1. F-1 students must maintain a full-course of study and make continuous progress toward completion.

2. Internship must occur before students' program end date on the Form I-20, "Certificate of Eligibility for Nonimmigrant Student Status."
3. Internship must relate directly to the F-1 student's major area of study and be an integral part of IAU's established curriculum.
4. F-1 students must secure the training opportunity by means of a signed Cooperative Agreement and an offer letter from the employer before CPT can be authorized.
5. Undergraduate F-1 students must have been enrolled in school full-time for one academic year at a non-language program on a valid F-1 status before they are eligible for CPT.
6. Graduate F-1 students are required to engage in CPT as soon as eligible.
7. F-1 student is not eligible for CPT if previously completed 12 months of OPT and/or 24 additional months of STEM OPT at the same level.
8. Only F-1 students pursuing a higher degree may qualify for CPT.

CPT Procedure:

1. The student must submit the following documentation to CSV if the student wishes to begin employment: IAU's Internship Application & Co-op Edu Agreement. The offer letter must be submitted to CSV directly from the student's employer. The student applies for CPT first by submitting required documents. CSV will then put in a request for SSP to register the student into the appropriate internship course (BUS 440/640). Once registered, CSV will notify the student that they have been approved for CPT.
2. CSV must authorize CPT in SEVIS. Once a student receives CPT authorization, the student can only work for the specific employer for the specific dates authorized. Student's CPT authorization will specify whether the student is approved for part-time (20 hours per week or less) or full-time (more than 20 hours per week) employment.
3. **Deadline to enroll for CPT is Friday of week 4.** Requests for employment submitted after week 4 must be postponed until the next session.
4. **CPT Internship Class.** To engage in CPT, students must enroll in a 1.0 unit online internship class. This online class will count towards required elective requirements. Students will complete short assignments reflecting on their experiences throughout their training:
 - Undergraduate: BUS 440 Internship
 - Graduate: BUS 640 Internship

5. F-1 students that engage in full-time CPT that exceeds 12 months will not be eligible for OPT.

For more information on CPT, please email csv@iaula.edu. Visit the website for more information – www.iaula.edu.

OPTIONAL PRACTICAL TRAINING (OPT)

IAU offers Optional Practical Training (OPT) for eligible students. OPT is defined as "temporary employment for practical training directly related to the student's major area of study." Once the OPT application has been approved by USCIS, students may work in the United States for up to 12 months after program completion. The earliest a student may apply for OPT is 90 days before the student's program end date. The latest students may apply for OPT is 60 days after the program end date. Students who wish to apply for OPT must petition for graduation first and meet the graduation requirements.

Students who are approved for OPT are required to mail their application to USCIS or apply online (www.uscis.gov). USCIS estimates that the application will take between two to four months to process.

Please see IAU's Designated School Official (DSO) with any questions about this deadline. Because of the long processing time, IAU recommends that students speak with a DSO at the beginning of the semester that the student expects to graduate from IAU. IAU DSO will determine if a student is eligible to apply for OPT.

For more information on OPT, please email csv@iaula.edu. Visit the website for more information – www.iaula.edu.

IAU STUDENT ASSOCIATION (ISA)

ISA is a socially and internationally diverse organization that represents the student body at International American University. The purpose of this organization shall be, to consider issues and to review, recommend, or formulate policies, as appropriate, in areas primarily or exclusively involving the International American University (IAU) Student Body. ISA will serve as a channel of communication between the students and faculty members of IAU, and the students and the Administration of IAU. ISA strives to build professional networks and facilitate opportunities to

strengthen social unity among associated students of International American University.

To contact the IAU Student Association, complete the [online form](#) or email isa@iaula.edu. Visit Facebook for more information – <https://www.facebook.com/isaiaula/>.

ALUMNI ASSOCIATION

IAU's Alumni Association is to foster a mutually beneficial relationship between IAU and its alumni - to perpetuate a sense of pride in and commitment to the outstanding qualities of IAU, and the education it provides. It promotes a positive image of IAU and its alumni through communication, service and leadership.

IAU alumni stay connected through the IAU Facebook page, Instagram, and Twitter. Through these web-based media, IAU is able to keep alumni connected and share news, events, and updates with them.

For more information on the Alumni Association, please email iauAA@iaula.edu. Visit Facebook for more information – <https://www.facebook.com/groups/706086176417185>.

SPECIAL ACCOMMODATIONS

If possible, IAU is committed to accommodating any student with a physical disability. In the delivery of online courses, the most likely physical limitations involve visual impairments, including blindness and dyslexia. Accommodations cannot be provided which would fundamentally alter the nature of the program, cause undue hardship on IAU, or jeopardize the health or safety of others. Reasonable accommodations must specifically address the fundamental limitations of the student's specific disability.

Any other types of disabilities (i.e. psychological disorders) are also assessed on an individual basis. Any physical limitation will be identified in the application process and determination of any necessary accommodations will be acknowledged and provided. A doctor's statement will be required as needed.

GIFT SHOP

IAU offers memorabilia for students and graduates. Giftware includes such items as university diploma frames, class rings, pad-folios, mugs, key chains,

and other memorabilia. Memorabilia is subject to availability.

REGISTRAR SERVICES

Student Identification Card. ID cards are issued identification by IAU to students, faculty, staff, or other authorized individuals for the purposes of identification and access to campus activities, facilities, and services. Each card includes a unique photograph, text, and information for the individual to whom it is issued. Lost or misplaced cards can be replaced for a fee. See current Schedule of Fees.

myIAU Student Portal. IAU utilizes a web-based student information management system (SIMS). The software displays biographical data, student grades, and financial balance. Password protected, students can log-in to check on his or her progress on program completion, financial balance, or print unofficial transcripts. Students can also receive mass messages, general news, or announcements through this web portal.

OFFICIAL RECORDS, TRANSCRIPT, & VERIFICATION SERVICES

Transcripts. IAU will provide students with a complimentary transcript upon graduation. IAU issues both electronic and paper transcripts. An order needs to be placed through Parchment if students wish to obtain official transcripts. IAU fulfills official transcript orders via Parchment. Parchment collects all required fees and forwards the request to the Office of the Registrar, where the transcript is produced and released. Parchment uses the highest standards for security and the service is compliant with the Family Educational Rights and Privacy Act (FERPA).

1. Electronic Transcript Order: \$10 per order.
2. Paper Transcript Order (Includes Tracking Number of Shipping):
3. USPS Domestic Mail: \$10 per transcript, plus a \$2.50 shipping fee. A total of \$12.50 per order.
4. USPS Domestic Mail: \$10 per transcript, plus a \$2.50 shipping fee. A total of \$12.50 per order.
5. FedEx Overnight Domestic: \$10 per transcript, plus a \$25.00 shipping fee. A total of \$35.00 per order.

6. FedEx International: \$10 per transcript, plus a \$47.50 shipping fee. A total of \$57.50 per order.

Student Enrollment or Degree Verification. IAU shall provide verifications for all current and past students. All enrollment or degree verification requests are provided in writing. Release of enrollment or degree verifications requires a signed authorization from the student. This release can be in the form of IAU's Enrollment Verification Request form or a third-party release form signed by the student. Softcopy enrollment or degree verifications are free of charge, while printed official verifications require a fee. The Enrollment Verification Request form can be found at www.iaula.edu.

Form I-20. The Form I-20, "Certificate of Eligibility for Nonimmigrant (F-1) Student Status – For Academic and Language Students" is an important document. Students are advised to keep this document secure.

IAU students are eligible to receive a complimentary I-20 if the document is requested for the current term. IAU will assess a fee of \$10.00 if a student requests an I-20 from a previous term.

GRADUATION SERVICES

Graduation from IAU is a significant accomplishment and tells a great deal about a student's dedication and willingness to finish what they started. The challenge to earn a degree in any of the University's programs is exciting, but reaching their academic goals is something of which they will always be proud.

A student is awarded the degree when they:

- Successfully completed all academic requirements in the program of study.
- Complete internship requirement, if applicable.
- Has an overall grade point average of 2.0 at the undergraduate level and 3.0 at the graduate level.
- Apply for graduation and meet all academic and financial requirements.
- F-1 students must maintain lawful status.

Allow 4-6 weeks to receive the Graduation Package; international students please allow up to 8 weeks, which includes shipping.

UNIVERSITY POLICIES

IAU policies have been established to create a safe and productive academic and work environment. All IAU employees and students are expected to be familiar with these policies and to follow them. University policies are subject to change at any time and faculty, staff and students are responsible for familiarizing themselves with current policies. Individuals with questions about a policy should contact the main administrative offices.

ATTENDANCE, WITHDRAW, LEAVE OF ABSENCE POLICIES

ATTENDANCE REQUIREMENTS

Attendance. Hybrid and F-1 students require attendance and active participation to pass a course successfully. Students must make every attempt to be present during all class meetings. Hybrid and F-1 students will be organized into cohorts for campus attendance. Students must be present on the scheduled day and time for the live campus lectures for credit. Students must also be present for virtual class meetings for credit. Attendance is strictly monitored. Students may not miss more than 50% of required class meetings or they shall be administratively withdrawn from that course and automatically receive an "F." Students must maintain satisfactory academic progress (SAP).

Cutting Classes. Cutting of classes will be considered as unexcused absences.

Online Students. For 100% online students/programs, campus attendance is not necessary.

Tardiness. Tardiness is a disruption of a good learning environment and is to be discouraged. Campus and F-1 students' tardiness will be strictly monitored.

Make-Up Work. Make-up work may be required for any absence. However, hours of make-up work cannot be accepted as hours of class attendance.

EXCUSED ABSENCES

Students must have a valid doctor's note or police report that clearly explains why the student was NOT able to attend class. Students who have excused absences must submit supporting documentation to

the Office of Student Support as soon as possible to avoid repercussions.

Excused absences will not count towards the number of absences resulting in administrative withdrawal from the course. Unexcused absences are absences with reasons such as vacation, personal reasons, leaving the country, work, or anything that does not involve a doctor's note or police report.

Doctor's notes/police reports with appropriate letterhead and contact information will be accepted as truthful and will not be validated unless there is potentially fraudulent or incomplete information (e.g. missing letterhead). Under these circumstances, the Office of Student Support may verify the documentation in order to discern its legitimacy. Any submission of fraudulent documents will result in administrative action, including, but not limited to, mandatory advising, being placed on academic probation, and/or other repercussions that SSP recommends.

IT IS THE STUDENT'S RESPONSIBILITY TO CONTACT THE INSTRUCTOR AND SUBMIT/MAKE UP ANY MISSING WORK. The late assignment submissions policy will be at the discretion of the instructor.

LEAVE OF ABSENCE (LOA)

IAU realizes that an emergency may occur for a student that may only be solved by electing to interrupt class attendance for a time by requesting a Leave of Absence (LOA). The student must direct such a request to SSP by completing the LOA Request form stating the reason for the LOA, the date of the request, the anticipated date of return, and sign the request. The LOA may be granted if sufficient reason and/or evidence is provided.

Students considering a LOA must review these requirements. Students:

1. Must be in good academic and financial standing.
2. Must request a Leave of Absence (LOA) for up to 4 months (1 term), except for medical necessity, military, or incarceration LOA which are extendable for 3 terms.
3. Must complete an LOA Request form and submit documentation proving valid approveable hardship to SSP.
4. Will receive registration information at the appropriate time in the semesters preceding

their return and are responsible for meeting all deadlines.

5. Do not need to reapply for admission to return from a LOA.
6. Who do not return after their approved period for LOA will be administratively withdrawn.

When a student is granted a LOA, consequences may include:

1. Receiving an "F" grade for all courses that were not completed.
2. Repeating failed courses.
3. Encountering new or changed policies.
4. Encountering new or changed non-tuition fees.
5. Extending the graduation date.
 - a. F-1 students can only extend their program under section [8 CFR 214.2 \(f\) Academic and Language Students, subsection \(iii\) Program extension for students in lawful status](#) for one of the following three reasons: 1) change of major or research topics, 2) unexpected research problems, or 3) documented illnesses.
 - b. Reason 3 is the most applicable to use in this instance in order to provide a program extension as long as the student went on LOA due to a medical reason. Documentation of the serious nature of the medical nature must be provided by the student and collected by SSP for recordkeeping and to use as evidence.

LEAVE OF ABSENCE (LOA), F-1 STUDENTS

If F-1 students have a personal emergency and need to leave their studies at IAU to return home, they should be aware of the relevant Department of Homeland Security rules and regulations to maintain their student status.

F-1 students who withdraw from school or take a leave of absence are allowed a 15-day period for departure from the U.S. and their Student and Exchange Visitor Information System (SEVIS) record will reflect Terminated status for authorized early withdrawal. This departure period only applies to an F-1 student who has spoken to a DSO regarding their departure and completed the appropriate paperwork. If F-1 students do not report to their DSO, they will not qualify for an additional 15-day period for departure. Also, the DSO will terminate the SEVIS record for unauthorized early withdrawal. This may impede their ability to re-enter into the U.S.

LOA Return. It is the F-1 student's responsibility to email the Office of Student Support at least 60 days prior to their return to the U.S. in order to continue their studies. All students returning from a LOA must validate their return to IAU by reporting to the Office of Student Support within 30 days of the start of the new semester as listed on their Form I-20. Students must email the following documents prior to the appointment:

1. Stamped Form I-20
2. Form I-94 Arrival/Departure record
3. F-1 visa in passport

LOA Not Exceeding Five Months. F-1 students who leave the U.S. for less than five months for a LOA may use the same Form I-20 issued prior to departure. F-1 students must contact the Office of Student Support at least 60 days prior to their return in order to reactivate their Form I-20. In order to do this, students must submit a proof of return ticket which is dated within 30 days of the start of the new semester as well as other supporting documents at the discretion of an academic advisor.

LOA Exceeding Five Months. F-1 students who will be outside the U.S. for longer than five months for a LOA must obtain a new Form I-20 from IAU with a new SEVIS ID number in order to re-enter the U.S. and continue their program. The current Form I-20 will be invalid after being outside of the U.S. for more than five months. It is important to note that students may need to submit new bank statements, an updated passport, pay the Form I-20 processing fee, and pay a SEVIS I-901 fee to activate their new Form I-20 and renew their F-1 Visa to match the new SEVIS ID number issued with their new Form I-20 despite possessing an unexpired visa associated with their previous Form I-20.

FULL-TIME ENROLLMENT

Full-time matriculated students are required to enroll full-time for each mandatory Spring and Fall semester. F-1 students are required to enroll full-time during the Summer vacation if it is the initial or final enrollment term of their program. Full-time enrollment is defined as:

- Undergraduate: 12 units per mandatory semester.
- Graduate: 9 units per mandatory semester.

PART-TIME ENROLLMENT

Part-time matriculated and non-matriculated students are required to enroll in 6 units per

semester, including Summer vacation. Non-F-1, part-time doctoral students are allowed to enroll in 4.5 units per semester.

CONCURRENT ENROLLMENT, F-1 STUDENTS

F-1 students attending IAU may attend another school but they must maintain full-time enrollment with IAU. However, if F-1 students' SEVIS record belongs to another school, then they may attend IAU concurrently. Students must provide a letter from their school that states that they allow them to attend IAU.

The Office of the Registrar (REG) is responsible for determining eligibility and for issuing the Concurrent Enrollment letter.

Concurrent Enrollment requests shall be automatically discarded if one of the following occurs:

- Duplicate submission.
- General information provided is incorrect.

ONLINE CLASSES, F-1 STUDENTS

F-1 students are permitted by law to enroll in one online course worth no more than 3 semester units per semester to meet full-time enrollment. However, once a student has met full-time enrollment, any additional courses they enroll in may be taken in any mode of instruction they choose.

PROBATION AND SUMMER VACATION, F-1 STUDENTS

F-1 students who do not maintain Satisfactory Academic Progress (SAP) will be required to enroll in at least one 3-unit course during the Summer term to improve their SAP. SSP may also advise and recommend for students to take more courses based on their academic history to improve their CGPA, but they are only required to be enrolled in one course. Failure to enroll will result in termination of the student's SEVIS record.

ANNUAL VACATION, F-1 STUDENTS

An annual vacation is a term spent during a student's program of study that does not require registering for a full course of study. F-1 students may also choose to travel outside the U.S. during their annual vacation term. F-1 students must seek approval from a P/DSO prior to traveling outside of

the United States and must obtain a travel endorsement Form I-20, "Certificate of Eligibility for Nonimmigrant Student Status."

Pursuant to 8 C. F. R §214.2(f), IAU permits eligible F-1 students to have an annual vacation only once per year, and the student must intend to enroll for the semester following annual vacation. An annual vacation is authorized only during the Summer term. F-1 students are ineligible to take an annual vacation during the mandatory semesters (Spring and Fall). In addition, an annual vacation shall not be warranted for F-1 students entering the Spring or Summer term as their initial/first semester.

A P/DSO shall determine annual vacation eligibility prior to authorizing annual vacation. F-1 students must have completed at least one academic year of full-time enrollment or authorized reduced course load. An annual vacation length cannot exceed the time beyond the Summer term. F-1 students may not register for the following semester due to "financial hold." As such, those students are ineligible for annual vacation.

F-1 students with a pending petition for reinstatement have no annual vacation benefit. If USCIS approves the petition for reinstatement, affirming that there was no violation of F-1 student status, the student may use the time while the petition was pending toward establishing eligibility for annual vacation. A school break (e.g., Spring or Fall break) when school is not in session does not constitute annual vacation. ***Please note that F-1 students with a pending petition for reinstatement must enroll full-time for courses during every term.***

F-1 students shall be deemed in violation of their nonimmigrant status by taking annual vacation inconsistent with 8 CFR 214.2(f)(5)(iii) and its interpretation.

WITHDRAWAL FROM PROGRAM

A student may withdraw/drop from the institution at any time during the semester. They will need to complete the proper forms from the Office of Student Support. Official notification is preferred in writing; however, cancellation may be in any manner. Cancellation must be received before any withdrawal from the institution is processed.

TRANSFERRING OUT TO ANOTHER SEVP-CERTIFIED INSTITUTION

To be eligible to transfer, F-1 students must consistently maintain their status while transferring

between SEVP-certified schools until the release date and follow the correct transfer procedures. Failure to do so will result in not maintaining status and result in an administrative withdrawal or transferring the student's SEVIS record in TERMINATED status.

F-1 students must notify a student advisor of their intent to transfer. As such, F-1 students may consult with a student advisor regarding their academic needs, travel, employment plans, and a projected start date of the new program at the transfer-in institution. A student advisor will assist the F-1 student with the transfer procedure and determine a transfer release date in accordance with the SEVP regulations. Nevertheless, it is the responsibility of the F-1 student to fulfill the relevant requirements.

The requirements for transferring to another SEVP-certified institution include, but are not limited to, submitting proof of acceptance from another SEVP-certified institution, the SEVIS Transfer-Out form, and the Program and Course Withdrawal form. A Program and Course Withdrawal form is not applicable for F-1 students who graduated from the program of study.

F-1 students' SEVIS records will not be transferred if the program start date is beyond five months. If an F-1 student is out of status, the student's SEVIS record will not be transferred until the transfer-in school DSO recommends reinstatement for the student in question.

ACADEMIC & GRADING POLICIES

GENERAL POLICY ON GRADING

It is an integral part of the teaching responsibility of the faculty to provide careful evaluation, timely assignments, and appropriate grades for each enrolled student. In the absence of compelling reasons, such as a mistake, fraud, bad faith, or incompetence, the grade determined by the instructor of record is to be considered final. Final course grades must be inputted by the course instructor in *myIAU* and submitted to ACD no later than one week after the session has ended.

SATISFACTORY ACADEMIC PROGRESS (SAP)

Satisfactory Academic Progress (SAP) is defined by three things:

1. Achieving and maintaining a required Cumulative Grade Point Average (CGPA) of 2.0 for undergraduate students and 3.0 for graduate students.
2. Completing a minimum of 67% of courses attempted per term.
3. Completion of a program within 100% of the approved set program length.

At the end of each mandatory semester, any student who fails to meet SAP is subject to the following:

1. If a student fails to maintain SAP, the student will be placed on Academic Probation. The student will be advised and will be required to meet with an academic adviser in person. Failure to meet with an adviser will result in being administratively withdrawn from the program.
2. If a student fails to maintain SAP for a second consecutive mandatory semester, the student stays on Academic Probation. The student will be advised and will be required to meet with an academic adviser in person. Failure to fulfill the conditions of her/his Academic Probation will result in being administratively withdrawn from the program. Failure to meet with an adviser will result in being administratively withdrawn from the program.
3. If a student fails to maintain SAP for a third consecutive mandatory semester, the student will be administratively withdrawn from the program.

Students who are at risk of being administratively withdrawn or who have already been administratively withdrawn from the program due to failure to maintain SAP may petition for academic re-eligibility by seeking counsel with the Chief Academic Officer or Director. The student must be able to demonstrate that the circumstance(s) that caused the inability to meet the Satisfactory Academic Progress requirements has been resolved or no longer exists. This is handled on a case-by-case basis.

TIME BETWEEN GRADING & EVALUATION

Discussion Questions (DQ) are graded within 4 days. Multiple choice examinations are auto-graded by *IAUonline* instantly. Written assessments for courses that are more complex shall be graded and returned to students typically within 10 days. This will allow faculty ample time to review, critique, and provide constructive feedback.

LATE ASSIGNMENT

Students are expected to meet all deadlines relative to discussions and assignments. Entertaining late work is totally at the discretion of the instructor. Each instructor can establish their own policy on late work. The general institution policy on late work is that submissions will receive a 10% deduction for each day late, and all work after the third day will receive a zero. It is incumbent on each student to plan for potential absences during the session. The generally acceptable reason for late work is hospitalization with documentation. Work requirements, vacations, family problems, etc. are not generally acceptable excuses.

WITHDRAWAL FROM COURSE

Students who withdraw between Weeks 1-2 shall receive no mark on their transcript. Students who withdraw between Weeks 3-6 shall receive a "W." Students who withdraw between Weeks 7-8 shall receive an "F." Applicable refund policies shall apply.

F-1 students may not withdraw from classes if it jeopardizes full-time enrollment, as required by SEVP policy. However, F-1 students who must withdraw from courses due to academic or medical reasons or Leave of Absence (LOA), are required to meet with an academic advisor to properly file for a Reduced Course Load (RCL) and are subject to the terms aforementioned.

Week	Consequence
1.	No mark. Must register for another class to maintain full-time enrollment.
2.	No mark. Must register for another class to maintain full-time enrollment.
3.	"W" on transcript, refund calculated.
4.	"W" on transcript, refund calculated.
5.	"W" on transcript, refund calculated.
6.	"W" on transcript, no refund.
7.	"F" on transcript, no refund.
8.	"F" on transcript, no refund.

MAXIMUM WITHDRAWALS (W'S)

A maximum of 25% Withdrawals (W's) may appear on the student's transcripts. More than 25% of W's on transcripts will result in the student being administratively withdrawn from the enrolled program.

Degree Program	Max W's
Associate Degree	5 W's for 3-unit courses or a maximum of 25% of units taken with IAU
Bachelor Degree	10 W's for 3-unit courses or a maximum of 25% of units taken with IAU
Master Degree	3 W's for 3-unit courses or a maximum of 25% of units taken with IAU
Doctor Degree	5 W's for 3- unit courses or a maximum of 25% of units taken with IAU

INACTIVITY

Students who do not demonstrate significant activity in any course in **IAUonline** within the first 4 weeks may receive an "F" for the course. "Significant activity" shall be determined by the course instructor. Students must maintain Satisfactory Academic Progress (SAP).

LOSS OF CPT / WORK AUTHORIZATION

Failed Internship Courses (prior to October 2021):

Students who show more than three (3) FAILS for internship courses will no longer be eligible for any future internship courses.

Probation & CPT: F-1 students who do not maintain Satisfactory Academic Progress (SAP) for their enrolled program may not be eligible to register for CPT.

GRADES FOR COURSE(S) COMPLETED / ACADEMIC HISTORY

At the end of each session, notification of the student's academic standing and report of grades achieved are provided to each student via **myIAU**. Final course grades are inputted by the course instructor in **myIAU** and submitted to ACD no later than one week after the session has ended. Therefore, students are notified no later than two weeks after the session has ended.

GRADES & GRADE POINTS (LETTER GRADES)

Student performance in a course is indicated by one of the following grades. Effective Spring Session 1, 2016, grades which carry point values that are used in determining the grade point average (G.P.A.) are as follows:

Percentile	Letter Grade	GPA Points
100 – 90%	A	4.00
89 – 80%	B	3.00
79 – 70%	C	2.00
69 – 60%	D	1.00
Below 59%	F	0.00

Grades NOT used to compute grade point average:

SEC	=	Standardized Exam Credit
Withdrawn	=	Withdrawn Course
Repeat	=	Repeat Course
S	=	Satisfactory Progress

Grades prior to the implementation date (Spring Session 1, 2016) remain as they are recorded using the regular letter grades A, B, C, and D with the suffix plus (+) or minus (-) included to distinguish higher and lower performances within each of these letter grades. The letter grade F does not include the plus/minus distinction.

Percentile	Letter Grade	GPA
100 – 95%	A	4.00
94 – 90%	A-	3.70
89 – 87%	B+	3.30
86 – 83%	B	3.00
82 – 80%	B-	2.60
79 – 77%	C+	2.30
76 – 73%	C	2.00
72 – 70%	C-	1.60
69 – 67%	D+	1.30

66 – 63%	D	1.00
62 – 60%	D-	0.60
Below 59%	F	0.00

GRADES & GRADE POINTS (PASS/FAIL)

For Pass/Fail courses, student performance is indicated by one of the following grades. Grades which carry point values that are used in determining the grade point average (G.P.A.) are as follows:

Pass	4.00	Passed, credit earned, included in CGPA calculation.
S	*	Satisfactory progress, active and knowledgeable course participation; material met expectations, excluded from CGPA calculation.
Fail	0.00	Fail, credit not earned, included in CGPA calculation.

"Satisfactory Progress" is only applicable to students who are near the end of the DBA Program. DBA Comprehensive Exam and Project courses may take longer than one session to complete. Student CGPAs should not be negatively affected if the students are making satisfactory progress as determined by their instructor/mentor.

The grade "S" was adopted in the current grade scale. At the end of a session, an instructor shall assign grade "S" for students demonstrating satisfactory progress in DBA Comprehensive Exam and Project courses. Students shall receive appropriate credits/units for their coursework on their transcripts. The grade "S" shall be excluded from the CGPA computation.

GRADE APPEAL / CHANGE FORM

Students who have questions regarding their grade and believe the grade awarded is demonstrably improper by reason of capricious or arbitrary grading should confer directly with the instructor of the course within two weeks of receiving the Final Grade email from the Office of Academic Affairs. Complaints received after two weeks are not entertained. Students who are unable to arrive at a mutually agreeable solution may file a Final Appeal with the Chief Academic Officer. The Chief Academic Officer has the final decision to either change the grade or keep the grade "as is."

REPEAT COURSE

Repeat Course policy refers to the successive attempts of a course with the same code, title, and content of the initial attempt except when equivalencies or changes have been indicated in the IAU catalog and IAU website. Course Substitution does not constitute a Repeat Course.

Undergraduate students may repeat any course two times (maximum of three attempts per course) for credit completed with a Fail grade or letter grade below a C. Graduate students may repeat any course two times (maximum of three attempts per course) for credit completed with a Fail grade or letter grade below B. If a student cannot successfully complete a course by the last permitted attempt, the student must be advised and seek approval from the Chief Academic Officer (CAO) or respective program chair to continue in the enrolled program. There is no limitation on the maximum number of attempts within the length of the program for internship courses, comprehensive examinations, and doctoral projects provided that it does not violate any other institutional policies. Course attempts resulting in Satisfactory grade "S" or Withdrawal mark "W" constitute a Repeat Course.

Standard tuition fees are applicable. Students are required to pay for the additional tuition fee for all repeated courses at the tuition rate stated in the signed Enrollment Agreement. The repeated courses will affect the total tuition for the program originally stated in the Enrollment Agreement.

All attempts of a given course will appear on the transcript with the grades and the corresponding units. Initial and subsequent grades will be automatically computed into the student's GPA and units earned. Repeated courses may be used for Grade Replacement. Repeating a course by no means guarantees approval for Grade Replacement. The Grade Replacement process is not automatic. After a course repetition is completed, students must initiate the process. This policy does not imply a guarantee that openings will be available in courses if and when students wish to retake them.

COURSE SUBSTITUTION

Under exceptional circumstances a course substitution from the prescribed curriculum may be permitted. Course Substitution refers to the completion of a course in place of a required course when a clear relationship exists between the two, i.e., sharing content and/or spirit of the curriculum requirements. Substitutions may not be made

across unrelated academic disciplines. Course substitution applies only to courses taken at IAU.

In terms of credit units, a Course Substitution may be warranted when credit units of substitute course are equal or higher than the required course. The Course Substitution is not applicable when equivalencies or changes are indicated in the IAU Catalog.

Course Substitution shall not be processed if the substitute course is required by the prescribed program curriculum.

Course Substitution approval is at the discretion of the Chief Academic Officer (CAO) whose determination is made periodically or as needed.

Student Support advisors are responsible for checking Course Substitution eligibility. If Course Substitution eligibility has not been previously determined, Student Support advisors must seek approval from the CAO prior to completing the Course Substitution form. Pertinent offices shall be notified about the updates.

Students are limited to a maximum of three course substitutions for each program of study in which they are enrolled. Course Substitution is reversible if no longer applicable.

Course Substitution does not constitute a Repeat Course and is ineligible for Grade Replacement.

MAXIMUM COURSE LOAD

For the first session or semester, students are only permitted to enroll in no more than 13 units. Thereafter, the maximum course load for all students in good standing is 9 units per session or 18 units total per semester. Exceptions to this policy warrants substantial cause and must be approved by the Program Chair or CAO.

REDUCED COURSE LOAD (RCL), F-1 STUDENTS

F-1 students may be authorized for an RCL only after they have been approved to do so by an Office of Student Support DSO. F-1 students, who engage in an RCL without approval, will be considered "out of status." F-1 students who are "out of status" may have their SEVIS record terminated.

In order to apply for an RCL, F-1 students must be able to demonstrate that an academic or medical situation has presented itself in which they are not

able to meet full-time requirements. Please note that registration is not required during the summer vacation unless the student is on Academic Probation or if it is the student's first or last semester. Students who are approved to take a reduced course load may not be eligible for Curricular Practical Training (CPT).

IAU will grant no more than four (4) RCLs per student's level of education. If more than four RCLs are needed, IAU may advise F-1 student to request a transfer.

RCL Due to Academic Difficulties. F-1 students may request an RCL due to academic difficulty only once per degree level (maximum length of one term), typically at the start of the program. Academic difficulty could be due to the following reasons:

1. Improper course level placement
2. Initial difficulty with reading requirements
3. Initial difficulty with the English language
4. Difficulty with English language or reading requirements
5. Unfamiliarity with U.S. teaching methods

Requirements and limitations:

1. Can only be used for the initial academic term, particularly when starting in Session 2 of any term.
2. Student must maintain a minimum six-credit course load, or half the clock hours required for a full course of study
3. Student must begin a full course of study at the next mandatory term
4. RCL start and end dates must correspond to the school session start and end dates
5. RCL start dates may be backdated, if necessary

F-1 students who are authorized for an RCL due to academic difficulties may be required to enroll in courses in the vacation term. This is to ensure program completion in standard completion time.

RCL Due to Illness or Medical Condition. F-1 students may be authorized for medical RCL due to a temporary medical condition with an appropriate doctor's letter recommending the RCL for medical reasons by submitting a Reduced Course Load (RCL) request.

F-1 students have the option to return to their home country or remain in the U.S. to receive medical treatment if recommended by a doctor. F-1 students who wish to remain in the U.S. must obtain a doctor's letter recommending the LOA for medical

reasons. In addition, F-1 students must submit follow-up paperwork to show that they are scheduled to receive treatment inside the U.S. Failure to provide the follow-up treatment paperwork to substantiate reasons for remaining in the U.S. will be considered "out of status." F-1 students who are "out of status" may have their SEVIS record terminated.

Requirements and limitations:

1. Cannot exceed 12 month aggregate per program level
2. May excuse a student from all classes
3. Student must provide medical documentation from a licensed:
 - a. Medical Doctor (MD)
 - b. Doctor of Osteopathy (DO)
 - c. Clinical Psychologist
4. DSO must renew the RCL each term based on new or continuing medical information
5. May be used nonstop or at different times during a program level
6. Start date should be the date DSO approved the RCL

RCL to Complete Course of Study in Current Term.

F-1 students may be authorized for final semester RCL for those who are in their final semester of study and require less than a full-time course load remaining to meet the academic program requirements. F-1 students may request an RCL due to the final semester only once per degree program.

Requirements and limitations:

1. Used in a student's final term if he/she can complete the program with fewer classes
2. Student must be enrolled in at least one required class
3. RCL start and end dates must correspond to the school session start and end dates
4. RCL start dates may be backdated, if necessary

ACADEMIC PROBATION

If a student fails to maintain Satisfactory Academic Progress, they may be placed on Academic Probation (AP) and given the option to meet with their academic advisor upon being notified via email with a form attached. The conditions of a student's AP may:

- Require the student to raise his/her CGPA by a set deadline.
- Require the student to take courses during non-mandatory terms.

- Restrict the student's travel privileges.
- Revoke the student's CPT privileges.
- Require the student to sign and date an Academic Advising form.

Failure to meet the conditions of a student's AP after three consecutive terms may result in administrative withdrawal from the program.

COMPLETION TIME

Minimum Completion Time: Students must be enrolled for a minimum of two academic semesters to complete a certificate, undergraduate degree, or master degree program. Doctoral programs must be completed in no less than three years from the date of initial enrollment.

Maximum Completion Time: Students are required to complete a degree program within 150% of the standard time of completion from the date of initial enrollment.

F-1 Completion Time: F-1 students are required to complete their enrolled academic program within the standard time of completion. Students who need additional time to complete their academic program can refer to the F-1 PROGRAM EXTENSION policy.

Degree Program	Standard (Yrs)		150% (Yrs)	
	F/T	P/T	F/T	P/T
Associate	2.5	5	3.75	7.5
Bachelor	5	10	7.5	15
Master	2	2	3	3
Doctoral	4	4	6	6

PROGRAM EXTENSION, F-1 STUDENTS

F-1 students are required to complete their programs within the standard program length. F-1 students are expected to accomplish their educational objective by the program end date indicated on the Form I-20, Certificate of Eligibility. However, F-1 students may be granted program extension under compelling academic or medical reasons such as:

1. Change of major or research topic (MBA, DBA Students Only)
2. Unexpected research problems (DBA Students Only)
3. Documented illness (provide medical documents from a licensed medical doctor, doctor of osteopathy, or licensed clinical psychologist only)

Prior to granting extension, a DSO shall evaluate and determine F-1 students' continuous progress toward earning a degree and maintenance of status. Delays caused by academic probation, suspension, or expulsion are not acceptable reasons for a program extension. Requests for an extension made after the program end date on student's Form I-20 will be denied.

SATELLITE CAMPUSES

Satellite campuses will comply with local, state and federal regulations and accreditation standards. IAU's Satellite Campuses will offer no more than 49% of the courses required to complete any academic program. The remaining 51%+ of courses required to complete any academic program will have to be taken at the Main Campus or online.

CHEATING AND PLAGIARISM

IAU is proactive in dealing with issues of cheating and plagiarism. Faculty members are encouraged to discuss with students the importance of academic ethics and the formulation of one's own intellectual material. It is also the policy of IAU to impose sanctions on students who cheat or plagiarize. Students are expected to be honest in meeting the requirements of courses in which they are enrolled. Cheating or plagiarism is dishonest, undermines the necessary trust upon which relations between students and faculty are based, and is unacceptable conduct. Students who engage in cheating or plagiarism will be subject to academic sanctions, including a lowered or failing grade in a course, and the possibility of additional administrative sanctions, including probation, suspension, or expulsion.

One or more of the following actions are available to the faculty member who suspects a student has been cheating or plagiarizing. The choice of action taken by the faculty member is guided by the extent to which the faculty member considers the cheating or plagiarism reflects the student's lack of scholarship or lack of academic performance in the course:

1. Review, no action.
2. Oral reprimand with emphasis on advising to prevent further occurrence.
3. Requirement that the work be repeated.
4. Assignment of "Failure" for the specific work in question.
5. Withdrawal from the course/program.
6. Referral to the program chair or CAO, as appropriate.

PLAGIARISM PREVENTION - TURNITIN

Turnitin is a database operated by software designed to match text from other sources or literature found in Web content, previously submitted papers, and subscription-based journals and publications. Turnitin's intent is not to detect plagiarism, but to provide enough information through reports, so that the individual can determine if a violation of plagiarism is taking place based on the originality report provided for each paper submitted (for example, to determine whether the text submitted, as in the written paper or assignment, correlates or matches to other sources found in Turnitin's databases is a problem or not). Note, Turnitin explains that it is important to realize that the Similarity Index is NOT a "plagiarism index" - there is no score that is inherently "good" or "bad," and this is where the individual must determine if there is a plagiarism violation. Moreover, 0% does not necessarily mean that everything is fine with the student's paper or assignment submitted, and 99% does not necessarily mean that the student should fail. The instructor must look at the report and decide what is wrong with the paper in correlation to what is being reported by Turnitin.

Again, the Turnitin originality report shows the paper's text highlighted with any text that matches sources found in the Turnitin databases containing vast amounts of Web content, previously submitted papers, and subscription-based journals and publications. It is up to the instructor looking at the matches to decide whether you or the writer's intent matters.

In conclusion, Turnitin's intent is not to detect plagiarism, but to offer a tool that helps or assists instructors to make informed evaluations of the work submitted. As a caution, Turnitin CAN'T BE BEATEN because it provides evidence of how much a submitted paper could resemble other literature or sources submitted or found in the Turnitin database. As a precaution, just don't cheat and students will be fine.

Submitting assignments early before the due date will allow students time to make adjustments and resubmit a paper that avoids high similarity percentage results. Remember, students have up to the due date to resubmit papers before the professor grades, and once the professor has graded submitted paper, the grade becomes final. The professor, at his or her discretion, may only allow a certain percentage allowance for Turnitin matches pertaining to title page, headings, in-text

citations, references, and quoted material outlined on the student submission.

RULES OF CONDUCT

STUDENT HEALTH AND SAFETY REGULATIONS

IAU is not liable for injuries sustained by students in their activity as students, even though such injuries occur on school premises, in laboratory work, or in clinics. Students are advised to be certain that they are covered by personal health and accident insurance. F-1 students are recommended to obtain and maintain healthcare insurance while enrolled at IAU.

PHOTO RELEASE

As a condition of their employment with IAU, our faculty and staff are required to consent to being photographed and grant a perpetual, royalty-free and irrevocable license to IAU with respect to reproduction, display or other use of any photographs in connection with their employment with IAU. Students, as a condition of their enrollment and attendance at IAU, also consent to being photographed on campus and grant a perpetual, royalty-free and irrevocable license to IAU with respect to reproduction, display or other use of any photographs depicting them on campus or in connection with their coursework at IAU.

Still or video photo shoots may be informal (candid shots of campus scenes, athletic events, performance groups, large groups or activities) or formal (planned visits to classrooms, or offices; directory shoots or with professional backgrounds; or video shoots on campus) in nature. All such photographic images taken by IAU faculty or staff and the copyrights with respect thereto are and/or become the property of IAU's. The digital photos or video footage are added to IAU's library of images, which becomes a resource for the IAU's website and publications.

CODE OF CONDUCT

Students, faculty members, and administrative employees are responsible for knowing and obeying IAU policies, as well as local, state and federal laws. The following list of the Code of Conduct is an example of behaviors that may result in disciplinary action by IAU. It is not to be regarded as all-inclusive. In the event that there arises ambiguity, inconsistency, or a need for further clarification

regarding what constitutes a violation of the Code of Conduct, the Chief Academic Officer, President/CEO, human resources, or designated representative shall make the final determination. The following actions are defined by IAU as unacceptable forms of behavior and are subject to disciplinary response:

1. **Dishonesty.** Acts of dishonesty, including but not limited to the following:
 - a. Furnishing false information to any IAU official, faculty member, or office
 - b. Forgery, alteration, or misuse of any IAU document, record, or instrument of identification
 - c. Tampering with the election of any recognized IAU organization
 - d. Misappropriation of student activity and/or IAU funds
 - e. Falsification of work hours on a payroll timesheet
 - f. Violating a student's right to privacy as outlined in the IAU's FERPA policy
2. **Academic Dishonesty.** Academic dishonesty, including but not limited to the following:
 - a. Cheating: Using or attempting to use crib sheets, electronic sources, stolen exams, unauthorized study aids in an academic assignment, or copying or colluding with a fellow student in an effort to improve one's grade.
 - b. Fabrication: Falsifying, inventing, or misstating any data, information, or citation in an academic assignment, field experience, academic credentials, job application or placement file.
 - c. Plagiarism: Using the works (i.e. ideas, words, images, other materials) of another person as one's own academic property without proper citation in any academic assignment. This includes submission (in whole or in part) of any work purchased or downloaded from a website or an internet paper clearinghouse as well as work submitted by the student for another course or assignment.
 - d. Facilitating Academic Dishonesty: Assisting or attempting to assist any person to commit any act of academic misconduct, such as allowing someone to copy a paper or test answers.
3. **Verbal Assault, Harassment, Intimidation, Bullying, Defamation, and Threatening or Abusive Behavior.** Physical abuse, verbal abuse,

threats, intimidation, coercion, and/or other conduct that threatens or endangers the health or safety of any person.

Threatening or causing physical harm to another person. Physical abuse includes, but is not limited to: personal injury, physical restraint against a person's will, and holding or transporting an individual against his will.

"Bullying" is defined as inappropriate, unwelcome behavior (through various means of communication or physical contact) which targets an individual or group because of a characteristic of the individual or group, whether protected by anti-discrimination laws or not. Prohibited bullying may also be the result of repeated behavior of an intimidating nature. Or, if direct, may also meet this definition and can occur through verbal, physical, electronic or other means.

Conduct constitutes prohibited "Bullying" when a reasonable person in the circumstances would find the conduct sufficiently severe, based on its nature and frequency, to create an environment which is hostile or intimidating and which unreasonably interferes with the work, educational or college opportunity, or is intended to cause or is reasonably foreseeable to cause physical, emotional, or psychological harm.

Prohibited bullying behavior can take a variety of forms, and may include, but is not limited to, the following examples:

- Verbal abuse, such as the use of derogatory remarks, insults, and epithets; slandering, ridiculing or maligning a person or his/her family; persistent name calling; using an individual or group as the butt of jokes;
- Verbal or physical conduct of a threatening, intimidating, or humiliating nature;
- Sabotaging or undermining an individual or group's work performance or education experience;
- Inappropriate physical contact, such as pushing, shoving, kicking, poking, tripping, assault, or the threat of such conduct, or damage to a person's work area or property, and
- Inappropriate electronic communication, such as the use of electronic mail, text messaging, voice mail, pagers, social media, website, and/or online chat rooms in a threatening, intimidating, or humiliating manner.

"Defamation" is defined as the oral, written, or electronic publication of a false statement of fact that exposes the person about whom it is made to hatred, contempt, or ridicule, or subjects that person to loss of the good will and confidence of others, or so harms that person's reputation as to deter others from associating with her or him.

4. **Sexual Harassment.** Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other offensive verbal or physical conduct that is either sexual in nature or directed at someone because of his or her gender. Sexual harassment creates an intimidating, hostile, or offensive environment and will not be tolerated.

Sexual harassment may take different forms. One form includes demands to submit to sexual requests as a condition to avoid some other loss, or offers benefits in return for sexual favors. Other forms of harassment include, but are not limited to:

- Verbal: Sexual innuendos, suggestive comments, jokes of a sexual nature, sexual propositions, threats.
- Non-Verbal: Sexually suggestive objects or pictures (e.g. scantily clad models, cartoons, etc.), suggestive or insulting sounds, leering, whistling, obscene gestures.
- Physical: Unwanted physical contact, including touching, pinching, brushing the body, pushing, or blocking movement or any other intentional bodily contact in a sexual manner.

Whatever form it takes, harassment is insulting and demeaning to the recipient and will not be tolerated. Violations of this policy may result in disciplinary action.

5. **Disruption or Obstruction.** Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other IAU activities, including its public service functions on or off campus, or other authorized non-IAU activities, when the act occurs on IAU premises.

Participation in campus demonstrations that disrupt the normal operations of the IAU and/or infringe on the rights of other members of the IAU community; leading or inciting others to disrupt scheduled and/or normal activities

within any campus building or area; intentional obstruction that unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus, whether inside or outside.

Students are free to assemble and express themselves publicly in a peaceful, orderly manner. Public rallies, demonstrations (either by individuals or groups), and assemblies held on campus should be registered 24 hours in advance with the Office of Student Services indicating the desired date, time, place, expected attendance, and type of demonstration planned. Public demonstrations not registered may violate the disruption/obstruction policy.

6. **Theft, Damage, or Unauthorized Use.** Attempted or actual theft of, unauthorized use of, and/or damage to IAU property or property of a member of the IAU community or other personal or public property. This includes the intent to destroy or vandalize property.
7. **Unauthorized Entry or Use of IAU Premises.** Unauthorized possession, duplication, or use of keys and/or access codes to any IAU premises or unauthorized entry to or use of IAU premises. Trespassing upon, forcibly entering, or otherwise proceeding into unauthorized areas of IAU owned or leased facilities, their roofs, or the residential space of another without permission.
8. **Compliance.** Failure to comply with directions of IAU officials or law enforcement officers acting in the performance of their duties and/or failure to provide proof of identity to these persons when requested to do so.
9. **Drugs, Alcohol, Firearms, Gambling.** Abuse of prescription and over-the-counter drugs. Violation of any federal, state, or local law including but not limited to:
 - a. Use, possession, or distribution of narcotics or other controlled substances, except as expressly permitted by law.
 - b. Use, possession, or distribution of alcoholic beverages, except as expressly permitted by the law and IAU policies, or public intoxication. Students 21 years of age and older may consume alcohol at sanctioned events. IAU students and their guests are expected to act responsibly in their use of alcoholic beverages. Student-sponsored events at IAU are for the benefit of IAU students. Groups that sponsor such events assume the responsibility to plan and implement safe, well-ordered events.
- c. Use or possession of drug-related paraphernalia on campus.
- d. Use or possession of firearms, fireworks, explosives, other weapons, or dangerous chemicals on IAU premises not specifically authorized by IAU.
- e. Misuse of legal objects in a dangerous manner (e.g., laser pointing in someone's eyes).
- f. Illegal gambling or wagering.
10. **Disorderly, Indecent Conduct.** Conduct that is deemed disorderly, lewd, or indecent; breach of peace or aiding, abetting, or procuring another person to breach the peace on IAU premises or at functions sponsored or participated in by IAU.
11. **Theft or Other Abuse of Computer Resources.** Theft or other abuse of computing resources and network access, including but not limited to:
 - a. Unauthorized entry into a file to use, read, change the contents, or for any other purpose.
 - b. Unauthorized transfer of a file.
 - c. Unauthorized use of another individual's identification and password.
 - d. Use of computing facilities to interfere with the work of another student, faculty member, or IAU official.
 - e. Use of computing facilities to send, display, or print obscene or abusive messages.
 - f. Use of computing facilities to interfere with normal operation of the IAU computing system.
 - g. Knowingly causing a computer virus to become installed in a computer system or file.
 - h. Knowingly using the campus computer network to disseminate "spam" messages (i.e., unsolicited bulk email messages that are unrelated to the mission of IAU).
 - i. Knowingly using the campus network to send any threatening or otherwise inappropriate message.
 - j. Illegal download of copyrighted software or other works (e.g., music files).
12. **Improper Use of Cell Phone Cameras.** Misuse of mobile phone cameras, electronic capture devices, or unauthorized audio or video recording, in an area where the expectation of privacy exists, or to facilitate plagiarism, compromise academic work, including but not limited to tests, or otherwise improperly

compromise the intellectual property rights of others.

13. **Hazing.** Hazing, defined as an act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization.
14. **Abuse of Fire Safety Standards.** Any activity involving tampering with fire alarms or firefighting equipment, unauthorized use of such equipment, failure to evacuate during a fire alarm, hindering the evacuation of other occupants, or hindering authorized emergency personnel.
15. **Other Offenses Against the IAU Community.**
 - a. Violations of other published IAU policies, rules, or regulations. Such policies, rules, or regulations may include internship policies and student organization bylaws.
 - b. Selling, or solicitation, on campus without the written authorization from the President/CEO or his/her designee.
 - c. Creating a fire, safety, or health hazard.
16. **Criminal Conduct and/or Civil Offenses.** A violation of any local, state, or federal criminal law, or engaging in behavior that is a civil offense may be considered a violation of the IAU Code of Conduct, even if the specific criminal conduct/civil offense is not specifically listed in this section. The criminal conduct/civil offense may be considered as a violation of the Code of Conduct irrespective of whether the criminal violation/civil offense is prosecuted in a court of law. IAU may inform law enforcement agencies of perceived criminal violations and may elect to defer internal student conduct action until prosecution of the criminal violation has been completed. Exoneration from criminal charges will not result in immunity from civil action or IAU proceedings.

CODE OF CONDUCT VIOLATIONS

Any individual who violates the tenets of the Code of Conduct may be charged with a violation and disciplinary actions may be imposed by IAU. Not all violations call for the same disciplinary actions. IAU officials are charged to use their best judgment in assessing and addressing the nature and seriousness of the violation.

Should the behavior of an individual make it necessary to impose disciplinary action, one or a combination of measures may be used. IAU reserves the right to broaden or lessen any range of recommended disciplinary actions in the case of serious mitigating circumstances or egregiously offensive behavior. All disciplinary actions are subject to review by Human Resources, the Chief Academic Officer, the President/CEO, and/or the Board of Directors.

GRIEVANCE

Students, faculty members, and administrative employees have the right to address grievances to the institution for violations of the IAU Code of Conduct.

When a grievance is filed, the Overseeing Office (HR) will handle the initial Inquiry, look into the matter to determine the validity, and oversee the process in its entirety.

The Inquiry and Formal Investigation may include questioning the accuser, the accused, persons with pertinent information, and examining any pertinent materials. Most complaints are resolved informally through discussions during the Inquiry stage. If the Inquiry reveals evidence of a Code of Conduct violation, IAU will launch a Formal Investigation in order to determine the factual details of the incident and the appropriate course of action in reaching a resolution. The Overseeing Office (HR) will delegate the Formal Investigation to a Responsible Office.

If IAU receives an anonymous grievance, IAU is hampered in responding in a meaningful way. As with all concerns raised to IAU, the best approach is to actively listen, document the grievance, and respond with an appropriate level of urgency based on all the information available.

To make a formal grievance, use the [Grievance Filing Form](#).

GRIEVANCE TO BPPE OR TRACS

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's internet website: www.bppe.ca.gov.

A student or faculty member may file a complaint about this institution with the Transnational

Association of Christian Colleges and Schools (TRACS) by accessing the TRACS website at www.tracs.com and downloading the packet containing the Policies and Procedures for Complaints Against Member Institutions, the TRACS Complaint Information Sheet, and the TRACS Complaint Processing Form. TRACS's response and its obligations to meet the specific timetables outlined in these procedures will begin only after the complainant submits all documents required in the TRACS Complaint Information Sheet. A formal complaint is one that is: (1) Submitted in writing using the TRACS Complaint Processing Form (including all required supporting documentation); (2) Signed; and (3) Sent to the attention of the President of TRACS by the complainant(s). Complaints which are not in writing, anonymous, or sent electronically or by facsimile transmission will not be considered.

STUDENT RECORDS POLICIES

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

The Family Educational Rights and Privacy Act (FERPA) of 1974, also known as the Buckley Amendment of FERPA, and California Education Code: 67100 ff, provide generally, that (1) the student shall have the right of access to their educational records, and (2) educational institutions shall not release educational records to non-school employees without consent of the student. "Students" as used in this notice include former students.

DISCLOSURE OF STUDENT RECORDS

With several exceptions provided by law, IAU cannot release information concerning students to prospective employers, government agencies, credit bureaus, etc., without the written consent of the student. Students and alumni applying for jobs, credit, graduate school, etc., can expedite their applications by providing IAU with written permission to release their records, specifying which records and to whom the release should be made. The student's written consent is not required for the disclosure of grades, disciplinary action, or other information to parents of students who are dependents for federal income tax dependency.

AVAILABILITY OF STUDENT RECORDS

Student physical records are maintained on-site for a minimum of five (5) years after departing IAU.

Students have access to their own personal records during regular business hours upon reasonable notice, but access can only be had in the presence of a duty-authorized University representative. After 5 years, student records are digitized. Transcripts are kept permanently.

RIGHTS AND ACCESS BY OTHERS

The law provides that the right of access to student records is available to authorized officials of State or Federal agencies when such access is necessary for audit or evaluation of educational programs supported by such agencies.

UPDATE INFORMATION

Upon enrollment, a student's personal information and contact information provided in the admissions portfolio is updated on permanent student records, *myIAU*, and *IAUonline*.

The Office of the Registrar (REG) is responsible for updating information for all current and former students and notifying all pertinent offices about the updates. Updates are expected to be made within the scope of each office.

Students are responsible for notifying REG about any change of information. Per SEVIS regulations, F-1 students are required to report any changes to the DSO within 10 days. It is the student's responsibility to inform REG about any spelling error or incorrect information on permanent student records, *myIAU*, and *IAUonline*.

Students are required to submit the [UPDATE INFORMATION REQUEST FORM](#) in order to formally request an update of any information. No verbal or informal requests shall be processed. Students may request to update the following information (for each request, a new submission of the form is required):

- U.S. Address
- Foreign Address
- Telephone Number
- Email Address
- Date of Birth
- Name Change
- Emergency Contact Information

Initial Approved applicants newly arrived in the U.S. or applicants living outside California (within the U.S.) at the time of admissions must provide a new California address within 14 days from program start date along with a U.S. telephone number.

Name change or date of birth update requests must be accompanied by the submission of supporting documents as evidence within 24 hours of submission of the form. For name change requests, supporting documents may include, but are not limited to, a Government-issued ID, Marriage Certificate, Divorce Decree, Adoption Decree, Court Order, and Public Order. For date of birth update requests, supporting documents may include, but are not limited to, a Government-issued ID and Birth Certificate.

By default, student profile information in **myIAU** is used to issue documents and transcripts. Information in a student's **myIAU** profile must be verified by the student prior to requesting documents and transcripts. IAU shall not be held accountable for any incorrect information on documents and transcripts. Complaints, as such, will not result in reprintings at the expense of the institution.

Update Information requests shall be automatically discarded if one of the following occurs:

- Duplicate submission
- Supporting document is not received within 24 hours
- General information provided is incorrect

DECEASED STUDENTS (UPDATING RECORDS)

Family members of students who have passed away during their program and are entitled to a refund are required to submit a copy of the Death Certificate to the Office of the Registrar. The office will update the deceased student's file at that time.

FINANCIAL POLICIES

IAU is committed to doing everything possible to help eligible students meet their financial needs. Major responsibility for securing the necessary financial resources rests with the student.

IAU understands that students may work full-time, have children, and must fulfill other outside commitments. When comparing quality and cost, IAU is a great option. The tuition is competitively priced to make achieving a quality education affordable and realistic for the average person.

F-1 students should plan carefully for their financial support while attending IAU, as local living expenses can be relatively high.

FINANCIAL ADVISING

Financial advising is available to all students. This includes, but is not limited to, advising on payment plans, payment methods, financial hardships, scholarships available, penalty fees, payment extensions, and removing financial holds.

ENROLLMENT AGREEMENT

An enrollment agreement must be signed for the entire program enrolled. The student's enrollment is official upon signing the enrollment agreement. Campus and online students may submit scanned/emailed copies of the enrollment agreement. F-1 students shall execute the enrollment agreement upon arrival at the IAU campus.

TUITION CALCULATION / DUE

All students pay per unit rate tuition based on how many course units they take each semester. It is the policy of the institution to collect all tuition and other fees from a student at the time of course registration. Eligible students may participate in a Payment Plan.

NON-TUITION FEES

Tuition does not include application fee, optional service fees, textbook prices, material fees, penalty/late fees, or other non-tuition charges.

FORMS OF PAYMENT

IAU accepts electronic funds transfer, cash, credit card, personal or business checks, cashier's check, or money order. Returned checks are subject to a returned check fee. If there are technical or situational issues that arise, a student may be restricted to a specific form of payment.

CREDIT CARD CONVENIENCE FEE

A non-refundable Convenience Fee will be added to all credit or debit card purchase amounts. The fee will be established based on prevailing merchant service fees.

ONE YEAR TUITION UPFRONT

F-1 students are required to pay one year tuition and non-tuition fees upfront prior to official enrollment. F-1 Initial students must pay these fees prior to departing to the U.S., while F-1 Transfer students must pay these fees after their SEVIS Record has been transferred to IAU. All other F-1 students must pay at the time of course registration.

PAYMENT PLAN AGREEMENT

Eligible students may participate in the IAU Payment Plan. A student must come in person to sign the Payment Plan Agreement. After registering for courses with SSP, the student shall meet with ACC to create a Tuition Payment Planner. The Tuition Payment Planner is arranged per term. Failure to comply with policies may result in cancellation of Payment Plan Agreement.

To be eligible, students must be enrolled full-time. Students who are delinquent with two (2) consecutive or five (5) total payments may not qualify for payment plans. Exceptions are made on a case-by-case basis with approval from the ACC Supervisor.

ACH PAYMENT PLAN

Eligible students may participate in the monthly Payment Plan by establishing an automated clearing house (ACH) account.

PENALTY FEE, LATE PAYMENT

Late payments are subject to a late payment fee. Additionally, students on automated clearing house (ACH) must have enough funds for the ACH to process monthly. If an ACH payment is unable to process due to Non-Sufficient Funds (NSF), the student will be assessed a Returned Check/NSF fee. See current Schedule of Fees.

FINANCIAL NOTICES FOR LATE OR DELINQUENT PAYMENTS

IAU shall send collection notices, in the form of phone calls and emails, to students who fail to pay tuition payment fees as agreed in the enrollment agreement or payment plan. The collection notices shall be spaced apart to give the student ample notice and time to make payment arrangements with IAU. The collection notices shall be sent via email with a final notice via email.

FINANCIAL SUSPENSION

A student may be placed on Financial Suspension for failure to pay the tuition and fees as agreed to in the Enrollment Agreement or payment plan. A student who is placed on Financial Suspension for more than 60 days may be administratively withdrawn from IAU. F-1 students who have been administratively withdrawn from IAU may have their SEVIS record terminated.

FINANCIAL HOLD

Students who are placed on Financial Suspension will have their **myIAU** account placed on a financial "hold". A student whose account is on "hold" will not receive any administrative or academic services. Services withheld may include, but are not limited to, class registration, changing status, and requesting copies of the Form I-20. Students must resolve their financial account with the Office of Accounting to be removed from the financial "hold."

CANCELLATION OR WITHDRAWAL

A student may withdraw/drop from IAU at any time during the semester by the last day of regularly scheduled classes by completing the proper forms from the Office of Student Support. Official notification is required in writing. Cancellation must be received before any withdrawal from IAU is processed.

IAU, for all students, without penalty or obligation, shall refund 100 percent of the amount paid for institutional charges, less the non-refundable Application for Admissions and Form I-20 processing courier fees, if applicable, of \$125 each, if notice of cancellation is made prior to or on the first day of instruction, or the seventh day after enrollment, whichever is later. IAU shall advise each student that any notification of withdrawal or cancellation and any request for a refund is required to be made in writing.

CANCELLATION OR WITHDRAWAL WHILE USING LOAN

If the student obtains a loan to pay for an educational program, the student will have the responsibility to repay the full amount of the loan plus interest, less the amount of any refund, and if the student has received federal student financial aid funds, the student is entitled to a refund of the money not paid from federal student financial aid program funds.

If the student is eligible for a loan guaranteed by the federal or state government, and the student defaults on the loan, both of the following may occur:

1. The federal or state government or a loan guarantee agency may take action against the student, including applying any income tax refund to which the person is entitled to reduce the balance owed on the loan.
2. The student may not be eligible for any other federal student financial aid at another institution or other government assistance until the loan is repaid.

CANCELLATION OR WITHDRAWAL PROCEDURE

A student who wishes to withdraw from their program of study, must complete the Course/Program Withdrawal form and send it to ssp@iaula.edu. The form can also be mailed to:

OFFICE OF STUDENT SUPPORT
INTERNATIONAL AMERICAN UNIVERSITY
3440 Wilshire Blvd. #1000
Los Angeles, CA 90010

The notice of cancellation and withdrawal is effective when delivered, postmarked, or emailed. Once received, the Office of Student Support will approve the Cancellation or Withdrawal.

REFUND TIME FRAME

IAU shall pay or credit refunds due on a reasonable or timely basis not to exceed **30 days** following the date upon which the student's withdrawal has been determined.

PRO RATA REFUND CALCULATION

The refund policy for students who have completed 60 percent or less of the period of attendance shall be a pro rata refund. Under this policy, the minimum refund allowed shall be as follows:

Class Scheduled	Percentage of Class Scheduled	Pro Rata Rate
1	12.50%	100.00%
2	25.00%	87.50%
3	37.50%	75.00%
4	50.00%	62.50%
5	62.50%	50.00%
6	75.00%	0.00%

7	87.50%	0.00%
8	100.00%	0.00%

REFUND EXAMPLE

Undergraduate Example

- The non-refundable Application for Admissions Fee costs \$125, while a 3-unit undergraduate course costs \$675.
- The student paid \$125 for the non-refundable Application for Admissions Fee, plus \$675 for the course. Therefore, the student paid \$800 total to IAU.
- The 3-unit course spans 8 Lessons/weeks. The student attends 2 weeks and withdraws during the 2nd week.
- The student is entitled to a pro rata refund of 87.50% of their \$675 tuition paid, which is \$590.63.

Master's Example

- The non-refundable Application for Admissions Fee costs \$125, while a 3-unit master's course costs \$1,050.
- The student paid \$125 for the non-refundable Application for Admissions Fee, plus \$1,050 for the course. Therefore, the student paid \$1,175 total to IAU.
- The 3-unit course spans 8 Lessons/weeks. The student attends 4 weeks and withdraws during the 4th week.
- The student is entitled to a pro rata refund of 62.50% of their \$1,050 tuition paid, which is \$656.25.

CHARGEBACK

Chargebacks, also referred to as transaction disputes, normally incur a fee for the merchant. If there is a chargeback request and the student does not agree to make a payment to IAU, then the request is not canceled within the chargeback investigation time period by the merchant. Any payment or receipt may be canceled depending on the result of the chargeback. The student is responsible for any fee that occurs due to the chargeback transaction.

STUDENT TUITION RECOVERY FUND (STRF)

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an

educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss. Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition. You are not eligible for protection from the STRF, and you are not required to pay the STRF assessment, if you are not a California resident, or are not enrolled in a residency program.

Effective April 1, 2022, the Student Tuition Recovery Fund (STRF) assessment rate has changed from fifty cents (\$.50) per one thousand dollars (\$1000) of institutional charges to two dollars and fifty cents (\$2.50) per one thousand dollars (\$1,000) of institutional charges, rounded to the nearest thousand dollars, from each student in an educational program who is a California resident or is enrolled in a residency program. For institutional charges of one thousand dollars (\$1,000) or less, the assessment is zero dollars (\$0).

It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, (916) 431-6959 or (888) 370-7589.

To be eligible for STRF, you must be a California resident or enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.
2. You were enrolled at an institution or a location of the institution within the 120-day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120-day period before the program was discontinued.
3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the

institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.

4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.
5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.
6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court, based on a violation of this chapter by an institution or representative of an institution, but have been unable to collect the award from the institution.
7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans.

To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF. A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law. However, no claim can be paid to any student without a social security number or a taxpayer identification number.

FEDERAL AND STATE FINANCIAL AID PROGRAMS

IAU does not currently participate in state or federal financial assistance programs. Financial assistance may come in the form of private scholarships or IAU Scholarships.

STUDENT REFERRAL CREDIT

IAU will credit active students who refer new students to the institution with a one-time, \$100.00 value restaurant gift card. Restaurants are subject to change depending on availability. The maximum referral amount is \$100 annually per student. The referred student must provide the referrer's name to

the Office of Admissions on the Application for Admissions. The referral gift card cannot be redeemed for cash, tuition, non-tuition fee, or transferred to another person. The referrer must provide a picture ID to pick up the referral gift card. The referrer can give authorization to another person to pick-up the referral gift card. The authorization may be requested to FIN@iaula.edu.

SCHEDULE OF FEES

IAU makes every effort to keep student costs to a minimum. The Board of Directors may determine that the Schedule of Fees may need to be increased based on incurred costs. IAU reserves the right to change tuition rates and non-tuition fees without notice. The Schedule of Fees shall be published in the Catalog and website.

Undergraduate (per unit)	\$225
Master (per unit)	\$350
DBA (per unit)	\$375
DM (per unit)	\$450

NON-TUITION FEES

All non-tuition fees are non-refundable. Fees subject to change without notice.

Admissions Fees

Application for Admissions	\$125
Form I-20 Processing	\$125
Form I-20 Reinstatement	\$300
Student Services Fee	\$50
Rush Processing, Admissions	\$200

CA State-Mandated Fees

STRF	\$2.50 per \$1000 of institutional charges
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Document Fees

Authentication/Apostille (each office)	\$75
Enrollment Verification	\$10
USPS courier in U.S. no tracking	Included
USPS courier in U.S. w/ tracking	\$10
Form I-20 Previous Form (each)	\$10
Form I-20 Travel Rush Fee	\$35
Migration Certificate	\$10
USPS courier in U.S. no tracking	Included
USPS courier in U.S. w/ tracking	\$10
Notary	\$10
OPT Processing	\$150
IAULA Parking Validation, Day (Mon-Fri)	\$10
IAULA Parking Validation, Night & Weekend	\$3
Repeat Course Grade Change	\$35

Student ID Card Duplicate	\$5
TAP Card Verification Letter	\$10
USPS courier in U.S. no tracking	Included
USPS courier in U.S. w/ tracking	\$10
USCIS Reinstatement	\$1,000
USCIS Request for Evidence (RFE) Digital	\$250
USCIS RFE Physical & Digital	\$300
USCIS RFE Rush Fee	\$100

Transcripts

Electronic Transcript (per order)	\$10
Paper Transcript w/ tracking	
USPS Domestic Mail	\$12.50
USPS International Mail	\$15
FedEx Overnight Domestic	\$35
FedEx International	\$57.50

Graduation & Memorabilia Fees

Duplicate Diploma	\$50
Diploma	Included
Diploma Cover	Included
USPS courier in U.S. w/ tracking	\$10
FedEx international w/ tracking	Shipping fee
Diploma Frame (8.5"x11"/11"x14")	\$80/\$90
Shipping (U.S./International)	\$25/\$100
Duplicate Graduation Package	\$75
Diploma	Included
Diploma Cover	Included
Statement of Completion (SOC)	Included
Original Transcript	Included
USPS courier in U.S. w/ tracking	\$10
FedEx international w/ tracking	Shipping fee
Graduation Petition	\$50
Graduation Photos	\$25
Commencement Ceremony (optional)	\$100
Hoodie	\$27
Messenger Bag	\$15
Padfolio	\$10
Polo Shirt	\$15

Late / Penalty Fees

Late Application for Admissions (1-2 days)	\$200
Late Application for Admissions (3-4 days)	\$350
Late Graduation Petition	\$25
Late Registration #1	\$25
Late Registration #2	\$50
Late Registration #3	\$75
Late Registration #4 (Last Chance)	\$100
Late Tuition / Incomplete Payment	\$25
Registration 4th Update	\$35
Returned Check / NSF	\$50

TUITION CHARGES FOR ENTIRE EDUCATIONAL PROGRAM

Program	Units	Per Unit	Tuition	App*	STRF*	Total
Certificate of Accounting / Certificate of Business	60	\$225	\$13,500	\$125	\$35	\$13,660
Associate of Science in Business Administration (ASBA)	60	\$225	\$13,500	\$125	\$35	\$13,660
Bachelor of Business Administration (BBA) / BBA in Accounting (BBA-Acc)	120	\$225	\$27,000	\$125	\$67.50	\$27,192.50
Master of Business Administration (MBA) / MBA in Business Analytics (MBA-BAn) / MBA in in Management Information Systems (MBA-MIS)	36	\$350	\$12,600	\$125	\$32.50	\$12,757.50
Doctor of Business Administration (DBA)	60	\$375	\$22,500	\$125	\$57.50	\$22,682.50
Doctor of Management (DM)	42	\$450	\$18,900	\$125	\$47.50	\$19,072.50

TUITION CHARGES FOR A FULL-TIME SEMESTER (4 MONTHS)

Program	Units	Per Unit	Tuition
Certificate of Accounting / Certificate of Business	12	\$225	\$2,700
Associate of Science in Business Administration (ASBA)	12	\$225	\$2,700
Bachelor of Business Administration (BBA) / BBA in Accounting (BBA-Acc)	12	\$225	\$2,700
Master of Business Administration (MBA) / MBA in Business Analytics (MBA-BAn) / MBA in in Management Information Systems (MBA-MIS)	9	\$350	\$3,150
Doctor of Business Administration (DBA)	9	\$375	\$3,375
Doctor of Management (DM)	9	\$450	\$4,050

* Non-refundable

COURSE DESCRIPTIONS

Courses offered at IAU have been identified by course codes and numbers that are comparable to accredited institutions' numbering system. The course code is a 3 letter identifier for a major division of an academic subject. The course code is related to the content of the course, rather than the department in which it is taught. All courses are 3 semester units, unless otherwise indicated.

100-299 Undergraduate lower division courses
300-499 Undergraduate upper division courses
500-999 Graduate courses

ACC | ACCOUNTING

ACC 100 Principles of Financial Accounting

This course is designed to provide an introduction to financial accounting from the user's perspective. Its primary purpose is to promote understanding of financial accounting information for decision-making purposes and to focus on financial accounting's role in communication business results.

ACC 200 Principles of Managerial Accounting

This course introduces the student to the use of accounting information by managers. Topics include the use of accounting information for planning and control, capital investment, performance evaluation, decision-making and the statement of cash flows, along with financial statement analysis.

(Prerequisite: ACC 100 Principles of Financial Accounting)

ACC 210 Cost Accounting

This course is an advanced treatment of managerial accounting/cost accounting. Emphasis is on budgeting and cost control systems including a detailed study of manufacturing cost accounts and reports, job order costing, and process costing. Includes introduction to alternative costing methods such as activity-based and just-in-time costing.

Emphasis is on decision-making and performance evaluation techniques in management/cost accounting utilizing case studies. *(Prerequisite: ACC 200 Principles of Managerial Accounting)*

ACC 300 Intermediate Accounting I

This course is the first in a series of three intermediate financial accounting courses which provide a comprehensive study of financial accounting theory and financial accounting reporting. The course will concentrate on the

foundations of financial accounting and include an in-depth study of generally accepted accounting principles and concepts. Emphasis will be on a deeper understanding of financial statements, earnings management, and the revenue/receivables/cash cycle. *(Prerequisite: ACC 100 Principles of Financial Accounting & ACC 200 Principles of Managerial Accounting)*

ACC 310 Intermediate Accounting II

This is the second in a series of three intermediate financial accounting courses which provide a comprehensive study of financial accounting theory and financial accounting reporting. The course will concentrate on revenue recognition as well as operating assets and liabilities. Later emphasis will be on accounting for stockholder's equity. *(Prerequisite: ACC 300 Intermediate Accounting I)*

ACC 320 Intermediate Accounting III

This course is a follow-on to ACC 310. Topics include: investments in financial assets, accounting for income taxes, accounting for leases, accounting for employee compensation and benefits, earning per share, accounting changes and error analysis, and statement of cash flows. *(Prerequisite: ACC 300 Intermediate Accounting I & ACC 310 Intermediate Accounting II)*

ACC 350 Taxation I

This course involves preparation of individual federal income taxes. The focus of this course is basic tax issues for students relative to individual reporting. Topics include basic income tax computation, income definition, property transactions, taxes and investment and financing decisions, etc. The purpose is to provide a basic understanding of the role of taxes in decision-making. The materials used in this course include the tax law (the Internal Revenue Code), authoritative government regulations, and government background studies on taxation. There will be some exposure to current research on taxation. *(Prerequisite: ACC 300 Intermediate Accounting I & ACC 310 Intermediate Accounting II)*

ACC 360 Taxation II

This course is a continuation of federal income taxes subject matter. The focus of this course is on corporations and their tax obligations. There will be some exposure to current research on taxation. *(Prerequisite: ACC 300 Intermediate Accounting I, ACC 310 Intermediate Accounting II, & ACC 350 Taxation I)*

ACC 400 Advanced Accounting I

This course involves the advanced development of applications of financial accounting concepts. The

main emphasis is in the accounting entities: consolidations, partnerships, branch and affiliated companies, governmental units, nonprofit organizations, estates, and trusts. The course emphasizes accounting principles in relation to installment sales, consignments, segments of business enterprises, interim reporting, SEC reporting, and multinational companies.

(Prerequisite: ACC 300 Intermediate Accounting I, ACC 310 Intermediate Accounting II, & ACC 320 Intermediate Accounting III)

ACC 410 Advanced Accounting II

This course is a continuation of ACC 400 and is designed for accounting majors as it involves advanced application of financial reporting concepts. The main emphasis is on multinational accounting, SEC reporting, partnerships, and governmental entities. *(Prerequisite: ACC 400 Advanced Accounting I)*

ACC 420 Auditing I

This course is designed to provide an introduction to auditing. The objectives include principles and practices used by public accountants and internal auditors in examining financial statements and supporting data. Special emphasis is given to assets and liabilities. This course is a study of techniques available for gathering, summarizing, analyzing and interpreting the data presented in financial statements and procedures used in verifying the fairness of the information. Also ethical and legal aspects and considerations are emphasized.

(Prerequisite: ACC 300 Intermediate Accounting I, ACC 310 Intermediate Accounting II, & ACC 320 Intermediate Accounting III)

ACC 430 Auditing II

This course continues with the concepts, standards, and procedures used by independent auditors in verifying business data in order to render an opinion and report on the financial statements of the entity being examined. Includes professional and ethical relationships, study and evaluation of internal controls, audit program applications, statistical sampling concepts, and applications. *(Prerequisite: ACC 420: Auditing I)*

ACC 440 International Accounting

Upon successful completion of this course, the student will have gained the tools necessary to make informed decisions on a broad range of accounting challenges faced by multinational enterprises. Also, the student will learn the ways different countries perceive and interpret certain accounting topics and the rationale behind how they deal with them. The purpose of this course is to examine the managerial and financial accounting function from an

international perspective, focusing on the flow of information in multiple currencies, complying with reporting requirements in the United States, Europe and Japan. Case studies will be used to illustrate the specific day-to-day complexities of accounting issues that are encountered in international business operations. *(Prerequisite: ACC 300 Intermediate Accounting I, ACC 310 Intermediate Accounting II, & ACC 320 Intermediate Accounting III)*

ACC 500 Accounting for Managers

This course is designed to provide an advanced introduction to financial and managerial accounting from the users' perspective. Its primary purposes are to promote understanding of financial and managerial accounting information for decision-making purposes and to focus on financial and managerial accounting's role in decision-making and communicating financial results.

BSC | BEHAVIORAL SCIENCE

BSC 600 Social Theory

This course examines society from a conflict perspective, prompting us to ponder one of the central questions of sociology: Who benefits from the existing customs and social order, and who does not? In this conflict centered approach, the course offers a realistic appraisal of society and leads us to think critically about existing social arrangements with an eye toward restructuring society along more humane lines relative to our changing economy and the shrunken world.

BSC 610 Social Psychology

This course is designed as a comprehensive survey course of theory and research in social psychology. The goal of this course is to explain how our thoughts, feelings, and behavior are influenced by the actual, imagined, or implied presence of other people. Topics to be studied include the self, social perception, social cognition and information processing, attitudes and persuasion, prejudice, stereotyping and discrimination, social influence and group behavior, romantic relationships, aggressive behavior, helping behavior, and applied social psychology. Throughout the course, you will be encouraged to think about how research in social psychology can shed light on events going on around the world and in your own lives and how it can help to better human existence.

BUS | BUSINESS

BUS 100 Global Dimensions of Business

(formerly BUS 105 Introduction to Business)

This course is designed to provide a foundation in general business areas such as accounting, finance,

economics, marketing, business law, and other business subjects.

BUS 110 Business Communication

This course is an introduction to business and professional communication. Individual-level topics cover organizational communication, business vocabulary, speaking and writing, preparing and delivering presentations, and career management.

BUS 150 Business Math

This course involves mathematics calculations in the context of business applications. Topics include basic numbers facts, equations used in business, simple and compound interests, payroll, financial instrument value determination, bank loans, taxes, insurance, determining depreciation, and financial statements and ratio.

BUS 200 Introduction to Entrepreneurship

This course is an introduction to entrepreneurship and will focus on identifying opportunities and putting useful ideas into practice. The process will include deciding to become an entrepreneur, developing successful business ideas, moving from an idea to an entrepreneurial firm, and managing and growing an entrepreneurial firm.

BUS 300 Business Ethics

This course confronts a number of morally and legally thorny issues that arise on both a domestic and international scale. It will present arguments raised by partisans of conflicting viewpoints, sorting out the competing interests that motivate them.

BUS 310 Business Law

This course introduces students to the legal concepts that influence business relationships, decisions, and practices. Topics covered are contracts, property rights, torts, financial transactions, and business related crimes.

BUS 320 Introduction to International Business

This course introduces the concept of international business as a system, and the theories which underlie it; institutions which are visual evidences of it; production, marketing, financial, legal and other subsystems which comprise the total system. It also examines national governmental and international institutional controls and constraints, which impact the environment in which the system operates.

BUS 330 Introduction to E-Commerce

This course is designed to create a comprehensive awareness of e-commerce (e-business), beginning with the "basics", i.e. terms, concepts and definitions, working toward and facilitating a wide understanding and appreciation of e-commerce

(e-business) applications, and the vital role they play in modern business practice.

BUS 400 Business Strategy and Policy

This course focuses on giving students the opportunity to develop and apply the theories, tools, and concepts they have accumulated throughout the program. Emphasis will be on problem-solving and decision-making.

BUS 440 Internship (1 unit)

This course is an internship for undergraduate students which represents an educational strategy that links classroom learning and student interest with the acquisition of knowledge in an applied work setting. The internship can be on-campus with IAU or through companies with which IAU has an established cooperative agreement. Students will be responsible for completing weekly discussion questions and submitting the Internship Completion Form by the end of the course. This course is PASS/FAIL.

BUS 446 Internship Reflection (1 unit)

This course is an opportunity for undergraduate students to reflect on their learning from an internship or previous employment experience. Students will complete a complex writing assignment related to career engagement, communication, leadership, teamwork, supervision and career/occupational preferences in the workplace. This course is PASS/FAIL.

BUS 540 Business Law for Managers

This course examines the key components of the business environment and legal choices with regard to corporate decisions. In today's business world, legal and regulatory environments directly impact an organization's strategic operation and performance. Environmental controls reflect a series of ever changing issues that are frequently reviewed, revised or eliminated. The emphasis in this course is on current regulatory environments and their impact on organizational directions.

BUS 545 International Business Law for Managers

This course is designed to give managers a basic understanding of the international laws that will apply to businesses worldwide. The course involves laws: (1) between states and states, (2) between states and persons, and (3) between persons and persons. Students will discover the sources of international law and what courts and other international tribunals rely on to determine the content of international law.

BUS 590 Business Strategy

This course examines the conceptual and practical aspects of business strategies and policy decision-making through the utilization of business concepts, theories, and tools. The course covers current business issues and developments and involves the use of case study analysis.

BUS 590K Operations Strategy

This course examines the business strategies organizations use to create sustainable competitive advantages and the operations strategies used to produce the goods or services the organization sells. This course emphasizes the strategic alignment of operations objectives and competencies.

Align the supply chain to support the business strategy includes principles and techniques to understand the business environment in which an organization operates, to align business and functional strategies, and to make decisions to support competitive advantage in the short and long term. This involves choices about resources, processes, technologies, and layouts, including their inherent trade-offs and how these choices may change in support of different product/service life cycle stages. Supporting the long-term sustainability of the organization and adjustment to changing conditions requires monitoring key performance indicators (KPIs) and managing risk.

이 교육과정에서는 조직이 지속 가능한 경쟁 우위를 창출하기 위해 사용하는 비즈니스 전략과 조직이 판매하는 상품 또는 서비스를 생산하는 데 사용되는 운영 전략에 대해 탐구합니다. 이 과정은 운영 목표와 역량의 전략적 조정을 강조합니다.

비즈니스 전략을 지원하기 위한 공급망 조정에는 조직이 운영되는 비즈니스 환경을 이해하고, 비즈니스 및 기능적 전략을 조정하고, 단기 및 장기적으로 경쟁 우위를 지원하기 위한 결정을 내리는 원칙과 기술이 포함됩니다. 여기에는 독특한 장단점을 포함하여 자원, 프로세스, 기술 및 레이아웃에 대한 선택과 이러한 선택이 다양한 제품/서비스 수명주기 단계를 지원할 때 변경될 수 있는 방법이 포함됩니다. 조직의 장기적인 지속 가능성을 지원하고 변화하는 조건에 적응하려면 핵심 성과 지표 (KPI)를 모니터링하고 위험을 관리해야 합니다.

BUS 605K Entrepreneurship in Beauty Industry

This course teaches the basics of planning and launching a business in the beauty industry. It provides the core skills and processes needed to succeed. Students learn how to generate business ideas, create a business plan, and analyze market and location. It explores related laws to start a business and strategies designed for a small business in the beauty industry.

미용 서비스 창업에 대한 기본 개념과 절차 등을 이해하고 기본 준비에 대해 학습한다. 사업 타당성에

대한 분석 및 사업 계획서 및 상권 및 입지 분석에 대한 이해를 높여 창업에 넓은 시각과 정확한 분석을 학습한다. 지식재산제도 및 상가 건물 임대차 보호법에 대한 이해도를 높여 뷰티 산업의 창업 설계 전략을 살펴본다.

BUS 640 Internship (1 unit)

This course is an internship for graduate students which represents an educational strategy that links classroom learning and student interest with the acquisition of knowledge in an applied work setting. The internship can be on-campus with IAU or through companies which IAU has an established cooperative agreement. Students will be responsible for completing weekly discussion questions and submitting the Internship Completion Form by the end of the course. This course is PASS/FAIL.

BUS 646 Internship Reflection (1 unit)

This course is an opportunity for graduate students to reflect on their learning from an internship or previous employment experience. Students will complete a complex writing assignment related to career engagement, communication, leadership, teamwork, supervision and career/occupational preferences in the workplace. This course is PASS/FAIL.

BUS 680 Sustainability and Innovation

This course is designed to familiarize students, who are not environmental specialists, with relevant facts and analyses on the recent environmentalism evolution. The focus is on enabling future leaders to provide guidance, leadership, and support to business organizations in the development and successful execution of initiatives to promote sustainability.

BUS 700 MBA Capstone: Strategy & Competition

This course is designed to develop the student's ability to think constructively about the pursuit of sustainable competitive advantage through the systematic identification, evaluation, and creation of attractive business and corporate opportunities. Issues presented are developing a sustainable competitive advantage through strategy formulation and execution, understanding of the elements needed in a worldwide economy, assembling and organizing resources to execute strategies, and competing across multiple markets.

BUS 700K-SCM Capstone Business & ESG

This course is designed to help students understand the following two key goals correctly. First, as a process of summarizing a company's supply chain management, the importance and role of supply chain management (SCM) in Business is examined. Understand the flow of products, services, and

information from suppliers to end customers through our manufacturing process, and cultivate the ability to design and chart the supply chain of each selected case study company. Second, it explores the relationship between supply chain management (SCM) and ESG (Environmental, Social, and Governance), which has recently become a hot topic, and builds knowledge and capacity to prepare for it.

이 과정은 교육생들로 하여금 아래와 같은 두가지 핵심 목표를 올바르게 이해하도록 구성되었다. 첫째, 기업의 공급사슬관리를 총 정리하는 과정으로써 기업경영에 있어 공급사슬관리(SCM)의 중요성과 역할을 살펴본다. 공급업체에서 원재료가 납품되어, 우리의 제조 처리 과정을 거쳐 생산된 완제품이 유통 채널을 통해 최종 고객까지 이동되는 제품과 서비스, 그리고 정보의 흐름을 이해하고, 이를 바탕으로 각자 선택한 사례연구 회사의 공급사슬을 설계하고 이를 도표로 작성해보는 능력을 키운다. 둘째, 최근에 화두가 되고 있는 공급사슬 관리와 ESG(Environmental, Social, Governance)와의 관계를 탐구하며 이에 대비할 수 있는 지식과 역량을 쌓는다.

BUS 700K-RE Capstone Advanced Strategy & Competition

This course explores a wide range of business management concepts and strategies applied from business development planning to sales and operation stages in the business process. This course emphasizes the strategic management and value improvement of products. Strategic management includes principles and techniques for understanding the consumer-centric environment, coordinating key management elements of products, and building a value advantage in the marketplace. This includes how to make efficient management decisions and plans for the best use in the area of business such as real estate.

이 과정은 부동산 비즈니스 과정에서 부동산의 개발기획에서 판매와 운영단계까지 적용되는 광범위한 부동산 관리의 개념과 전략에 대해 탐구합니다. 이 과정은 부동산 제품에 대한 전략적 운영과 가치향상을 강조합니다. 전략적 관리에는 수요자 중심의 환경을 이해하고, 부동산 제품의 관리 핵심 요소들을 조정하고, 시장에서 가치 우위를 형성하기 위한 원칙과 기술이 포함됩니다. 여기에는 부동산 경영적 측면의 효율적 의사결정 방법과 부동산 최고의 활용을 위한 계획이 포함됩니다.

BUS 860 Business Ethics and Social Responsibility (formerly BUS 560 Business Ethics and Social Responsibility)

This course is intended to help students make ethical choices in a business context. It investigates ethical issues and decision-making problems facing contemporary leaders. Emphasis is on ethical approaches to problem solving, communication, and

managing people. The impact that various leadership styles have on organizations and communities will also be presented.

COM | COMMUNICATIONS

COM 100 Introduction to Mass Communication

This course introduces students to modern journalism and mass communication, mass communication media and effects, role and influence of journalistic media such as newspapers, magazines, broadcast media, photojournalism, computers and related fields of advertising and public relations.

COM 200 Public Speaking

This course helps students build confidence in preparing and delivering informative and persuasive speeches. Topics include subject selection, audience analysis, research, organization, and the use of voice and body in speech delivery.

COM 500 Public Speaking for Managers (1.5 Units)

This course helps students build confidence in preparing and delivering informative and persuasive speeches. Topics include subject selection, audience analysis, research, organization, and the use of voice and body in speech delivery.

COM 501 Public Speaking for Managers

This course helps students build confidence in preparing and delivering informative and persuasive speeches. Topics include subject selection, audience analysis, research, organization, and the use of voice and body in speech delivery.

DOC | DOCTORAL

DOC 800 Colloquium I: Scholarly Writing

(formerly DOC 800 Consortium I: Scholarly Writing)

This colloquium introduces students to the principal elements of research and scholarly writing. Students explore approaches to synthesizing literature and the application of the major components of APA convention, and learn to coordinate literature searchers. Learners also learn how to discern principal arguments, analyze research questions, and clearly identify the key scholarly attributes to journal articles and other sources of scholarly data. This colloquium also introduces learners to the University's over-arching Christian values and beliefs regarding research and the responsibility of scholars to continue a tradition of contributing to an ever-expanding body of knowledge.

DOC 810 Colloquium II: Research Techniques

(formerly DOC 810 Consortium II: Research Techniques)

This colloquium allows students to begin developing their skills as academic researchers. Addressed topics include research question development, design, item generation, subscale development and analysis, and basic hypothesis testing.

DOC 820 Colloquium III: Project Development

(formerly DOC 820 Consortium III: Project Development)

Students complete a research prospectus as the foundation for their project research proposal. Emphasis is placed on fully articulating a study design and methodology that is aligned with their research questions and hypotheses.

DOC 901 Comprehensive Examination

This course is a continuation of the Comprehensive Examination portion in the DBA program. This course involves the examination itself. This examination is designed to ensure that candidates are adequately prepared to undertake the research required for a doctoral project/dissertation and to teach university level courses in their chosen field. They are meant to test candidates' competencies. Course may be repeated but not for additional credit. (Prerequisite: All required doctoral courses. NOTE: RSC 810 Literature Review may be taken concurrently with this course.)

DOC 902 Comprehensive Examination II

This is a continuation of the doctoral project/dissertation process. In this course, the candidate will provide written answers to the three (3) approved comprehensive examination questions and submit final drafts to the Comprehensive Examination Committee.

DOC 910 Prospectus

The candidate will begin the doctoral project, which demonstrates the candidate's ability to design and conduct research independent, albeit guided, projects producing an original piece of research and making a significant contribution to solving a problem and expanding the knowledge base in the specific discipline. Course may be repeated but no further credit will be awarded.

DOC 911 Proposal

The candidate will begin the doctoral proposal, which covers the first three chapters of the dissertation, during the student will submit the IRB form for approval, as well as attend and pass CITI training. Course may be repeated but no further credit will be awarded.

DOC 912 Project

This is the final phase in the doctoral research project process. The candidate must have completed the Project Proposal (DOC 911). For this course, the candidate will have submitted the Project Proposal to the IRB (DOC 911). The candidate will continue with his/her research and finish the remaining chapters of the project. The course is complete when the candidate submits the manuscript for approval. Subsequent to completing the project will be the last course, DOC 913, which is the completion of an oral defense.

DOC 913 Project Defense

This is the final phase in the doctoral research project process. The candidate must have completed the Dissertation Project (DOC 912). For this course, the candidate completes his/her oral defense.

DIS | DISSERTATION**DIS 901 Entry (4.5 Units)**

This course covers Chapter One: Introduction, which is the first in a series of specialized courses for the doctoral program. This course is aimed to lead students through the construction and finalization of the Dissertation, laying the foundation for their upcoming dissertation. It aims to give realistic details to real-world business challenges. The major goal of this course is to help students develop a thorough and convincing foundation for their dissertation, which involves establishing the background, purpose, research questions, and nature of their planned study on their selected dissertation topic.

DIS 911 Diagnosis (4.5 Units)

This course covers Chapter Two. It is carefully designed to guide students through writing a complete and relevant Chapter Two of their dissertation. This practical course addresses real-world business concerns and provides a hands-on approach to academic learning. Students will not only define but also expound on essential terminology pertinent to their chosen subject of study throughout the course. Understanding the subtleties of language and the need for clarity in identifying the crucial concepts that will be the basis of their dissertation and future professional discourse.

DIS 921 Feedback (4.5 Units)

This course covers Chapter Three: Methodology/Feedback, which contains a detailed guide to the research design, techniques, and data analysis strategy that will be used to achieve the student's goals. It opens with a quick recap of the research's

nature and objective, laying the groundwork for the next parts. By the end of this chapter, students should have addressed all components of the technique important to the study, allowing other researchers to reproduce the recommended approach with other data. Statements about research duties should be written in the future tense before the preliminary defense and then altered to the past tense when the research is completed.

DIS 931 Solution (4.5 Units)

This course covers Chapter Four, which has been designed to guide students through writing a strong, unique dissertation targeted to real-world business difficulties. This course is critical in the dissertation journey because it allows students to defend their carefully constructed proposal in a preliminary defense (Chapters 1-3), providing their grasp and application of the topics. Before data collection, students will seek Institutional Review Board (IRB) approval to ensure the research's ethical integrity. The course will then guide students through detailed data analysis, emphasizing producing real, actionable solutions. The findings will be stated rigorously and succinctly, setting the groundwork for the dissertation's subsequent phases.

DIS 941 Evaluation (4.5 Units)

This course is designed to help students write and present an original, useful, and relevant dissertation to their field. The creation and presentation of Chapter Five of the dissertation are the most important parts of this course. Based on the comments and ideas from the dissertation committee in the previous course, the first step is to go back to Chapter Four and finish it. This course ends with a final review, where students talk about the importance, creativity, and usefulness of their finished dissertation, with a focus on real-life business problems and how to solve them. This chapter will help the researchers to complete the dissertation by focusing on EVALUATION.

DIS 951 Final Oral Defense (1.5 Units)

This course is designed to prepare students to present, defend, and verify their doctorate dissertation successfully. for the Final Oral Defense, which culminates in the doctoral program. The course requires students to show their ability to explain difficult concepts, provide a convincing case in support of their original research, and critically interact with dissertation committee input. Academic rigor, critical thinking, and professional communication skills are required for this course. The final oral defense assesses the depth and breadth of the student's research and comprehension and their ability to express their

work's relevance and real-world ramifications persuasively.

ECN | ECONOMICS

ECN 200 Introduction to Microeconomics

(formerly ECN 100 Introduction to Microeconomics)

This course studies business enterprises, institutions, market specialization and exchange, pricing and output, competition and monopoly, and government regulations. Additional topics include current economic problems and international economic development.

ECN 210 Introduction to Macroeconomics

(formerly ECN 110 Introduction to Macroeconomics)

This course covers economic activity and growth, determination of income, employment, output, inflation, aggregate demand and supply, money and banking, monetary and fiscal policies, and international economic issues.

ECN 300 Money and Banking

This course addresses classical and contemporary issues in the theory of money, banking, and financial institutions. The course will focus on the money creation process, to endogenous money versus exogenous money, and to the ability of the Federal Reserve to stabilize the economy.

ECN 500 Managerial Economics

This course is intended to help students make ethical choices in a business context. It investigates ethical issues and decision-making problems facing contemporary leaders. Emphasis is on ethical approaches to problem solving, communication, and managing people. The impact that various leadership styles have on organizations and communities will also be presented.

ECN 510 International Economics

This course will introduce both the micro-economic and macro-economic issues relevant to the economic relations among countries via international trade. The first half of the course deals with the microeconomic issues of international trade, and covers such issues as why do countries trade, what do they trade, how are the gains from trade distributed, and protectionism vs. free trade and regional economic integration. The second half of the course deals with issues in international finance and macroeconomics, and covers such issues as the markets for currencies and exchange rates (fixed vs. flexible), balance of payments, adjustment processes, and open economy macroeconomics (role of monetary and fiscal policies) in a general equilibrium framework.

ECN 520 Money, Banking & Financial Systems

This course is designed to help students understand the connections between money (the Federal Reserve), financial markets, and the macro-economy. Topics include how the Federal Reserve determines interest rates and conducts monetary policy. Also discussed are the economic factors that drive the curves in different bond markets. There is an in depth study of the banking system as to functions and their importance. The course is designed for students to gain a macro-economic perspective on capital markets, from investors to bankers, or those simply interested in the linkages between interest rates, banks and the economy. There also is an analysis of the cause and effects of the 2007-2009 financial crisis in the United States.

ECN 800 Economic Theory and Policy

This course is an advanced course in economics with a focus on the relevance and applicability of economic concepts, and how these concepts can be used to analyze and explain events in the business environment. The course involves the use of economic and mathematical models and their application in the business world.

ENG | ENGLISH**ENG 100 English Composition**

This is a course in composition and English language studies. The two goals of the course are to achieve competency in the use of spoken English and fluency in written English. To accomplish the first goal, the focus will be on the structure of the English language, and to accomplish the second goal, students will study how several writers create their work.

ENG 110 Undergraduate Academic Writing/APA

This course will teach students the principal elements of Academic Writing and APA style such as how to correctly paraphrase, cite, or summarize authors' works by creating narrative/in-text and end-of-text parenthetical references to avoid plagiarism in their papers. Students analyze the use of APA format in the IAU APA template document used for case studies by following a consistent format for their headings, list of references, tables, figures and data to become familiar with APA submission and Specific Requirements. Students organize their writing by composing an effective outline that includes an introduction and thesis statement supported by textual evidence that is correctly cited in APA in their papers to become effective communicators in the academic field.

ENG 200 World Literature I

This course introduces the perspective of world fiction including authors from the United States, Europe, Asia, and South America. Students are exposed to a broad range of literary texts organized around a central theme, topic, or genre. (Prerequisite: ENG 100 English Composition)

ENG 300 Critical Thinking

(formerly HUM 300 Critical Thinking)

This course introduces the student to critical thinking and argumentation. It involves getting ideas, using sources, evaluating kinds of evidence, and organizing material. There is an emphasis on contemporary arguments.

ENG 510 Graduate Academic Writing/APA

This course will teach students the principal elements of Academic Writing and APA style such as how to correctly paraphrase, cite, or summarize authors' works by creating narrative/in-text and end-of-text parenthetical references to avoid plagiarism in their papers. Students analyze the use of APA format in the IAU APA template document used for case studies by following a consistent format for their headings, list of references, tables, figures and data to become familiar with APA submission and Specific Requirements. Students organize their writing by composing an effective outline that includes an introduction and thesis statement supported by textual evidence that is correctly cited in APA in their papers to become effective communicators in the academic field.

ENV | ENVIRONMENT**ENV 100 Introduction to Environmental Science**

This course is intended for students interested in understanding how humans and other species interact with one another and with their surrounding physical environment. Students will investigate how different ecosystems function and respond to changes in various biological, chemical, and geological processes.

FIN | FINANCE**FIN 300 Fundamentals of Finance**

This is an introductory course integrating concepts of corporate finance, investments, and capital markets. Topics include the time value of money, role of money in the economy, financial analysis, ratio analysis, capital budgeting, security valuation, capital market theory, and working capital management. Focus is on value maximization and risk/return tradeoffs in financial decisions. (Prerequisite: ACC 100 Principles of Financial Accounting)

FIN 400 Intermediate Financial Management I

This course builds on and reinforces concepts that were introduced in previous finance courses. Among the topics covered are risk measurement and management, capital market theory, capital budgeting, valuation, capital structure theory, and dividend policy. The course concentrates on quantitative techniques and financial theory and their application. *(Prerequisite: FIN 300 Fundamentals of Finance)*

FIN 440 Financial Statement Analysis

This course studies the basic principles of accounting and the assumptions of the financial accounting model and applying general purpose financial statements and related data to derive estimates and make inferences useful in business decisions. Involved are analyzing financial statements in detail, interpret ratios, and trend analysis. Students will analyze the effects of earnings management, financial shenanigans, choice of accounting methods and variations in level of firm disclosures on financial statement analysis.

FIN 500 Financial Management

This course explains financial control at the corporate management level with special reference to policies and practices required to plan and control the sources and uses of a firm's funds. Emphasis on working capital management and selection of alternative investment opportunities, funds acquisition, dividend policies, optimal debt-equity mix, and budgetary and related procedures as basic tools which provide data used by management for decision-making purposes.

FIN 510 Advanced Financial Management

This course is designed as an advanced course in financial management and analysis. Studies include capital budgeting, cost of funds, and capital structure and valuation. Selected topics include real options, derivatives and risk management, bankruptcy and reorganization, lease financing, takeovers, mergers, and multinational financial management. The course is a combination of problem-solving and case study methodologies that are used to illuminate theories and techniques in financial analysis and planning. *(Prerequisite: FIN 500 Financial Management)*

FIN 530 International Financial Management

This course focuses on the environment in which the international financial manager operates. Topics include foreign exchange risk, political risk, working capital management, long-term investments and financing, and accounting and control. The focus is

on foreign versus domestic operations. *(Prerequisite: FIN 500 Financial Management)*

FIN 540 Financial Markets & Institutions

This course explores the role of commercial and investment banks, as well as non-bank financial institutions such as insurance companies, mutual funds, and pension funds; asset/liability and risk management in banks and non-bank financial institutions; organizational management of financial institutions; and the relationship between the macroeconomic environment, financial markets, and financial institutions. *(Prerequisite: FIN 500 Financial Management)*

FIN 550 Mergers, Acquisitions, Restructuring, and Corporate Governance

This course explores how powerful, long-term change forces have been driving M&A activity, and how the role of mergers and acquisitions assists firms and economies in adjusting to opportunities and change. The course also will examine corporate governance including internal control mechanisms, the role of board of directors, ownership concentration, executive compensation, and outside control mechanisms. The course will also examine corporate restructuring and divestitures. *(Prerequisite: FIN 500 Financial Management)*

FIN 560 Financial Statement Analysis

This course deals with the interpretation, analysis, and evaluation of financial reports from various viewpoints including creditors, owners, investment firms, and other stakeholders. Topics include the impact on general business and industries, financial market behavior, credit criteria, ethics, and investment standards and how they relate to financial reports. *(Prerequisite: FIN 500 Financial Management)*

HBS | HARVARD BUSINESS SCHOOL**HBS 500 Business Analytics**

This course begins with basic descriptive statistics and progresses to regression analysis where the student will implement analytical techniques in Excel and apply fundamental quantitative methods to real business problems; from performing A/B testing on a website, to using sampling and checking warehouse inventory.

HBS 505 Economics for Managers

This course will enable students to drive critical business decisions. Students will explore how businesses approach pricing strategy, evaluate market demand, differentiate their offerings, and how they can apply those learnings to successfully compete in a variety of business environments.

HBS 510 Financial Accounting

This course has students learn key accounting concepts and principles to illuminate financial statements and unlock critical insights into business performance and potential. Students will explore how managers, Wall Street analysts, and entrepreneurs leverage accounting to drive strategic decision-making.

HCA | HEALTHCARE ADMINISTRATION

HCA 500 United States Health Care System

This course examines an overview of the U.S. health care system, causes and characteristics of health service utilization, nature of wellness and disease, individual provider settings, financial and nonfinancial resources used and needed, measurement of quality of care, and current issues in delivery.

HCA 510 Health Care Law and Ethics

The course presents an overview and critical evaluation of the legal principles of federal law on health issues as well as other issues regarding social and private insurance. Emphasis is placed on medical law and ethics, health care professional–patient relationship, public duties of health care professionals, and professional liability and malpractice.

HCA 520 Dynamic Health Care Leadership

The course examines elements of health care management and leadership from a nursing perspective. Particular attention is focused on management principles, motivation, organizational structure, and leadership. The course further explores the role of the health care nursing administrator in an organizational and community setting.

HCA 530 Healthcare Human Resource Management

This course covers concepts in human resources management as applied to health service organizations. Students will explore the relationship between human resources management and general management, nature of work and human resources, compensation and benefits, personnel planning, recruitment and selection, training and development, employee appraisal and discipline, and labor relations. Also discussed is the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and the key quality standards that impact healthcare HR management.

HCA 540K Beauty and Health

This course deals with Beauty and Health. It shows the relationship between nutrition and beauty. It

deals with how food nutrients and functions affect beauty. We educate a wide range of beauty fields which are skin, hair, and body types.

Chapter 1 describes the overall concept of nutrition. Chapters 2 to 4 deal with the types and functions of nutrients. Chapter 5 shows the relationship between skin and nutrition in terms of beauty. Chapter 6 shows how nutrients affect hair. Chapter 7 shows the relationship between obesity and nutrition.

Chapter 8 explains body temperature that is the vital element of maintenance of life in connection with beauty. Chapter 9 shows how beauty affects favorite food from what we dealt with overall food nutrients. Chapter 10 deals with the relationship between stress and skin health.

이 과정은 미용과 건강을 주제로 다룹니다. 식사에 따른 영양상태를 미용과 관련성을 보여줍니다. 식품 영양소 종류들과 기능이 미용에 어떤 영향을 미치는지 다룹니다. 광범위한 미용이라는 분야를 피부, 모발, 체형 세분화 시켜 교육합니다.

챕터 1에서 건강의 의미부터 식생활 이해까지 전반적 영양의 개념에 대해 서술합니다. 챕터 2에서 4까지 영양소의 종류 및 기능에 관하여 다룹니다. 미용의 범주를 세분화 다뤄 챕터 5에서는 피부와 영양에 관계를 보여줍니다. 챕터 6에서는 영양소가 모발에 어떤 영향을 미치는지 알려줍니다. 챕터 7에서 비만과 영양에 관련성을 알려줍니다. 챕터 8에서는 신체의 생명유지 부분에 가장 기본 요소인 체온을 미용과 연관 지어 설명해줍니다. 챕터 9에서는 앞서 전체적 식품 영양소를 다뤘다면 기호식품이 미용이 어떤 영향을 미치는지 보여줍니다. 챕터 10에서 스트레스와 피부건강의 관련성을 다룹니다.

HIS | HISTORY

HIS 100 World History I

This course interweaves stories of human interactions with nature and each other. This is an environment-centered approach about humans distancing themselves from the rest of nature and searching for a relationship that strikes a balance between constructive and destructive exploitation, and how human cultures have become mutually influential yet mutually differentiating. This is the first of two courses and begins with 5000 BC and ends at the Renaissance.

HIS 110 World History II

This course is a continuation of HIS 100 and begins with the Renaissance up to the 21st century.

HTT | HOSPITALITY, TRAVEL, & TOURISM

HTT 500 Global Hospitality & Tourism

This is a graduate-level course to hospitality and tourism. The content consists of an in-depth analysis of the dynamic and diverse hospitality and

tourism industry. The hospitality and tourism industry encompasses lodging, travel and tourism, recreation, amusements, attractions, resorts, restaurants, and food beverage service. Students will learn about the knowledge and skills needed to function effectively in various positions within this multifaceted industry.

HTT 505 Hotel Operations Management

This course is designed to provide the students with a general understanding of the dynamics of the lodging industry, and specifically the operations and management of today's modern hotels. This course examines hotel management and operations such as the industry from traditional to modern hotels, the process at every stage of the "Guest Cycle" i.e. reservation, registration, stay, and check-out, the importance of service quality in guest services, the hotel revenue cycle and impact of rate structures on revenues, and the impact of technology on hotel operations from a global standpoint.

HTT 510 Restaurant & Culinary Management

This is a graduate-level course to hospitality and tourism. Managing a restaurant is an exciting and challenging endeavor. This course focuses on the management of this highly competitive business in the commercial and non-commercial aspects of food service. The approach is multidisciplinary covering food science, the culinary arts, accounting, law, marketing, beverage management and cost control.

INT | INFORMATION TECHNOLOGY

INT 100 Introduction to Information Technology

This course is a historical and practical introduction to computer and network terminology, applications, and concepts. Students will be exposed to a variety of tools available to find and access information on the Internet, to exchange information between computers, and to perform basic web design. Students will explore applications (such as browsers and spreadsheets) as well as different computing environments (such as Windows and UNIX).

INT 150 Computer Applications

This course provides students with intermediate-level proficiency in the core software applications of Microsoft Office: Word, Excel, and PowerPoint. It also familiarizes students with the following Microsoft applications: SharePoint, Visio, OneNote, Access, and Project.

MGT | MANAGEMENT

MGT 200 Supervision

This course introduces the student to the functions and responsibilities of the supervisor as a first-line manager directing the work of others. Includes supervisor-subordinate relationships, developing worker motivation and cooperation, employee training, development, performance appraisals, absenteeism, tardiness, and complaints and grievances.

MGT 300 Principles of Management

This course is an introduction to the management function. It will focus on the theory and fundamental concepts of management including planning, organization, leadership, and control. This class will review the evolution of management thought, function and practice and will stress current approaches and emerging concepts.

MGT 310 Principles of Human Resources Management

This course studies the relationship between management and employees, principles of dealing with the human factor to maximize the individual's fulfillment and the production efficiency of the firm through sound procurement, development, and utilization of the firm's human assets, and labor-management relations.

MGT 320 Organizational Theory and Behavior

This course is an introduction to individual and group processes involved in management-employee relationships, leadership, group dynamics, management, communications, motivation, culture, and conflict resolution. Modern topics of participatory management, emotional intelligence, organizational change, and theories of leadership will be explored.

MGT 400 Operations Management

This course provides an introduction to the topics and mathematical techniques for solving problems in the design, planning, and controlling of manufacturing and service operations and quality. It concentrates on the technological issues of business activities and presents a systematic study of managerial and mathematical techniques for making goods and services.

MGT 500 Organizational Behavior and Leadership

This course focuses on the behavior of individuals and groups within diverse organizations and on organizational structure and processes. There is heavy emphasis on leadership, change management, team development and continuous improvement practices and experiences. Topics

include management, leadership, change, team development, dynamics and teamwork, transforming business processes, and process improvement.

MGT 510 Human Resource Management

This course explores the effective utilization of personnel and emphasizes the skillful merging of human talents, needs and aspirations with the requirements of the organization which can result in over-all benefits to society.

MGT 600 Organizational Theory & Design

This course provides an overview of the organizational theory and design as a part of the management system. The course integrates contemporary problems about organization design with classic ideas and theories.

MGT 605 Materials Management

This course covers all the basics of supply chain management, manufacturing planning and control systems, purchasing, physical distribution, lean and quality management. Essentially, materials management includes all activities in the flow of materials from supplier to the consumer. Such activities include physical supply, operations planning and control, and physical distribution.

MGT 620 Operations Management and Supply Chain

The course provides an overview of the history and evolution of thought in Operations and Continuous Quality Improvement (CQI). This includes theories and methods of Deming, Juran and Crosby. Practical application of quality management, operations processes, planning, design, forecasting and tools are presented for the continuous improvement of organizational quality. Through the use of critical thinking and case studies, this course applies planning and controlling concepts to increase the value of the supply chain.

MGT 620K Operations Management and Supply Chain

The course provides an overview of the history and evolution of thought in Operations and Continuous Quality Improvement (CQI). This includes theories and methods of Deming, Juran and Crosby. Practical application of quality management, operations processes, planning, design, forecasting and tools are presented for the continuous improvement of organizational quality. Through the use of critical thinking and case studies, this course applies planning and controlling concepts to increase the value of the supply chain.

MGT 630 Quality Management in Supply Chain

This course involves providing a framework for organizing and managing a continuous improvement program in the supply chain. Key points are development of key elements of effective quality control and improvement in the supply chain. The idea behind this course is to provide a framework for organizing and managing a continuous, provides students with the knowledge and techniques required to improve product quality and process efficiency by identifying and measuring production process variability which, if not successfully addressed, leads to inconsistent product quality, costly wastage, non-standardization and other reliability and productivity problems.

MGT 650K Consumer Management for Beauty Industry

This course is designed to develop the necessary skills for success as a customer service provider. It introduces a wide range of consumer management systems and theories. It explores the service strategies and provides best practices for managing customers that improve customer service quality. The course examines various service situations and develops an attitude of superior customer service, which is critical to success in the beauty industry. 이 과목은 미용 사업에서의 고객 관리에 대한 기본 개념과 이해에 대해 학습하고 고객 관리의 중요성에 대해 살펴봄으로써, 이를 통해 서비스 품질 개선 방법 및 고객 관리 시스템, 고객 응대 등 미용 산업의 다양한 고객 서비스에 고찰합니다.

MGT 800 Leadership in Organizations

This course has a primary focus on managerial leadership and presents a broad survey of theory and research on leadership in formal organizations. The course deals with both theory and practice of leadership.

MGT 801 Executive Leadership Strategy

This course is a comprehensive and advanced course developed for professionals wishing to enhance their leadership skills and strategic capabilities in today's dynamic and complicated corporate environment. This course is ideal for experienced executives, entrepreneurs, and senior managers wishing to improve their strategic decision-making and leadership skills. This course deeply explores strategic leadership theories, ideas, and practices, providing participants with the skills and knowledge needed to handle organizational issues, generate innovation, and build long-term competitive advantage. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 802 Executive Global Marketing Strategy

This course is intended for advanced-level business professionals and doctorate students who want to learn about the marketing tactics utilized by successful firms in today's competitive environment. This course blends cutting-edge theories and practical applications to provide students with the knowledge and skills necessary to plan, execute, and evaluate marketing strategies at the executive level. The topics covered include market segmentation, targeting, positioning, branding, price, distribution, promotion, digital marketing, and worldwide marketing strategies. The training also covers the ethical and societal implications of executive marketing choices. The emphasis is on strategic thinking, data-driven decision-making, and effective marketing strategy communication. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 803 Executive Financial Management

This course is a comprehensive course designed for students desiring a comprehensive understanding of financial management principles and practices for executive-level decision-making. The course concentrates on deeper subjects in financial management, such as corporate finance, capital budgeting, financial statement analysis, risk management, and strategic financial planning. Students will learn to employ financial theories and analytical tools to evaluate and solve complex financial problems in a variety of organizational contexts and to create sustainable value. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 804 Executive Decision-Making Strategy

This course is an advanced-level, comprehensive course that examines the strategic aspects of executive decision-making, including analytical techniques, critical thinking, and organizational dynamics. The course covers key theoretical frameworks, practical approaches, as well as real-world case studies to equip students with the knowledge and skills necessary to make effective and sustainable decisions in complex and uncertain environments. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 805 Global Business Etiquette

Understanding and managing global business etiquette are critical for success in today's linked

corporate environment. This course is a thorough course created for candidates for the Doctor of Management (DM) degree to examine the cultural quirks, traditions, and practices that influence international business relations. Students who complete this course will have the skills necessary to interact with people well, forge lasting bonds, and adapt to a variety of work settings across cultures and nations. Students will learn about the function of etiquette in international business and improve their intercultural competencies via case studies, academic publications, internet resources, and hands-on learning. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 806 Business Ethics and Social Responsibility

This course thoroughly examines the function that ethics and social responsibility play in today's fast-paced corporate world. The students will study the essential ideas and theories of ethical decision-making, corporate social responsibility (CSR), and stakeholder management. The course will strongly emphasize the value of moral leadership, the incorporation of CSR into corporate strategy, and the possibilities and problems firms face when tackling social and environmental concerns. Students will thoroughly grasp the challenging ethical decisions faced by contemporary businesses via case studies, debates, and research. They will also acquire appropriate coping mechanisms. Students will participate in challenging debates, case studies, and simulations throughout the course, which will build critical thinking and collaborative problem-solving abilities.

MGT 810 Leading Innovation and Change

This course combines theory with practice to introduce students to the main concepts of innovation and change. It will explore the crucial importance of innovation and change to individuals, organizations, and the entrepreneurial process. Students will learn various tools to promote creativity within themselves and others, processes to increase innovation, how to contribute to a creative team, how to manage innovation, and how to establish a culture of creativity and innovation within an organization.

MGT 820 Global Strategic Management

This is an advanced course addressing global strategic management and the challenges reflected by dynamism and the increasing unpredictability of global economic and political events; and how today's managers face the continued growth of emerging markets that are reshaping the global

balance of economic power. This course emphasizes a balanced approach between theory and application of strategy, culture, and behavior in a global setting.

MGT 830 Global Leadership

This course is designed for students who potentially will be leading and managing in a global context. Course material will concentrate on developing a global perspective, dealing with diverse cultures, building relationships and partnerships, understanding elements of international human resources management, and developing personal competencies in global leadership practices.

MGT 840 Knowledge Management

This course is focused on developing a general framework for the effective development and utilization of an organization's knowledge competencies. Students will develop knowledge and understanding of contemporary theories and practices of knowledge management (KM) by examining the theoretical understanding of knowledge management to real life situations and by integrating different dimensions of knowledge management arising from human resource management, information systems and strategic management.

MGT 860 Managerial Decision Making

This course has a primary focus on managerial leadership and presents a broad survey of theory and research on leadership in formal organizations and the theory and practice of argumentation. This course in decision-making emphasizes the process of argument construction, evaluation, and decision-making. Further, this course explores the important public dimension of argumentation and advocacy, recognizing skill in advocacy as a fundamental element of effective leadership and decision-making.

MGT 880 Managing Team Dynamics

This course examines the design, management, and leadership of teams in organizational settings. The focus is on the interpersonal processes and structural characteristics that influence the effectiveness of teams, the dynamics of intra-team relationships, and sharing of knowledge and information in teams. The purpose of this course is to understand the theory and processes of group and team behavior so that leaders can successfully work with teams. Students who take advantage of everything this course has to offer will become comfortable and adept in leading and managing groups and teams. The focus is not only on leading and managing teams but also on being a productive team member.

MIS | MANAGEMENT INFORMATION SYSTEMS

MIS 500 Management Information Systems

(formerly BUS 530 Management Information Systems)

This course provides an overview of information technology and its application in a business. By simultaneously examining business cases and the capabilities of relevant technologies, students will develop an understanding of how information technology is the primary enabler for improved business processes. Systems and technologies that are examined from this dual business and technology perspective include relational databases, the Internet and networks, enterprise resource planning, customer relationship management, and supply chain systems.

MIS 550 Managing Enterprise Resource Planning

This course focuses on managing enterprise resource planning (ERP) systems concepts, and the importance of integrated information systems in an organization. The focus of this course is on illustrating how financials, sales, distribution, procurement, payment, collections and other areas are seamlessly integrated to run an organization using an ERP system. SAP and QuickBooks will be used as examples of ERP systems.

MIS 555 Business Analytics & Data Processing

The course is designed to enable managers to make data-driven decisions. It provides a conceptual and practical overview of business analytics, including business intelligence, data visualization and dashboards, data warehousing, data mining, and multidimensional databases. This course will also provide an overview of different Cloud platforms and Big data processing.

MIS 560 Database Management Systems

The course covers understanding of relational database theories, design techniques and their implementation. Students gain extensive hands on experience on SQL Server as they learn the database design, implementation and Structured Query Language (SQL). Students implement a term project as part of the course work.

MIS 565 Information Technology Audit and Risk Management

This course helps managers understand concepts that enable them to secure a company's Information systems and processes. Securing and managing Information systems of an organization has never been more critical than in the current times. The course is designed to help students learn and apply

various tools that can safeguard a company's IT assets and data from different threats, both external and internal. The course delves into latest methodologies and best practices followed by various industries in the current market.

MIS 570 Applied Decision Making

This course offers a profound understanding of different components and stages involved in managing a complex IT project. The course will help students identify different stakeholders and activities that are involved with a given project and how to manage them. The project will also discuss the industry best practices and risk areas.

MIS 580 IT Project Management

This course provides students with a comprehensive overview of the principles, processes, and practices of IT project management. Students learn techniques for planning, organizing, scheduling, and controlling software projects. It focuses on software cost estimation and software risk management. Students will obtain practical project management skills and competencies related to the definition of a software project, establishment of project communications, managing project changes and managing distributed software teams and projects. It also focuses on the Project Management Body of Knowledge (PMBOK) as a framework in this course. This is now a world-wide de facto standard for project management and recommended by IEEE and ANSI as well for their project management standard.

MKT | MARKETING

MKT 300 Marketing

This course studies the character and importance of the marketing process, its essential functions, and the enterprises that use these functions. The course will focus on marketing management, distribution channels, selling trends, consumer behavior, pricing, promotions, and marketing research.

MKT 310 Pricing Strategies

The course will establish a foundation for effective pricing decisions by teaching key economic, analytical and behavioral concepts associated with costs, customer behavior and competition. The course will also introduce students to advanced pricing techniques that aim to create additional value, including dynamic pricing, segmented pricing, pricing structures, and promotions and highlight practical applications of these approaches within a variety of specific industry contexts. *(Prerequisite: MKT 300 Marketing)*

MKT 320 Small Business Marketing & Strategy

The course addresses the unique aspects of marketing a small business. Students examine market definition, product development, and diversification strategies designed to help small business owners expand their business reach. Students study effective ways small businesses can leverage technology such as e-commerce, social media, and other online marketing methods. *(Prerequisite: MKT 300 Marketing)*

MKT 400 Public Relations

This course studies public relations and practices as an integral part of information gathering. It includes the role of public relations in developing favorable external public opinion toward an organization, corporation, institution, or individual. *(Prerequisite: MKT 300 Marketing)*

MKT 410 Advertising

This course introduces advertising in terms of its relationship with marketing, economics, management, and behavioral sciences and includes the planning, staffing, directing, and controlling of advertising and its economic and social impacts. *(Prerequisite: MKT 300 Marketing)*

MKT 420 Consumer Behavior

This course introduces a wide range of behavior concepts, and explores the strategic implication of customer behavior for marketers. The course challenges students to explore the realities and implications of buyer behavior in traditional and e-commerce markets. *(Prerequisite: MKT 300 Marketing)*

MKT 500 Marketing Management

This course is a managerial approach to the study of marketing. There is an emphasis on the nature and scope of the marketing managers' responsibilities and on marketing decision making.

MKT 510 Marketing Channels Strategy

This course is a managerial approach to the study of marketing channels. Students will learn how to employ an end-user analysis to segment markets, in accordance with end-user needs, and the selecting of certain segments to market. Students will understand some of the most common channel structures and strategies: retailing, wholesaling, and franchising. There will also be a focus on channel management to ensure ongoing channel success.

MKT 520 Strategic Brand Management

This highly interactive course is a hands-on, practical exploration of product, service, and enterprise-wide brand building and management. The course is structured along the daily responsibilities and

challenges faced by working brand/marketing managers. As such, the course will provide experience with proven strategies for building successful brands in the competitive marketplace, the decisions and options faced by brand managers, and the tools to effectively manage brands. *(Prerequisite: MKT 500 Marketing Management)*

MKT 530 Strategic Retail Management

This course involves developing knowledge of contemporary retail management issues at the strategic level. Students will analyze the way retailing works, specifically its key activities and relationships. The focus is to provide an academic underpinning to the above through the application of retailing theory and research. *(Prerequisite: MKT 500 Marketing Management)*

MKT 550 Global Marketing Management

This course's focus is on developing students to become effective marketing managers in overseeing global marketing activities in an increasingly competitive environment. This approach reflects the growing importance of global corporations. Global Marketing is a dynamic area with critical events happening continuously around the world. The course also will be considering current changes that affect international business relative to marketing. *(Prerequisite: MKT 500 Marketing Management)*

MKT 560 Marketing & Consumer Behavior

This is an advanced course that explores the strategic implication of customer behavior for marketers. The course provides an in-depth examination of the realities and implications of buyer behavior in traditional and e-commerce markets. A focus is on the application of insights and techniques in creating consumer value through communication.

MKT 580 Luxury Brand Management

This course will provide students with an understanding of the elements of the luxury industry and will help students gain an understanding of the essential ingredients of effective marketing of luxury brands and services. The primary focus will be on the multi-billion dollar market for luxury goods and services as the prototype for brand strategy. The course will help students understand the demands and challenges faced by those seeking to become marketers in this sector and will provide them with a unique ability to understand and analyze luxury markets.

MKT 590 Social Media and Digital Marketing

This course examines the role of social media and digital marketing in the 21st century. Discussed will be the most prevalent types of tools, their purposes

and their effectiveness in relation to the entertainment industry. Comparison to traditional marketing tactics and examples of current marketing mixes are addressed. Students will build understanding of search engine optimization and social media marketing tools as well as the marketing application of social media and other newly emerging media channels. The course covers the planning and integration of social media into marketing plans. Students will learn to set objectives, develop social marketing plans, integrate social media into overall marketing and communication plans, measure program results, utilize new media technologies and about the macro-environmental issues affecting social media.

MKT 595 Event Management

This course offers an introduction to the researching, planning, coordinating, marketing, management and evaluation of special events. The subject matter will enable students to acquire a general knowledge about the "event management" and to become familiar with management techniques and strategies required for successful planning, promotion, implementation and evaluation of special events. The course content will explore the theories and practices relevant to successful event planning.

MKT 805 Marketing Research & Competitive Strategy

This course provides an overview of the marketing research process as part of an organization's decision support systems. Topics include research design, attitude measurement, along with data sources, collection and analysis of a real-world marketing research project. *(Prerequisite: MKT 500 Marketing Management)*

POL | POLITICS

POL 100 Introduction to Political Science

This course is a study of the scope and methods of political science, including such topics as systems analysis, political culture, political behavior, governmental structures, and governmental processes.

POL 300 Comparative Political Ideologies

This course surveys major political ideologies and links them to political realities. The course will cover various classical political ideologies and modern political ideologies, and how they have been manifested in various political systems today. The course will involve readings from classical political philosophers and modern political thinkers.

PSY | PSYCHOLOGY

PSY 100 Introduction to Psychology

This introductory course will provide students with an overview of the current body of knowledge and methods of the science of psychology. Topics will include the historical foundations of psychology, cognition, emotions, learning, human development, biological bases of behavior, personality, psychological disorders, psychotherapy and behavior change, and social behavior.

PSY 230 Personality Psychology

This course serves as an introduction to personality theory with an aim to help students begin to think usefully and critically about human behavior through review of some of the most important concepts and findings of personality theory. The Six Domains of Personality (i.e. dispositional, biological, intrapsychic, cognitive/experimental, sociocultural, and adjustment) as well as several well-known personality models (e.g. MBTI, Five-Factor Model, Enneagram) will be explored.

REL | RELIGION

REL 100 Introduction to Religion

This course takes a thematic and comparative approach to the study of religion. It gives equal weight to theoretical issues and practices reflected in the major world religions. The course identifies the theoretical issues surrounding the study of religion and focuses on fundamental topics such as ritual and sacred language.

REL 105 Christianity: History and Tradition

In this course, you will explore the major sources, methods, and insights into the Christian history and tradition. The course focuses on the background of early Christianity, the beginning methods by which Jesus and His disciples founded the faith, and the consequent spread of His followers throughout the world. The course will examine key historical figures and events as it tracks Christianity's progression from the time of Christ until today.

REL 110 Introduction to the Bible

This course serves as an introduction to the nature and origin of the Bible, as well as a preparation for more advanced theological studies. Students will learn about the Bible's overall structure and storyline, its divine inspiration and authority, the development of the canon, and the transmission of the Biblical text. An overview of basic doctrinal categories is presented, with special emphasis on Theology and Christology, and students are introduced to important theological terminology.

REL 200 Religions of the World

This course examines most of the major religious traditions of the world in terms of their history, worldviews, practices, goals and ideals. These include the religions of the Middle East (Judaism, Christianity, and Islam) and Europe (Protestant Christianity), commonly identified as "Western," and the religions of South Asia (Hinduism, Jainism, Buddhism, and Sikhism) and East Asia (Confucianism and Daoism), commonly identified as "Eastern." Primary emphasis is placed on historical and geographical origin, though we will also discuss later adaptations and developments (e.g., Buddhism in East Asia and world religions in America). Tracing the contours of nine major "world religions," students will have the opportunity to familiarize themselves with the diversity of religiosity in various cultures and contexts. In addition, this class will contextualize world religions within the larger contours of human history and relevant issues from comparative religious studies.

REL 300 Global Perspectives on the Old Testament

The course is a study of Old Testament history, literature and theology with emphasis upon the historical development of key concepts of Old Testament biblical theology. Among other essential themes, students explore the meaning of "image of God", blessing and abundance, stewardship of cultural and redemptive mandates, covenant community and social ethics, justice and grace. This survey covers Genesis through I & II Samuel.

REL 310 The New Testament

This course provides a historical study of the origins of Christianity by analyzing the literature of the earliest Christian movements in historical context, concentrating on the New Testament. Although theological themes will occupy much of our attention, the course does not attempt a theological appropriation of the New Testament as scripture. Rather, the importance of the New Testament and other early Christian documents as ancient literature and as sources for historical study will be emphasized. A central organizing theme of the course will focus on the differences within early Christianity.

REL 320 The Gospels

The Gospels: An exposition of Matthew, Mark, Luke, and John with emphasis on the biblical theology of these books, their genre, and application.

RES | REAL ESTATE

RES 550k Real Estate Marketing Management

This course explores a wide range of real estate marketing concepts and strategies applied from real

estate development planning to sales and operation stages in the real estate business process.

This course emphasizes the strategic marketing of real estate products.

Strategic marketing includes principles and techniques for understanding the consumer-centric environment, coordinating key marketing elements of real estate products, and building a marketing advantage in the marketplace.

This includes how to make efficient real estate management decisions and plans for the best use of your real estate.

이 수업은 부동산 비즈니스 과정에서 부동산의 개발기획에서 판매와 운영단계까지 적용되는 광범위한 부동산 마케팅의 개념과 전략에 대해 탐구합니다.

이 과정은 부동산 제품에 대한 전략적 마케팅을 강조합니다.

전략적 마케팅에는 수요자 중심의 환경을 이해하고, 부동산 제품의 마케팅 핵심 요소들을 조정하고, 시장에서 마케팅 우위를 형성하기 위한 원칙과 기술이 포함됩니다.

여기에는 부동산 경영적 측면의 효율적 의사결정 방법과 부동산 최고의 활용을 위한 계획이 포함됩니다.

RES 555k Real Estate Economics

This course is designed to provide students with a deep understanding of the economic factors that shape and drive real estate markets within the framework of urban economics. While the real property that consists of land, housing and non-residential buildings is an economic commodity, it is one of the most important elements in our lives and community. For these attributes of real estate, governments intervene in the real estate market more heavily than in any other markets. Therefore, the course focuses on the impact of government intervention on market outcomes as well as analytical and empirical knowledge of operations of the real estate market.

The course begins with a discussion on the characteristics of real estate and the market and government intervention in the market. Then, different perspectives and approaches of economics to real estate problems are examined to help better understand the property market. Models of urban spatial structure that form the core of the field of urban economics are also examined. Furthermore, we will identify the underlying economic determinants of real estate supply and demand, and explore major approaches to estimating real property value. Finally, we examine the methods and forms of government intervention in the market, with special emphasis on housing finance and taxation and their impacts on the market, along with an understanding of the structure of the property industry which plays an important role in the market.

이 코스는 토지와 주택, 비주거용 건물로 구성되는 부동산시장의 움직임을 경제학적 관점에서 이해하고 분석하기 위한 것이다. 부동산은 경제적으로는 하나의 상품이지만 사회적으로 인간생활의 물질적인 기초이자 지역사회와 밀접한 관계를 갖는다. 이러한 이유때문에 정부는 단순히 시장의 실패를 보완하기 위해서 뿐아니라 공공의 복지적 관점에서 다양한 형태로 시장에 깊숙히 개입하고 있다. 따라서 이 코스에서는 부동산 시장이 어떻게 작동하고 변동하는가에 대한 이해와 더불어 시장에 대한 정부개입의 형태와 정책의 파급효과를 살펴본다. 이 코스에서는 먼저 부동산 및 부동산 시장의 특성과 부동산 시장에 대한 정부개입의 필요성에 관한 논의로 시작한다. 그리고 나서 부동산 경제의 기본적인 이해를 위해 부동산 문제에 대한 경제학의 다양한 시각과 접근방식을 살펴본다. 나아가 부동산 시장의 배경과 맥락이 되는 도시의 형성과정과 공간구조를 분석한다. 또한 부동산 가격에 영향을 미치는 요소와 함께 그 가치의 측정방법, 그리고 부동산 가격거품에 대해 알아본다. 마지막으로 부동산 시장의 한 축을 담당하는 부동산 개발산업의 구조와 그것이 시장에 미치는 영향을 분석하고 부동산 조세와 금융의 유형과 효과에 대해 학습한다.

RES 560k Real Estate Market Analysis

The real estate market analysis provides the necessary information to decision-makers. It aims to minimize development risks and maximize profit realization by providing real estate developers and investors with accurate and timely market analysis. In this course, we deal with general approaches to real estate market analysis. Then we will learn analysis methods according to property types using case studies.

부동산시장 분석은 의사 결정자에게 필요한 정보를 제공한다. 이러한 부동산시장 분석은 부동산 개발자 및 투자자에게 정확하고 시의적절한 시장 분석을 제공하여 개발 위험을 최소화하고 수익 실현을 극대화하는 것을 목표로 한다. 이 과목에서는 부동산 시장 분석에 대한 일반적인 접근 방식을 다룬 후 사례 연구를 통해 부동산 유형에 따른 분석 방법을 다룬다.

RES 565K Real Estate Finance and Investment

This course introduces the fundamental concepts and analytical methods used in making investment and financing decisions for property. We will focus on the two perspectives, both of borrowers and investors.

이 과정에서는 대출자와 투자자 관점에서 의사결정에 필요한 기본적인 개념과 분석방법을 소개하고 있다.

RSC | RESEARCH

RSC 500 Research and Writing (1.5 Units)

This course is designed to provide students the technological skills needed in order to access and use printed as well as electronic resources found in libraries and on the internet. Students will develop

critical thinking abilities required in finding, evaluating, synthesizing, and managing information in order to answer a research question or address an information need.

RSC 810 Literature Review

This is a continuing course in the doctoral program. The purpose of this course is for the candidate, in conjunction with their mentor, to develop a literature review for the doctoral project/dissertation.

RSC 900 Doctoral Research Methods

This course is designed for the practitioner-researcher, looking to develop their research, analytical, conceptual and critical thinking skills to the highest level and become innovators in their chosen fields of expertise. This course focuses on a working knowledge of the principles that will assist the student in any type of scholarly inquiry, including a doctoral project/dissertation. Additional focus will be on the students' acquisition of substantive, foundational knowledge of research and its methodologies. Quantitative and qualitative frameworks for inquiry will be introduced.

RSC 905 Quantitative Analysis

This course will provide an introduction to statistical methods for students of business using SPSS. The course will provide an introductory foundation in statistical inference, enabling the student to become a competent producer of basic statistical research. In addition, the skills acquired will enable the student to become a somewhat more sophisticated consumer of more advanced research methodologies. The course includes a general introduction to quantitative research methodology, descriptive statistics, their use and interpretation, the essential elements of probability, the foundations of statistical inference, and an overview of selected hypothesis tests.

RSC 910 Qualitative Analysis

This course introduces students to qualitative methods and design in the context of business research. Particular attention is given to the indications of the use of qualitative research and design relative to the topic and nature of the research. Students will be introduced to models of qualitative analysis including narrative research, phenomenological research, grounded theory research, ethnographic research, and case study research. *(Prerequisite: RSC 900 Doctoral Research Methods)*

RSC 955 DBA Project I (4.5 Units)

The candidate will begin the doctoral project, which demonstrates the candidate's ability to design and conduct an independent, albeit guided, research project producing an original piece of research and making a significant contribution to solving a

problem and expanding the knowledge base in the specific discipline. The course may be repeated but no further credit will be awarded. *(Prerequisite: DOC 915 Comprehensive Examination II)*

RSC 960 DBA Project II and Oral Defense (4.5 Units)

This is a continuation of the doctoral research project. The focus will be on the literature review and the appropriate methodology to be used in the project. The DBA Project Proposal will continue to be developed. *(Prerequisite: RSC 955 DBA Project I)*

SCM | SUPPLY CHAIN MANAGEMENT

SCM 560k Planning and Inventory Management

This course introduces the definitions and concepts for planning and controlling the flow of products and services into, through, and out of an organization. Explains fundamental relationships among the various activities that occur in the supply chain network from suppliers to customers. This course covers the basic concepts in managing the complete flow of materials and operations in a supply chain from suppliers to customers.

This course will also cover topics such as Supply Chain Overview, Fundamentals of Demand Management, Plan Supply, Executing the Supply Plan, Inventory Management, Continuous Improvement and Quality Management & Technologies

This detailed topics such as:

- The concept and role of supply chain management (SCM) related to manufacturing as one of the important entities in the supply chain.
- The concept and techniques of a sales operation plan (S&OP).
- The relationship between the manufacturing environment, the type of manufacturing process, and the layout of the manufacturing process.
- Demand management, the first part of manufacturing planning control, will be explored. Students learn the demand management process and demand characteristics, demand forecasting techniques, forecasting work processes, and forecasting accuracy management methods.
- The master planning process and its outputs represented by master scheduling. MRP (material requirement planning), which receives the output of the master scheduling and calculates the requirements for dependent demand. Students will learn the input factors and operation principle for material requirement planning through examples.
- Capacity management, a procedure that verifies a priority plan. The name of the capability plan is called differently for each stage of the priority plans.
- Purchasing, one of the execution sector. The planned order for external procurement calculated through material requirements planning is converted

into a purchase order and issued to the supplier, and the process for follow-up activities thereafter is covered.

-The last phase in Manufacturing Planning and Control is learn how to implement and control production. This is mainly related to production activity control (PAC), and the work of the production site that occurs during production by converting the planned order for internal manufacturing use calculated through material requirements planning into a manufacturing order.

SCM 565k Supply Chain Design

This course covers supply chain design. In order to design a supply chain, we will introduce a method to develop a correct supply chain strategy. It introduces the competitive advantage of various organizational strategies. It also addresses how to develop a complementary supply chain strategy for those strategies, including how to resolve misalignments or gaps. Some tools and techniques that can be used to help in understanding the economic environment and assess an organization's strategic strengths and weaknesses will also be covered.

Lesson 1 ~ Lesson 3 will first cover the supply chain strategy, and Lesson 4 ~ Lesson 8 will explore how to approach the supply chain design correctly based on the established supply chain strategy.

In this course, you can examine the following details:

-In order to design the supply chain correctly, the first thing to consider is the establishment of a strategy that suggests the direction of the organization's supply chain. Develop a customer requirement based on market research, financial modeling, and understanding of product life cycle stages.

-Various product design focus strategies are covered, as it is ideal to design products for strategic goals. You will also learn about providing value using supply chain information technology, an essential element for good supply chain design, and appropriate data acquisition and management methods.

-It provides an introduction to the basic principles of communication and project management and identifies areas for improvement to bridge the gap between the as-is and to-be of the supply chain.

-If the supply chain has established an approved strategy for activating and supplementing the organizational strategy, it is necessary to identify the specific content. We will look at the network design. It specifies the location and number of facilities, as well as how products are designed to facilitate an organizational strategy for every detail of the supply chain, and how information systems will make networks transparent.

Supply chain design is a strategic level of decision making, and a well-designed supply chain can achieve a greater return on investment (ROI) than

any level of supply chain management initiative.

Almost all organizations have supply chains, both domestically and internationally, and in all industries, and use them to conduct business every day.

Nevertheless, there are not so many experts who have knowledge of their supply chain design.

Through this lecture, students can be an expert with a strategic perspective on supply chain management.

SCM 570k Supply Chain Risk Management and Improvement

This course covers the improvement of supply chain management and various types of risk management facing the current global supply chain management from a broad perspective. The lecture will be divided into three parts for each major topic.

이 강의는 공급사슬관리의 개선과 글로벌하게 전개되고 있는 현재의 공급사슬관리가 직면하고 있는 여러 형태의 위험관리를 폭넓은 관점으로 다룬다. 큰 주제별로 3부로 강의가 진행될 예정이다.

SOC | SOCIOLOGY

SOC 100 Introduction to Sociology

This course introduces students to the core concepts in sociology, including sociological perspectives on culture, social structure, socialization, social institutions, personality and the self, prejudice and discrimination, the significance of race, class, and gender, political and social change, demography, human ecology, and crime and deviance.

SOC 110 Art and Culture

(formerly HUM 100 Introduction to Humanities)

The course will cover significant ideas, art forms, philosophies, and scientific developments in Western culture since the Renaissance. Through examining such ideas and events, students will see the traditional ways in which humans viewed their relationship with the past, the future, God, nature, other humans, and themselves.

TAP | TEACHING ASSISTANT PROGRAM

TAP 700 Teaching Assistant Program

IAU has established the teaching assistant program to assist in teaching on-ground and on-line courses. The goal of the program is to assist in the development of graduate school students and foreign tutors for teaching roles. As such, teaching assistants play a crucial role in IAU's efforts to ensure academic success among the institution's undergraduate population.