



Catalog and Academic Policies

January 1, 2021—December 31, 2021
Revised July 2021

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University of Arkansas System eVersity

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Administrative Hours of Operation:

Monday-Friday: 8:00 a.m.—5:30 p.m.

Academic Advising Hours of Operation

Monday and Friday: 8:00 a.m.– 5:00 p.m.

Tuesday, Wednesday, Thursday: 8:00 a.m. – 6:00 p.m.

Voice messages and emails left after hours are promptly returned the next business day.

Legal Control: The University of Arkansas System eVersity (eVersity) is an authorized degree-granting institution of the University of Arkansas System operating under the leadership of the Board of Trustees of the University of Arkansas and University of Arkansas System President Donald R. Bobbitt. Information about the University of Arkansas System leadership can be found on the UA System website at uasys.edu/leadership. eVersity is approved to offer degree programs by the Arkansas Division of Higher Education Coordinating Board.

Administration:

Michael K. Moore, Chief Academic and Operating Officer

Kim Bradford, Director of Institutional Assurance

Nate Hinkel, Director of Communications

Steven Howell, Director of Onboarding and Registrar

Jay Parker, Director of Technology

Dan Shisler, Director of Marketing Strategy and Engagement

Alexandra Tubbs, Director of Financial Aid

Adam Davis, Director of the Student Experience

The University of Arkansas System eVersity enforces policies and requirements in accordance with the current academic catalog and reserves the right to make a documented exception on a case-by-case basis after careful review of the individual circumstances and with approval of the chief academic and operating officer. The provisions of this catalog do not constitute a contract and are subject to change without notice, if necessary, to maintain compliance with State and Federal laws or regulations or policies of the University of Arkansas Board of Trustees.

Academic Calendar

TERM	BEGINS	ENDS
2021		
January 2021	January 10, 2021	February 21, 2021
February 2021	February 28, 2021	April 11, 2021
April 2021	April 18, 2021	May 30, 2021
June 2021	June 6, 2021	July 18, 2021
July 2021	July 25, 2021	September 5, 2021
September 2021	September 12, 2021	October 24, 2021
October 2021	October 31, 2021	December 12, 2021
2022		
January 2022	January 9, 2022	February 20, 2022
February 2022	February 27, 2022	April 10, 2022
April 2022	April 17, 2022	May 29, 2022
June 2022	June 5, 2022	July 17, 2022
July 2022	July 24, 2022	September 4, 2022
September 2022	September 11, 2022	October 23, 2022
October 2022	October 30, 2022	December 11, 2022
2023		
January 2023	January 18, 2023	February 19, 2023
February 2023	February 26, 2023	April 9, 2023
April 2023	April 16, 2023	May 28, 2023
June 2023	June 4, 2023	July 16, 2023
July 2023	July 23, 2023	September 3, 2023
September 2023	September 10, 2023	October 22, 2023
October 2023	October 29, 2023	December 10, 2023

Revision Schedule: This document is revised annually each December. If changes are made to the information in this catalog, a revised version is posted on the eVersity website at eVersity.edu/academic-catalog.

Revised July 2021. All provisions become effective with the July, 2021 term.

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WELCOME



Welcome to the University of Arkansas System eVersity. Founded in 2014 by the University of Arkansas Board of Trustees, we were challenged to rethink the way a college should operate. We have answered that call by building a university from the ground up. We are committed to providing our students with access to degrees that will prepare them to succeed in the workplace. We strongly believe that there is a need for a university that focuses on the unique needs of adult students who need high quality, accessible, affordable, and workplace-relevant degree options that can be completed within the time and financial constraints of real life.

Earning a college degree requires a great deal of work. Our courses, taught by qualified faculty, are rigorous and our students can expect to be challenged to reach their full potential. Our students are not deterred by hard work and we want 100 percent of their effort to be placed on learning. To foster a focused learning environment, we have removed the bureaucratic obstacles that too often frustrate and derail students. In short, we believe, “College should be difficult. Going to college should not be.”

Our highest priority is to help students reach their educational goals. We developed a thoughtful student support process that begins at admissions and continues through graduation. Instead of throwing academic lifelines when students find themselves adrift, we take proactive, preventive and personalized measures to support them. We take great pride in mining data from student course activity to inform us when and how we can offer a helping hand or give a boost of encouragement.

We happily acknowledge that we are different from most other universities. You cannot move forward by standing still. We have embraced the rare opportunity to build a new university to create a special place for serious adult learners who are willing to work hard to achieve their educational goals. Our commitment to students is to continue to use innovative methods to improve their chances at academic success to pave a path to a better way of living.

Michael K. Moore, Ph.D.
Chief Academic and Operating Officer

STUDENT RESPONSIBILITIES

While eVersity faculty and staff members offer students academic advice and guidance, students are expected to take responsibility for their education and personal development. Specifically, students are responsible to:

- know and abide by the policies of eVersity
- know and meet the requirements of their degree program
- know course policies, including assignments and due dates
- keep eVersity informed of changes in legal name, personal e-mail address, phone number(s), and physical address (where you will be located while enrolled at eVersity)
- keep eVersity informed of your Federal Education and Privacy Act (FERPA) preferences and other changes that impact the accuracy of your academic record
- be responsible members of the academic community and conduct themselves in a manner that contributes to a positive learning environment and the intellectual growth of other students
- adhere to the highest standards of academic integrity
- seek assistance from eVersity representatives if you have questions related to eVersity policies or degree and course requirements
- meet payment requirements

Fulfilling these responsibilities is foundational to the educational process. Failure to engage in the learning process in an appropriate and civil manner may result in a review of behavior for a determination of appropriate corrective action up to and including dismissal.

SECTION I: INTRODUCTION

The eVersity Difference

The University of Arkansas System eVersity embraces the opportunity to seriously rethink education. This involves rethinking how to develop and deliver programs for adults who seek a chance – or perhaps a second chance – to earn a higher education credential that will improve their lives and change their futures.

Students are at the forefront of all decisions at eVersity. The curriculum, support services, admissions and academic advising are designed to maximize the chance for student success. Each student has a unique story, which requires understanding and customizing support to help students make progress on their individual academic journeys.

The programs offered by eVersity are intentionally aimed at filling employer demands for qualified workers with demonstrated competencies. The curriculum is designed with stackable, latticed credentials. Instruction is delivered in a 100 percent-online format that provides learning flexibility with built-in resource support. Courses are developed using pedagogical and support strategies shown to increase the success of adult students.

About eVersity

eVersity is a fully online university within the University of Arkansas System. It is the only public university in the state and one of few in the nation exclusively offering online programs with a full complement of customized online student support services.

eVersity is approved by the Arkansas Higher Education Coordinating Board (AHECB) to offer degree programs. It is accredited by the Distance Education Accrediting Commission (DEAC), which is listed by the U.S. Department of Education as a recognized accrediting agency. The Council for Higher Education Accreditation (CHEA) also recognizes the DEAC. This recognition affirms that the standards and procedures of accrediting organizations meet the academic quality, institutional improvement, and accountability expectations CHEA has established. More information about CHEA can be found on its website at chea.org.

In addition to eVersity, the University of Arkansas System includes the state's 1871 flagship, land-grant research university; Arkansas's premier institution for medical education, treatment and research; a major metropolitan university; an 1890 HBCU land-grant university; two regional universities serving southern and western Arkansas; seven community colleges; two schools of law; a presidential school; a residential math, science, and arts high school; and divisions of agriculture, archeology and criminal justice. These two- and four-year institutions are accredited by the Higher Learning Commission (HLC).

History and Founding

Since the late 1990s, the University of Arkansas System colleges and universities have offered fully online courses and degree programs as a function of their institutional mission, available resources, faculty participation and student demand. These online programs meet the definition of “distance education” as defined by the U.S. Department of Education, and they are routinely evaluated as part of the reaffirmation process with the Higher Learning Commission. The online offerings of University of Arkansas System campus-based institutions typically serve students within the institutions’ campus-based populations who choose online courses as a more convenient scheduling option. However, a large population is not served by the online offerings of campus-based institutions. The Lumina Foundation estimates there are 325,000 Arkansans that have some college, but no college degree. Many of these individuals are unable to attend a traditional college campus due to time, distance, or situational restrictions; they need a 100 percent-online alternative to complete a degree.

To address this need, the Board of Trustees of the University of Arkansas passed a resolution in March 2014 to establish a fully online university. Long-term sustainability of online public education to serve the post-traditional learner was the driving force behind eVersity’s creation. In October 2014, the Arkansas Higher Education Coordinating Board (AHECB) approved eVersity to offer degrees in collaboration with and under the authority of the existing institutions in the University of Arkansas System while eVersity sought independent accreditation. When accreditation was obtained in 2018, independent degree-granting authority was vested in eVersity. Arkansas Act 306 of 2015 acknowledged eVersity as an “entirely online institution of the University of Arkansas System, which may offer certificates and degree programs in a manner that recognizes a systemic change from the traditional model for higher education.”

During the inception stages of eVersity, the University of Arkansas System launched a series of focus groups around the state led by Michael Moore, University of Arkansas System vice president for academic affairs and Daniel Ferritor, then the University of Arkansas System vice president for learning technology. The aim of the focus groups was to align eVersity’s program offerings with employer needs and economic opportunities. The focus groups were held on all University of Arkansas System campuses and included faculty, students, community representatives and employers. Feedback from the focus groups and analysis of market research resulted in the development of the eVersity programs of study in Business, Information Technology, Healthcare Management, Criminal Justice and University Studies (an interdisciplinary degree). The courses that make up eVersity’s programs of study have parallel courses offered on the campuses of University of Arkansas System institutions. All eVersity courses are taught by faculty who are, or were, associated with the University of Arkansas System.

Relationship to the University of Arkansas System

As a University of Arkansas System institution, eVersity benefits from strategic operational connections with other institutions within the System. These connections carry the following distinct benefits:

- All eVersity programs are created from courses in programs of study currently offered by partnering University of Arkansas institutions, which means the individual eVersity offerings have previously satisfied the institutional, state and accreditation approval processes of the partnering institutions.
- All eVersity courses are developed by faculty who are or have been associated with the University of Arkansas System. These faculty members work with eVersity instructional designers to create online courses that include strong learning design and support components. The use of appointed faculty from a University of Arkansas partnering institution provides a level of quality assurance regarding subject matter knowledge because the faculty member's credentials and experience have been approved under the state and accreditation guidelines followed by the home institution.
- All eVersity courses are taught by faculty who are or have been associated with the University of Arkansas System. The appointment of these individuals as eVersity instructors provides assurance that the faculty member's teaching performance has been evaluated under established processes of the home institution.

Mission

The mission of the University of Arkansas System eVersity is to provide high quality, accessible, affordable, online education relevant to the modern workplace. Qualified faculty develop and deliver rigorous certificate and degree programs that utilize rich data analytics to enhance student success and achievement. The university is committed to continual improvement of the craft of teaching through practice and scholarship and to serving our public communities by providing timely, interesting and useful educational material.

Vision

The University of Arkansas System eVersity seeks to achieve its mission by optimizing online learning for adults by:

- Preparing students to complete their educational goals by developing a personal strategies framework.
- Reducing the administrative work generally required of students to attend and complete college, thus freeing them to focus their efforts on learning.
- Reducing the cost of education by using open educational resources (OER), whenever possible.
- Linking students to technology and learning resources.

- Providing proactive individualized academic support based on student learning analytics.
- Nudging students to higher levels of academic achievement based on individual performance data and progress measures.
- Continually improving teaching and learning through innovative practice, shared scholarship and service that engages faculty, students and the community.

Core Values

In support of its mission and vision, eVersity is committed to the following core values:

- **High-Quality.** Faculty from across the University of Arkansas System set learning expectations, develop the courses and teach the classes at the same high level as they do on campus. The eVersity provides 100 percent-online support needed by students to succeed.
- **Accessible.** Students can access courses 24/7 and courses last six weeks and are completed 100 percent online. As students move from one credential to the next, they do so without losing any credits and with the full support of skilled academic support staff.
- **Affordable.** Cost of attendance is considerably less than that of most universities without hidden fees. Since delivery and support are 100 percent online, students do not pay for health clinics, campus police, manicured grounds or athletic fields. Tuition covers the cost of course instruction and academic support services designed specifically for online learners. In addition, courses make use of open educational resources where possible, to eliminate the expense of textbooks.
- **Relevant.** High-demand, workplace-relevant degrees that deliver the skills employers require for students to be successful in today's competitive marketplace.

eVersity Outcomes

The institution believes that quality higher education should begin with the end goal in mind — to graduate students prepared for the modern workplace and equipped with personal strategies that will support their continued learning and success. We aim to reduce administrative obstacles that have proven to be barriers to adult degree completion; to provide proactive assistance, convenient resources and appropriate encouragement shown to improve adult persistence; and to share what we know and learn with the higher education community. In support of its mission and vision, eVersity's institutional outcomes are to:

- Offer curriculum designed to meet the needs of employers and promote the development of analytical skills and career competencies needed for employability in the modern workplace.
- Reduce barriers that deter students from enrolling and inhibit completion by simplifying administrative functions and maintaining low tuition to promote student enrollment and continued persistence.

- Deliver instruction configured in flexible, six-week learning modules taught by highly qualified and experienced faculty who demonstrate a commitment to continuous improvement of teaching and learning through innovative practice, shared scholarship and academic support that engages other faculty, students and the community.
- Link students to academic and support resources using an online learning platform that allows students, success advisors and faculty to collaboratively develop a personal success strategies framework designed to focus students on achieving their educational goals.
- Empower students to demonstrate high levels of achievement using a proactive support system based on regularly monitored student performance data and progress measures.
- Contribute to the evolution of higher education delivery through development, demonstration and sharing of innovative practices that work.

Philosophy of Education

A college degree is of tremendous value. It improves and enriches the lives of the graduates as well as the families and communities they are connected with. Through what is learned in the process of earning a degree and what the degree represents in the marketplace, doors open and more opportunities become available. Arkansas focused economic research shows that, on average, an associate's degree increases an individual's income by nearly 20 percent over a high school diploma alone; and a bachelor's degree increases that average to 68 percent.

Degree Programs

The University of Arkansas System eVersity offers associate's and bachelor's degree programs in Business, Criminal Justice, Health Care Management, Information Technology and University Studies. Students who select plans in Business, Health Care Management and Information Technology may choose from either the professional or academic degree path. The professional path includes embedded certificates so that students earn relevant credentials as they progress toward degree completion.

Students who choose to complete a bachelor's degree in any program area will be awarded an associate's degree upon completion of eVersity's academic and residency requirements if they don't already hold an associate's degree.

eVersity is approved to award Certificates of Proficiency (CP), Technical Certificates (TC), Associate of Applied Science (AAS) degrees, Bachelor of Applied Science (BAS) degrees, an Associate of Arts (AA) degree, Associate of Science degrees (AS), Bachelor of Science (BS) degrees and a Bachelor of Arts (BA) degree. Certificates are not stand alone programs, they are embedded in the Professional Associate's and Bachelor's degrees; they are milestones along the path of degree completion.

Program area credentials are as follows:

- Business

- Professional Path: CP, TC, AAS, BAS
- Academic Path: AS, BS

- Criminal Justice
 - Professional Path: CP,TC, AS, BS
 - Academic Path: AS, BS

- Health Care Management
 - Professional Path: CP, TC, AAS, BAS
 - Academic Path: AS, BS

- Information Technology
 - Professional Path: CP, TC, AAS, BAS
 - Academic Path: AS, BS

- University Studies
 - Academic Path: AA, BA

Accreditation Statement

The University of Arkansas System eVersity is accredited by the Distance Education Accrediting Commission (DEAC). DEAC is located at 1101 17th Street, NW, Suite 808, Washington, D.C. 20236 and may be reached by phone at (202) 234-5100; Fax (202) 332-1386. More information about DEAC can be found on its website at deac.org.

Accreditation is a process that gives public recognition to an institution that meets established academic and ethical standards. All programs of instruction offered by eVersity have been examined by independent objective subject matter experts and have been found to meet or exceed the Accrediting Commission's published academic and ethical standards.

DEAC was founded in 1926 and is listed by the U.S. Department of Education (USDE) as a recognized accrediting agency. DEAC's scope of recognition by USDE is as an accreditor of postsecondary institutions in the United States that offer programs primarily by distance education. DEAC undergoes regular reviews by USDE to make certain that it meets the criteria for federal recognition as published in Title 34 of the Code of Federal Regulations. These criteria are the same for national accrediting agencies and regional accrediting agencies. DEAC is also recognized by the Council for Higher Education Accreditation (CHEA), a non-governmental agency that reviews and recognizes organizations that accredit degree-granting institutions. CHEA recognition affirms that the standards and procedures of accrediting organizations meet the academic quality, institutional improvement, and accountability expectations CHEA has established. More information on CHEA can be found on its website at chea.org.

State Approval

The University of Arkansas System eVersity is approved by the Arkansas Higher Education Coordinating Board (AHECB) to offer degree programs.

State Authorization/NC-SARA

University of Arkansas System eVersity is authorized to deliver distance education programs in states where enrolled students reside through eVersity's participation in the National Council for State Authorization Reciprocity Agreements (NC-SARA). SARA is an agreement among member states, districts and territories that establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. Participation is voluntary for institutions and open to all postsecondary institutions that are accredited by an association recognized by the U.S. Secretary of Education. Participation in SARA allows institutions to offer distance education courses and programs to students in other SARA participating states without seeking state authorization. More information on SARA, including an up-to-date list of SARA States and Institutions, can be found on its website at <https://www.nc-sara.org/>.

As an approved SARA institution, eVersity only needs home state approval to offer distance education to students residing in any other SARA member states. eVersity was approved by the Arkansas Division of Higher Education (ADHE) and became a participating SARA member institution in March 2018. ADHE is the Arkansas portal agency for SARA. For more information on SARA from ADHE visit their website at adhe.edu/institutions/academic-affairs/sara/.

California is not currently a SARA member state, however, it does have a process to manage complaints of California residents enrolled in public or private nonprofit institutions located outside of California. If a student in California has an unresolved complaint, the student may contact:

California Department of Consumer Affairs,
Consumer Information Center
1625 North Market Blvd., Suite N-112
Sacramento, California 95834
(833) 942-1120
dca@da.ca.gov

Governance Structure

The Board of Trustees has legal control and responsibility for the functions of the educational administrative units that comprise the University of Arkansas System. The members of the Board are appointed by the Governor, subject to confirmation by the State Senate. Its composition is governed by provisions in the Arkansas Constitution. Board members are appointed to serve ten-year, overlapping terms.

The administration of the University of Arkansas System is unified in the office of the president. The president is appointed by the Board of Trustees.

The president appoints, subject to Board of Trustee approval, the executive leadership for all entities within the University of Arkansas System. President Bobbitt appointed Michael K. Moore, Ph.D., to serve as the Chief Academic Officer (CAO) and Chief Operating Officer (COO) of eVersity.

For more information about the leadership of the University of Arkansas System, including information on the current Trustees, visit the System website at uasys.edu/leadership/.

Target Population

The institution's target population includes individuals who started college, earned some credit, but did not finish a degree. The primary audience also includes those that earned a lower-level college credential and desire to return to college to complete a baccalaureate degree or to obtain an additional credential. Anyone located in Arkansas who has earned a high school diploma or its recognized equivalent may be admitted to eVersity.

Student Characteristics

Many individuals who come to eVersity started college, but did not finish for a variety of reasons. For some students, they simply could not afford to pay for college, others were not focused enough to succeed in their first attempt, for some "life got in the way," and still for others the higher education process got in their way through rules and regulations. Others who come may have a certificate or associate's degree, but need additional or different credentials. These individuals are living busy adult lives and their schedules are often complicated. They have work and/or family responsibilities, may be caring for children, parents or others; may be required to travel or may not be able to travel. Some are juggling more than one job to make ends meet; others need to advance in their job or find a better job. Although individuals come to eVersity with a variety of life experiences and learning styles, they all expect that earning a credential will enhance their lives.

SECTION 2: ADMISSION

The University of Arkansas System eVersity provides access to a high quality, accessible and affordable education relevant to the workplace. The admission process aligns with this mission to embrace students who are at least 16 years of age, are prepared for online education and are high school graduates or equivalent.

Admission Requirements

Applicants with a valid high school diploma, or recognized equivalent, are eligible for admission. eVersity considers a valid high school diploma, or recognized equivalent, as an official document (diploma or transcript) from the originating source that provides proof of graduation. The originating source must be the institution or a representative on the originating source's behalf—such as a transcript service. The document must be in a sealed envelope if mailed or a secure file if sent electronically. Student self-certification (student validating the validity of the transcript themselves) is not sufficient documentation. In rare instances, applicants who cannot obtain their high school diploma or transcript will be considered for admission on the basis of official college transcripts, having earned at least six (6) semester credit hours. Official documents (both high school and/or college) are validated by coming from the original institutional source. There is no appeal process in place if eVersity is unable to validate the diploma or transcripts. All applicants must complete the application found on the eVersity website at eVersity.edu.

A home-schooled applicant may submit a transcript, which indicates the equivalent of a completed high school transcript or GED and must be signed by a parent or authorized governing body.

Application Fee

Application to the University of Arkansas System eVersity is free.

Application Process: What to Expect

The application for admission is found at eVersity.edu and is submitted online. Help in completing the application can be obtained by calling (844) 837-7489 or emailing info@eversity.edu.

When the application is submitted, a message confirms submission on the screen and an email is sent to the address provided by the applicant. The applicant can find the complete process of their application by going to <https://eversity.edu/thank-you-for-applying/>.

An official high school transcript (or recognized equivalent) is required. With the applicant's permission, eVersity transcript specialists locate and obtain the applicant's high school transcript. Otherwise, the applicant is responsible for making arrangements to have the official high school transcript delivered to eVersity. Official transcripts are academic records sent directly from the institution granting original course credit. Transcripts must be sent by either secure electronic transfer or mailed

with an unbroken official seal.

Once the high school transcript (or recognized equivalent) and application have been reviewed, eVersity will render an admissions decision and communicate that decision to the applicant. Admitted students will be contacted by an admission advisor to begin matriculation to eVersity.

Applicants who have a high school transcript (or equivalent) not written in English must accompany the official copy of the transcript (or equivalent) with an English translation. Translations of the foreign high school transcript (or equivalent) may be approved by an appropriate third party that is fluent in the language on the transcript. Approved translation services for international transcripts include members of the National Association of Credential Evaluation Services (NACES), members of the Association of International Credentials Evaluators (AICE), the American Association of Collegiate Registrars and Admissions Officers' (AACRAO), and International Education Services. Applicants can contact eVersity for additional assistance at info@eversity.edu.

Additional Documentation and Actions

Additional documents and/or actions may be requested to assist students in developing a financial plan for program completion and ensure appropriate course placement.

Visiting Student Status

With the exception of students receiving veterans educational benefits, students who are attending other institutions of higher education may be admitted to take limited courses in a non-degree status. Visiting students are required to complete the admission application and provide proof of a high school diploma (or recognized equivalent).

The visiting student is not eligible for financial aid because the student is not admitted into a degree program at eVersity.

Students who wish to continue with eVersity and pursue a degree after initially enrolling in a visiting student status must meet with an academic success advisor, provide all required documents, and declare an eVersity major. Change of status from visiting student to degree seeking will be effective only at the beginning of the student's next term of enrollment following their declaration of an eVersity major.

International Students

The University of Arkansas System eVersity is an online institution and does not have authority to issue I-20 forms for immigration documents necessary for travel to the United States. Students who are not U.S. citizens and have not established permanent residency in the United States are eligible to apply and may enroll in eVersity's fully online programs, but may not travel to the United States under the authority of their academic program. Instruction at eVersity takes place in English. Applicants whose native language is not English and who have not earned a high school diploma or degree from an institution where English was the principal language of instruction must

demonstrate college level proficiency in English. Proficiency may be demonstrated by documenting an English Readiness Assessment score above a 27, or a minimum of 500 on the paper-based Test for English as a Foreign Language (TOEFL), or 61 on the Internet Based Test (iBT), a 6.0 on the International English Language Test (IELTS) or 44 on the Pearson Test of English Academic Score Report.

Technical Requirements

By applying for admission to eVersity, applicants acknowledge that they are able to complete coursework in the 100 percent online learning environment of eVersity, which includes suitable access to a computer with internet connectivity. Current technical requirements include the following:

Hardware

- Desktop computer or laptop with webcam and microphone
 - Tablets and cell phones are not recommended for coursework.
 - Chromebook devices may not allow for the installation of additional software required for specific classes.
- 2GHz or higher processor speed
- 2GB or greater memory (RAM)
- 30GB or greater available storage
- Windows 8 or higher operating system (for PC)
- Mac OS 10.12 or higher operating system (for Mac)
- Access to a mobile device with camera for biometric authentication

Software

- Latest version of Chrome, Firefox, or Safari web browsers
 - Internet Explorer is not a supported browser
- Adobe Acrobat Reader (available via free download)
- Java (available via free download)

Network

- Broadband network connection (Cable or DSL) with 512 Kbps (0.5 Mbps) or higher download speed.

As an online learner, a dependable, high-speed connection may be the most important investment a student can make to prepare for success at eVersity.

SECTION 3: CREDIT FOR PRIOR LEARNING

The University of Arkansas System eVersity believes students should receive maximum credit for applicable, validated prior learning. To ensure the applicability of prior learning, all prior learning must be disclosed to the academic success advisor at the time of initial advising. There is no limit placed upon the time in which the coursework must have been completed for acceptance in transfer. In rare circumstances, some college credit may not apply because the content of the transferred course is deemed to be no longer relevant to the intended degree.

The following policies apply to sources of prior learning:

Prior College/Transfer Credit

Students are required to disclose to eVersity all post-secondary institutions they have previously attended. Official transcripts are required for evaluation of transfer course credit. Official transcripts are academic records sent directly from the institution granting original course credit. Transcripts must be sent by either secure electronic transfer or mailed with an unbroken official seal. With the student's permission, eVersity transcript specialists will assist the student in acquiring all college transcripts.

The University of Arkansas System eVersity will transfer credits for passing grades from all institutions accredited by an organization recognized by the U.S. Department of Education. Credit from non-accredited institutions will be evaluated on a case-by-case basis. No grade points will be awarded for transfer credit. Credit from international institutions will be considered on a case-by-case basis and must be evaluated by an educational credential evaluation service. Approved evaluation services for international transcripts include members of the National Association of Credential Evaluation Services (NACES), members of the Association of International Credentials Evaluators (AICES), the American Association of Collegiate Registrars and Admissions Officers' (AACRAO) International Education Services, and the Credentials Evaluation Service of the Commission on Graduates of Foreign Nursing Schools (CGFNS). Academic success advisors can provide additional information related to international transcript evaluation.

Transfer Credit Appeal Process

Students may initiate a transfer credit appeal if there is compelling evidence of procedural irregularity or differential treatment. The University of Arkansas System eVersity seeks to resolve student complaints in an expeditious manner. In attempting to resolve any transfer credit dispute, the student must first make a serious effort to resolve the matter with their academic advisor. If the concern is not informally resolved, the student shall initiate the process by requesting a transfer credit appeal form from the director of the student experience by emailing advising@eversity.edu.

Credit by Examination

Credit earned through examination may be transferred to eVersity according to the following policies:

Advanced Placement

AP scores of 3 or higher are accepted for credit in the subject area. An official AP score report or college transcript documenting AP credit granted will be accepted to award credit.

International Baccalaureate

Scores of 5, 6 or 7 on standard level exams will earn three credit hours in the subject area. Scores of 5, 6 or 7 on higher level exams will earn six hours of credit in the subject area.

College Level Examination Program (CLEP)

Students who achieve a score of 50 or higher on these exams will earn credit in the corresponding subject area. An official CLEP transcript or college transcript documenting CLEP credit is required.

Military Credit (DANTES). DANTES Subject Standardized Tests (DSST)

College credits may be awarded in the corresponding subject area for qualifying scores. The University of Arkansas System eVersity follows the American Council on Education test score recommendations. An academic success advisor can assist with this evaluation. Military experience may also offer college credit. Students may discuss possible course substitutions from the following with their academic success advisor:

- Army ACE Registry Transcript (AARTS)
- Marine/Navy ACE Registry Transcript (SMART)
- Community College of the Air Force (CCAF)
- Coast Guard Institute (CGI)

eVersity Test-Out Program (eTOP)

University of Arkansas System eVersity recognizes that students may enter eVersity with educational and professional experiences that have allowed them to acquire college-level proficiency in specific subject areas. In recognition of this, the eVersity Test-Out Program (eTOP) allows students to advance toward their degree by earning credit through exam rather than course completion. eTOP exam availability is limited to a select number of eVersity's courses.

eTOP exams are mapped to course outcomes to ensure they are a reflection of the subject matter covered in the course. An exam score of 85 percent or above is considered passing. Credit awarded for a passing score on the exam is recorded as "CR" on the student's transcript and counted as credits earned toward degree completion. The "CR" designation does NOT affect the student's GPA. Please note that these credits will likely not transfer to other institutions. The acceptance of credits and degrees is entirely the prerogative of the receiving institution and acceptance cannot be

guaranteed. Failed exam attempts are not reflected on the transcript, but payment must be made for each attempt.

The cost of an eTOP exam is \$50, which must be paid in full to the student accounts office prior to registering for the exam. Financial aid cannot be awarded for specific purpose of taking the exam. There is a limit of two attempts per each eTOP course exam, with each attempt requiring a registration request and a payment. This means that the exam will not be available for a retake immediately. Students may be monitored during the eTOP exam at any time during the exam using virtual proctoring tools.

Students interested in taking an eTOP exam and/or finding out which courses it is available for may email eTOP@eversity.edu or submit the form located [here](#). *Note - to submit the form, you must be logged in under your eVersity email account.

Transferability and Applicability Differences Explained

Previously earned college credit will be transferred to eVersity according to the policies outlined in this document. It is important to note that not all transferred credit may be applied to the student's degree plan. In some cases, transferred credit is not applicable to the student's current intended degree program. In these circumstances, the transferred credit will appear on the transcript, but it will not satisfy degree requirements. For example, a student who previously intended to be a nurse is likely to have completed a number of nursing courses. While the courses will transfer, they will not apply to a degree in criminal justice. The eVersity academic success advisors work with students to apply the maximum number of prior credits to their intended degree. In some cases, the academic success advisor may recommend a degree different from the student's intended course of study if the result is greater use of transferred credit and a quicker time to graduation. In every case, the final decision to pursue a particular course of study rests with the student.

Course Substitutions and Waivers

The University of Arkansas System eVersity recognizes that each student has a unique educational and experiential background, as well as individualized career goals. The objective is to make maximum use of all applicable prior learning. It is the policy of eVersity to use as many transferable credits as possible to help students graduate in a timely manner. Whenever possible eVersity will make appropriate course substitutions and waivers to expedite degree completion. The academic success advisor will work with students to develop an evaluation of prior learning that awards maximum credit for prior learning.

Academic success advisors have the authority to make substitutions to a student's degree plan. Students may discuss possible course substitutions with their academic success advisor. In some cases, supporting documents (i.e., catalog course description, course syllabus, etc.) may be required. To serve as a course substitution, a transfer course must appear on the eVersity transcript. If the course was not accepted in transfer, it cannot be used as a substitution.

Impact on Grade Point Average

Transfer grades are not included in calculating the eVersity grade point average. Transfer credit is posted on the eVersity transcript as “T.”

Impact on Honors Designation

Transfer grades are not included in calculating Honors Designations.

Enrollment Elsewhere

Given the demanding pace of learning required in eVersity courses, students are highly discouraged from enrolling in courses at other institutions of higher education. In cases where the student disregards this advice and enrolls elsewhere, the enrollment should be disclosed to the student’s academic success advisor prior to enrolling to assure the transferability and applicability of the course to the eVersity degree plan.

Maximum Transferable Credit

The University of Arkansas System eVersity makes every effort to maximize the number of transfer credits applicable to a student’s academic plan. Students may transfer course work from UA System institutions and accredited institutions outside the UA System. The Arkansas Course Transfer System (ACTS) contains information about the transferability of courses among Arkansas public colleges and universities. Students are guaranteed the transfer of applicable credits and the equitable treatment in the application of credits for the admissions and degree requirements. Course transferability is not guaranteed for courses listed in ACTS as “No Comparable Course.” ACTS may be accessed by going to the ADHE website Arkansas Course Transfer System section at adhe.edu/students-parents/colleges-universities/transfer-info.-for-students/

Students may transfer up to 75 percent of the credits required for the completion of their degree from accredited non-UA System institutions. The remaining 25 percent of the credits must come from UA System institutions and meet the eVersity residency policy.

Maximum Allowable Non-UA System Institution Transfer Credit Hours:

- Associate Degrees: 45 credit hours from non-UA System Institutions
- Bachelor Degrees: 90 credit hours from non-UA System Institutions

Residency Policy

Students are required to complete 25 percent of the credits required for their degree program in residence. Courses taken at UA System institutions are considered in residence. Additionally, students must complete a minimum number of hours directly from eVersity.

- Associate Degrees: Minimum number of 15 credit hours in residence including the completion of eVersity Engage and 9 additional eVersity credit hours.

- Bachelor Degrees: Minimum number of 30 credit hours in residence including the completion of eVersity Engage and 18 eVersity credit hours (9 hours must be at the 3000 or 4000 level).
- Certificates of Proficiency (CPs) and Technical Certificates (TCs): Minimum number of 12 credit hours in residence including the completion of Engage and 9 additional eVersity hours. Please note, certificates of proficiency and technical certificates are not stand-alone credentials; they are embedded in the associate's and bachelor's degree paths as milestones, not destinations.

SECTION 4: ACADEMIC POLICIES

Academic Design and Enrollment Limits

eVersity's academic design was created for busy adults who need to complete their degree while maintaining work and life responsibilities. eVersity courses are robust, demanding college courses that compress the content and learning outcomes of a traditional 15-week semester course into a six-week timeframe.

To provide adequate time for learning and successful course completion during this compressed course format, students are expected to enroll in only one class per term. This practice has resulted in historic course pass rates in excess of 90%. Under extraordinary circumstances, students may be permitted to enroll in two courses per term, if available. The decision to allow enrollment in more than one course per term will be made on a case-by-case basis and will be informed by an examination of the student's prior course history before coming to eVersity, course performance at eVersity, and existing time commitments including employment. Students must have successfully completed a minimum of 13 hours at eVersity before a request for more than one course will be evaluated. Approvals are granted conditionally and accompanied by performance expectations.

eVersity's academic calendar includes seven terms each calendar year (January through December). The courses are six weeks in length with a week break between terms. Courses always start on a Sunday with preview access granted the prior Friday. A winter break between the December and January terms provides three to four weeks of non-class time. The non-class time following the completion of each course and the added days scheduled for winter break provides opportunities for students to attend to personal life responsibilities.

Students can begin their degree program at the beginning of any one of the seven terms offered during the year. eVersity's academic design means students generally complete 21 credit hours per calendar year (7 terms x 1 three credit course) which is more credits per year than most part-time students would earn by taking two or three courses per term at a traditional semester-based institution.

Academic Calendar

The academic year is defined as 48 weeks of instruction and 24 semester credit hours beginning with the date of enrollment in a term. Each term is six weeks long. Terms are separated by one week of non-class time during which administrative functions are performed.

Holidays (Religious or Other)

Classes are available during holidays unless the holiday corresponds to an administrative work period. Students wishing to honor a holiday should submit work early if an assignment due date falls directly on a holiday. Students maintain responsibility for timely submission of work. Classes will be available over holiday breaks. Extended absences as a result of religious observance must be communicated to the academic success advisor.

Course Length

All courses are six weeks in length.

Credit Hour Definition

Credit hour is a commonly adopted unit used by academic institutions to quantify the amount of time devoted to a course including academic preparation expected for the course. While students enrolled through eVersity do not attend class in a physical location, the expectations for learning outcomes and academic standards are analogous to those of a face-to-face class. The Department of Education recognizes that institutions are using new delivery models and as a result, seat time is not the sole measure for determining credit hour equivalency. All eVersity courses are developed by faculty that is, or has been, associated with the University of Arkansas System. All faculty teach the same course in a face-to-face environment during a traditional 16-week semester. The eVersity course is a redesign of the face-to-face course and contains the same course content and student learning requirements. The two courses, notwithstanding the different modes of delivery and schedule, are considered equivalent.

Credit earned in a 6-week intensive online course is designed to be equivalent to credit earned in a 16-week semester-long course.

Policy on Duplication of Credit For Undergraduate Degrees

Students (including students at eVersity) who have received an undergraduate degree and who wish to pursue an additional undergraduate degree at the same level must complete 25% of the program requirements in residence (not including credits previously earned at eVersity). Transfer credits and credits earned from the previous degree (including a degree from eVersity) may be used to satisfy program requirements as deemed appropriate. For example, students who wish to earn a second bachelor's degree must complete at least 30 credit hours in residence (not including credits previously earned at eVersity). Students who wish to earn a second associate degree must complete at least 15 credit hours in residence (not including credits previously earned at eVersity). eVersity students wishing to earn an additional degree need only notify their academic success advisor – they do not need to re-apply for admission. New students will need to submit an admissions applications.

Enrollment and Registration

Course Registration and Continuous Enrollment

Students are automatically enrolled in the next course required by their degree plan upon student confirmation of intent to enroll. Students wishing to discontinue taking courses should notify their academic success advisor.

Course Withdrawal Policy

Automatic Withdrawal

Students are automatically dropped from the course if the pretest is not completed by end of day on the fourth day of class. "Class day" is defined as any

calendar day after the start of the course. Students automatically dropped will receive a 100 percent refund. No grade notation will appear on the transcript.

Student Initiated Withdrawal

Students may drop a class through the end of the fourth week of the course. Drops after the fourth class day do not receive a refund. A grade of “W” will be assigned for all student-initiated withdrawals. Students should contact an academic success advisor to drop a course.

Administrative Withdrawal

Students are automatically dropped from the course at the end of the fourth week of the term if they have not participated in the course in a time frame greater than two weeks. Students will receive a grade of “W” and there will be no refund for the course.

Military Withdrawal and Refund

In accordance with Arkansas State Law 6-61-112, students who cease attendance without completing and receiving a grade in one or more courses due to deployment or activation to military duty or whose spouse is deployed or activated to military duty and dependent children reside in the household, may withdraw from the course and receive compensation for the resulting monetary loss. To be eligible for compensation, the student must:

- Prior to activation or deployment, provide an original or official copy of the military activation or deployment orders; and
- If the benefit is claimed by a spouse, provide proof of registration with the Defense Enrollment Eligibility Reporting System that establishes dependent children reside in the household of the student and service member.

The student shall choose one of the following compensation options:

- A complete refund of tuition.
- At least one (1) year to complete the course work after the student's or student's spouse's deactivation; or free tuition for one (1) semester at the institution where the student's attendance was interrupted.

Grades

All grades are based on an evaluation of student performance submitted during the course. The course faculty of record determines the grades earned by the student. Grades are an official record of student academic progress. Grading policies for the course are published in the course syllabus, including an explanation of how the final grade will be calculated. Final grades are available within four days following the end of each term. Grades can only be provided to the student by the faculty member and the registrar.

The following grades may be assigned:

Grade	Given For	Grade Points
A	Outstanding achievement	4
B	Good achievement	3
C	Average achievement	2
D	Poor, but passing work	1
F	Failure, unsatisfactory work	0
I	Incomplete course requirements (see Incomplete policy)	N/A
CR	Passed with no grade assigned, not applicable to credit	N/A
NC	Not passed with no grade penalty	N/A
W	Withdrawal	N/A
Z	Not passed course with remedial content	N/A

Incomplete Grades

A mark of "I" may be assigned when a legitimate circumstance has prevented the student from completing all course requirements, and the work completed is of passing quality. It is the discretion of the faculty that determines what qualifies as a legitimate circumstance. The faculty must document the legitimate circumstance and conditions for completing course requirements and provide the student and eVersity staff with the documentation by the date of final grade submission deadline. An "I" so assigned may be changed to a grade provided all course requirements have been completed by the end of the next six week enrollment period. If the faculty does not report the grade within the required period, the "I" will be changed to an "F." When an "I" is changed to a final grade, the grade points and academic standing are appropriately adjusted on the student's official academic records.

Failing Grades

No credit is earned for courses in which a grade of "F" is recorded. A final grade of "F" shall be assigned to a student who is failing on the basis of work completed and who has not completed all requirements.

A grade of "Z" may be assigned to students enrolled in courses that contain remedial content who do not successfully complete the course. The courses with remedial content are ENGL 1013 and MATH 1113. No grade points will be earned.

A failing grade earned due to lack of attendance will require the faculty to report the last date of course attendance. Attendance may be documented by student engagement in discussion of academic related material, quiz, test, or submission of an assignment. Merely logging into a course does not document attendance in an academic related activity.

Grade Point Average (GPA) Calculation

The grade point average is computed by dividing the total number of grade points by the total number of credit hours attempted in courses for which grades are given. "I," "CR," "NC," "W," and "Z" grades will not be counted in calculating the grade point average.

Academic Standing

The satisfactory academic standing (SAS) policy applies to all students enrolled in an approved program, whether receiving Federal Title IV, HEA funds, partial funding assistance, or self-pay. The first review of a student's academic standing occurs after the student has attempted 12 hours and at the conclusion of each term thereafter.

Students are expected to make continuous and steady progress toward the ultimate goal of earning their degree. Along this educational journey, students are supported by faculty, academic support specialists and a variety of resources. The University of Arkansas System eVersity is strongly committed to the academic success of each student and is highly supportive of each student's educational journey. Ultimate responsibility for academic success, however, rests with the student.

Progress toward the degree is closely monitored by the student's academic success advisor. This policy is designed to keep students on track to graduate by providing them early and ongoing advice about the progress that is being made and the likelihood that the educational goal can be achieved. The institution believes students can be successful with the appropriate effort and ambition, but recognizes that sometimes circumstances arise that prevent the type of academic progress that the student and eVersity expect. Students will be warned that they are getting off track and in danger of not obtaining their goal. When the goal becomes impossible to reach, students may be stopped before they spend their hard earned money on something that is not attainable.

The approach at eVersity is simple. Students are permitted to take courses from eVersity so long as it is possible to graduate and meet the 2.0 overall GPA graduation requirements. If the overall GPA remains above a 2.0, the student can continue to take classes until they graduate. If the student's overall GPA slips below 2.0, they will be placed on "academic warning" and an academic success advisor will work with the student to develop a plan to improve the overall GPA. The academic success advisor closely monitors this plan and when the overall GPA is above a 2.0 the "academic warning" designation is removed and regular enrollment status is restored. In circumstances where the overall GPA does not improve, the student remains on "academic warning" and is permitted to enroll in courses until such time as it is determined that it is impossible to graduate with a 2.0 (this determination is made by looking at the current overall GPA and the number of hours remaining in the degree plan and the possible grade points to be earned). If it becomes impossible to graduate with a 2.0, the academic success advisor notifies the student that future enrollment has been blocked. Students with blocks on enrollment are unable to take classes for at least six months and must petition to re-enter eVersity under the Fresh Start Policy.

Satisfactory Academic Progress Policy

Federal Regulations require that students that apply for and/or receive Title IV Aid meet the requirements provided in this policy to determine initial or continued financial aid eligibility at eVersity regardless of whether a student received financial aid in the past. Satisfactory academic progress (SAP) applies to all students receiving federal financial aid, and a failure to meet the requirements of the SAP policy will result in a loss of Title IV federal financial aid eligibility. This policy is subject to change due to revisions of the Title IV regulations and/or institutional policies. Should a change occur, a notice will be published and the revised policy posted in the Financial Aid section of the student portal. Students are responsible for remaining knowledgeable of the current SAP policy.

Title IV Aid for eVersity includes the following programs:

- Federal Pell Grants
- Federal Direct Subsidized and Unsubsidized Loans

Satisfactory Academic Progress will be reviewed at the end of each payment period (4 sessions) and during the application process. Students will be notified of their SAP standing via email.

It is the student's responsibility to review their academic progress and compare it to the standards of this policy to ensure they are aware of their satisfactory academic progress status.

Determining Satisfactory Academic Progress

Satisfactory Academic Progress determination will be based on the following:

Qualitative Progress

- Students must maintain a cumulative grade point average (GPA) of 2.0 or better.

Quantitative Progress

- Students must successfully complete at least 67% of cumulative hours attempted.

Cumulative hours include:

- Earned hours
- Repeated hours
- Hours accepted in transfer
- Grades of W, F, and I

Maximum Timeframe (MTF)

- Students must complete the program within 150% of the published timeframe of the program. For example, for a degree that requires 120 credit hours to complete, a student must finish it within 180 credit hours ($120 \text{ hours} \times 150\% = 180 \text{ maximum}$). MTF is calculated using attempted hours. Regardless if a student received financial aid, all cumulative hours are included in the MTF calculation.

Student Eligibility

Eligibility will be reviewed at the end of each (4 session) payment period. Students must be admitted and enrolled in an eligible degree program to receive aid. Students must complete at least 67% of all hours attempted and maintain a cumulative GPA of 2.0. All hours attempted will be counted regardless of whether or not federal student aid funds were received. Students may not exceed 150% of the published length of their degree program.

Transfer and Re-Admit Student Eligibility

Transfer and re-admitted student eligibility will be reviewed upon admission to the eVersity.

All official transcripts must be received and evaluated by the Admissions and Records offices and by Academic Advising before eligibility can be determined.

*** Unofficial transcripts will not be accepted to determine eligibility. ***

All transfer credits accepted and applied towards an eVersity degree program are counted in attempted and earned hours. Transfer and re-admitted students must meet the same eligibility requirements as listed before: must be admitted and enrolled in an eligible degree program, must complete at least 67% of all hours attempted (regardless of whether or not federal student aid funds were received), must maintain a cumulative GPA of 2.0, and may not exceed 150% of the published length of their degree program.

Students seeking a second bachelor's degree will have SAP determined from the courses and timeframe remaining to complete the additional degree.

Failure to Meet SAP Requirements

SAP will be evaluated at the end of each payment period and during the application process. Upon completion of the review, those students not meeting the requirements of the SAP policy will be placed on the appropriate SAP status and notified by email.

- Students who do not have the required GPA and/or haven't completed at least 67% of all hours attempted will be placed on **financial aid warning**.
- The student may continue to receive financial aid during the warning period.
- If the satisfactory academic progress standards have not been met at the end of the warning period, the student will be placed on **financial aid denial** and notified of denial status by email. The student will not be eligible to receive Title IV federal financial aid until meeting SAP requirements (by successfully completing enough credits to meet both pace and GPA requirements) or re-establishing eligibility through an approved appeal.
- Any student who receives a 0.00 GPA for a payment period due to receiving all Fs, all Ws, or a combination of Fs and Ws will be placed on **financial aid denial** immediately with no warning period.

- A student may appeal a financial aid denial in order to regain eligibility for one additional payment period (or the length of the academic plan as determined by their Academic Success Advisor as stated in the Satisfactory Academic Standing policy). If a student graduates and returns for another degree, their SAP standing will be calculated based on the courses attempted since graduation.

SAP Appeal Procedure

A student who has been placed on financial aid denial will not receive any type of federal student aid until one of the following conditions is met: (1) the student comes into compliance with the policy; or (2) the student's financial aid appeal is approved and reinstates the student's financial aid due to mitigating or extenuating circumstances for which there is supporting documentation. Students may submit appeals for up to one payment period (4 sessions) after being placed on *financial aid denial*.

Appeals for reinstatement of Title IV federal aid eligibility must be submitted to the financial aid office in writing, with supporting documentation attached, by the deadline stated on the denial notice.

The written statement for the appeal must address: (1) the reason the student isn't meeting SAP requirements, and (2) how the student plans on meeting SAP requirements in the future. The written statement must follow the time frames the student isn't meeting SAP. Supporting documentation is required and must correspond to any dates/time frames referenced in the written statement.

Appeals are reviewed by the financial aid appeals committee. The committee is composed of staff from Student Services and Enrollment Management divisions. The decision of the committee is final and there is no further avenue of appeal. If the appeal is denied, the student will not be eligible for federal financial aid and is responsible for payment of charges if continuing enrollment and for any outstanding charges not previously covered by federal financial aid. If the appeal is approved, the student will be placed on *financial aid probation*. At the next SAP review, if the student has not come back into compliance with SAP requirements, the student will be placed back on *financial aid denial* unless the student is meeting the requirements of an academic plan as determined by their Academic Success Advisor. The student has the right to appeal again if their circumstances have changed.

Re-establishing Eligibility

In instances where:

- a student does not want to appeal, or
- the deadline to appeal has passed, or
- the appeal has been denied,

the student will need to come back into compliance by successfully completing enough credits to meet the minimum quantitative progress and/or raising their cumulative GPA to the required 2.0. Federal financial aid may be awarded for the payment period (4 sessions) in which the student regains eligibility.

Sitting out for a period of enrollment or paying for a specific number of courses out-of-pocket does not automatically reinstate financial aid eligibility for a student who is on *financial aid denial*. A student on *denial* will remain in this status until the end of the payment period when the official SAP review is conducted.

For more information, students may contact the Financial Aid Office at finaid@eversity.edu.

Academic Fresh Start

Students dismissed from eVersity may petition for an Academic Fresh Start. The Fresh Start petition, which can be obtained by contacting the director of the student experience, must be submitted to the director of the student experience no earlier than six months from the date of the last course at eVersity. The Fresh Start petition requires the student to explain why they now believe they are in a position to return to eVersity and meet the expected academic standards. The Fresh Start petition must (1) explain why the student failed to meet prior academic expectations and (2) what steps, if readmitted, will be taken to assure academic success. The director of the student experience will review the petition and make a recommendation to the chief academic officer. Readmission is not guaranteed and the merits of each petition are considered. If readmission is granted, the director of the student experience, in consultation with the student, develops an academic success plan that is signed by the student.

Academic Fresh Start Impact on Financial Aid

An Academic Fresh Start cannot be treated as a Financial Aid fresh start. Students accepted under the Academic Fresh Start program may still be required to submit a Satisfactory Academic Appeal to regain their financial aid eligibility. A student's cumulative GPA and completion rate – including classes that have been excluded in Academic Fresh Start will be taken into account when determining financial aid eligibility based on financial aid standards.

Graduation

Conferral of the credential occurs upon completion of all program requirements and earning at least 2.0 cumulative eVersity GPA. Academic standing will be reviewed prior to awarding of a certificate or degree. No application for graduation is required.

Latin Graduation Honors

Students completing a bachelor's degree who have met eVersity's residency requirement are eligible for Latin Honors. Graduation honors are calculated on all academic work completed at eVersity.

- Summa Cum Laude: minimum grade point average of 3.90
- Magna Cum Laude: minimum grade point average of 3.70
- Cum Laude: minimum grade point average of 3.50

Honors

The associate degree with honors will be conferred upon candidates who, at graduation, earned a minimum cumulative grade point on all eVersity work of 3.7 and met eVersity's residency requirement.

Transcript

The academic transcript is the official record of the student's academic record issued by eVersity. It displays all courses taken and includes all grades earned during enrollment with eVersity. It also displays the career competencies developed while attending eVersity.

Official transcripts are available. An official transcript includes the university seal and official signature. Official transcripts may not be issued if the student has a hold representing an outstanding obligation, provides insufficient or inaccurate identifying information, or provides no valid recipient information for the requested transcript.

Request to Transfer Credit to Another Institution

The University of Arkansas System eVersity will forward a transcript to another institution of higher education at the student's request. As is the case with all colleges and universities, the decision to accept academic credit in transfer rests with the receiving institution.

Grade Appeal Process

Students may initiate a grade appeal of any course grade if there is compelling evidence of procedural irregularity or differential treatment. The University of Arkansas System eVersity seeks to resolve student complaints in an expeditious manner. In attempting to resolve any grade dispute, the student must first make a serious effort to resolve the matter with the faculty member. If the dispute is not informally resolved, the student shall initiate the process by requesting a grade appeal form from the registrar. The completed grade appeal form and supporting documents shall be submitted to the registrar. Grade appeals must be initiated within two weeks of the conclusion of the term. The registrar shall provide the faculty member with a copy of the submitted grade appeal and request a response. The registrar shall forward the grade appeal and the faculty response to the chief academic officer for review and final decision. The chief academic officer shall forward a decision to the registrar. The registrar communicates the decision to the student and the faculty member. If necessary, the faculty member recalculates the final course grade. The registrar will make any required changes to the student's record.

Repeat Policy

Students are only allowed to repeat courses for which they earned a failing grade. All attempts remain on the transcript and are calculated in the GPA. Students may not repeat courses for which they have received credit for prior learning. Exceptions to this policy are made on the recommendations of faculty members who judge prior knowledge out of date. While there is no limit on the number of times a student can attempt a course, there may be financial aid implications.

Academic Dishonesty

The University of Arkansas System eVersity has developed certain regulations to make possible an orderly academic environment where all members of the community have the freedom to develop to the fullest extent. Academic dishonesty is not condoned or tolerated in the eVersity community. Students found responsible for dishonesty in their academic pursuits are subject to penalties that may range from grade penalty to disciplinary probation, suspension, or expulsion. The University of Arkansas System eVersity takes steps to detect academic dishonesty.

The most common offenses subject to grade penalty and/or disciplinary action are:

- **Cheating on an examination or quiz:** To give or receive, to offer or solicit information on any examination or quiz including (a) using prepared materials, notes, or texts other than those specifically permitted by the faculty during an examination or quiz; (b) collaborating with another student during an examination or quiz; (c) buying, selling, stealing, soliciting, or transmitting an examination or quiz, or any material purported to be the unreleased content of an upcoming examination or quiz, or the use of such material; (d) substituting for another person during an examination or quiz or allowing such substitution for oneself; (e) bribing a person to obtain examination or quiz information.
- **Plagiarism:** To adopt and reproduce as one's own, to appropriate for one's own use and incorporate in one's own work without acknowledgment, the ideas of others or passages from their writings and works.
- **Collusion:** To obtain from another party, without specific approval in advance by the instructor, assistance in the production of work offered for credit to the extent that the work reflects the ideas or skills of the party consulted rather than those of the person in whose name the work is submitted.
- **Duplicity:** To offer for credit identical or substantially unchanged work in two or more courses, without specific advance approval of the instructors involved.
- **Falsification:** To willfully provide false, misleading, or incomplete information; forging or altering without proper authorization official university records or documents or conspiring with or inducing others to forge or alter without proper authorization university records or documents; misusing, altering, forging, falsifying, or transferring to another person university-issued identification, accounts, emails, passwords or codes.
- **Unauthorized Access:** To access without permission university property, facilities, services, codes, accounts or information systems, or to obtain or provide to another person the means of such unauthorized access.

In cases of suspected academic dishonesty, the party reporting the academic dishonesty shall contact the director of the student experience to report the incident and initiate proceedings. The director of the student experience shall gather information from all involved parties and transmit the file and a recommendation to the chief academic

officer. The CAO will render a decision. The decision of the CAO shall be final.

Sanctions for academic dishonesty may include, but are not limited to, a warning, probation, suspension, dismissal from eVersity, or the withholding or revocation of admission or degree.

Faculty Teaching for eVersity

All faculty teaching for eVersity are associated with a University of Arkansas institution. Frequently, they teach for eVersity in addition to their responsibilities at their home campus. Faculty contact information, office hours, and availability are published on the course syllabus. Students should follow the contact procedures described in the course syllabus.

Student Identity Verification

Students are expected to complete their own work and various steps are taken to authenticate student identity. Students may be required, at any time while enrolled, to authenticate their identity. User names, passwords, student identification number, official records, picture identifications, proctoring and biometric tools may be used to confirm the identification of students. Falsifying student identification is considered academic dishonesty and subject to disciplinary procedures.

Name Change

Students who change their legal name and wish to update their academic record must complete a name change form and submit it with the appropriate documentation to the registrar. A copy of one of the following is required: a social security card, state driver's license, passport (U.S./International), U.S. resident alien card, U.S. Military I.D., Indian tribe's enrollment card, or U.S. Bureau of Indian Affairs identification card containing the signature and photograph of the individual. The document must be legible and valid at the time it is submitted.

Address Change

Applicants wishing to change their address before they have been admitted can contact info@eversity.edu to request an address change. Once admitted, students will be able to update their contact information in the student information system portal. If you are unsure how to update your address, contact your academic success advisor.

SECTION 5: ACADEMIC SUPPORT SERVICES

Disability Support (ADA Compliance)

The University of Arkansas System eVersity believes every qualified student should have access to the education offered. The university does not discriminate against any student, employee or applicant because of a physical or mental impairment with regard to any position or program for which that person is qualified. It is the policy of the university, in compliance with the provisions of the Americans with Disabilities Act (ADA) Amendments Act of 2008 (ADAAA), Titles I and II of the ADA of 1990, and Sections 503 & 504 of the Rehabilitation Act of 1973, to provide reasonable accommodations to meet the academic needs of students with disabilities and allow employees with disabilities to perform the essential functions of their jobs.

The university has an obligation to engage in the interactive process and provide “reasonable accommodations” to students, employees and applicants with qualifying disabilities unless doing so creates an “undue hardship” for the university or constitutes a fundamental alteration to eVersity’s academic program. Each student and applicant, however, is responsible for making timely and appropriate requests for his or her own required accommodations. Each student and applicant is responsible for actively participating in securing the needed accommodations and/or auxiliary aids. Requests for accommodations may be required annually. Accommodations are not retroactive, so if the student waits until the middle of the term to request accommodations, any assignments or examinations completed before the student is approved for accommodations are not covered. The university has no obligation to provide academic adjustments until it receives sufficient specific information to enable it to evaluate the needs of a student or applicant and the school’s ability to provide a required academic adjustment or employment modification without undue hardship.

The University of Arkansas System eVersity provides Disability Services by offering reasonable accommodations to qualified learners. To request an accommodation email disabilitysupport@eversity.edu. The student will be required to complete and submit the Request for Disability Accommodation form and provide recent (no older than three years) medical or other appropriate diagnostic evaluation of the disability. Documentation must include, as appropriate, physical description, medical or clinical explanation from a qualified physician, psychologist, psychiatrist or other appropriate health care provider of any limitations imposed by such disability on learning/job duties/major life activities, as well as any medically necessary recommendations for reasonable academic or employment accommodations. The university makes final decisions on reasonable accommodations. Faculty will be informed of approved accommodations at the beginning of the course.

ADA Student Grievance Procedure

Any eVersity student who believes that he/she has been denied access or accommodations required by law, shall have the right to file a grievance. In general, this grievance procedure is designed to address disagreements or denials regarding requested services or accommodations to university practices or requirements; alleged

inaccessibility of a university program or activity; and any other alleged violations of the ADA and/or Section 504. The ADA grievance procedure shall not supersede other university policies and procedures that may exist for addressing other issues including grade appeals.

The University of Arkansas System eVersity seeks to resolve student grievances in a fair and expeditious manner. In attempting to resolve any grievance, the student must first make a serious effort to resolve the matter with the individual with whom the grievance originated. If these informal efforts are unsuccessful, the formal grievance process may be initiated.

Informal Grievance Procedure: Students should first attempt to resolve complaints informally by contacting the University of Arkansas System eVersity Disability Accommodation Committee at disabilitysupport@eversity.edu.

Formal Grievance Procedure: If efforts to resolve an ADA grievance informally are not successful, a formal grievance should be submitted in writing to the eVersity director of institutional assurance (grievance@eversity.edu) within 14 business days of the event or action, giving rise to the student's complaint. To file a formal grievance, the student must complete and submit the ADA Grievance Request form clearly stating the facts related to the grievance, including dates, times, location and any other pertinent information. The grievance must include name, address, email, telephone number and the desired resolution. A grievance will not be considered as being filed until all required information is submitted. The university reserves the right to request any additional required information that was omitted or to redirect a grievance for other appropriate reviews.

Within 14 business days after receipt of the grievance, the director of institutional assurance will schedule an appointment to discuss the grievance, gather any additional information and identify possible resolutions.

Within 14 business days following the discussion with the student, the university will respond to the grievance in written or other accessible format. Depending upon the specific circumstances and the urgency of any issue(s) raised by a student in his or her grievance, the university reserves the right (but shall not be required) to modify its procedures or conduct an expedited review. During the review process, the student will be entitled to receive any reasonable accommodations or services offered by the university, if applicable.

A student exercising his/her right to invoke this grievance procedure is free to consult with others but shall be expected to represent himself/herself directly in the grievance process. Although students are encouraged to attempt to resolve complaints pertaining to disabilities by utilizing this grievance procedure, they have the right to file a complaint directly with the U.S. Department of Education, Office for Civil Rights (OCR) (Dallas regional office). Information regarding applicable timelines and procedures is available from OCR.

Library Services

University of Arkansas System eVersity students have access to a wide range of digital library resources to support their learning needs. The library resources are provided via EBSCOhost. Students learn how to access library resources while enrolled in eVersity Engage. Access to the library is available in every eVersity course via Blackboard. Library resource support may be accessed by emailing library@eversity.edu.

Academic Advising

University of Arkansas System eVersity places a high priority on student success and believes that academic advising plays an important role in helping students achieve their academic goals. In addition, eVersity has adopted an integrated student services model in which the advisor is the primary point of contact for most student issues. As a result, students work very closely with their academic success advisor throughout their time at eVersity.

The Role of the Academic Success Advisor

The role of the academic success advisor is to empower students to reach their goals, assist them in achieving academic excellence, and see them through to graduation. The advisor monitors student progress and helps students identify the opportunities, challenges, and consequences related to their academic decisions. The advisor has specialized knowledge about the student's program of study and together the student and advisor develop an academic plan. The advisor assists the student with major and career exploration, understanding degree requirements, and the application of transfer coursework and other prior learning. The advisor also interprets eVersity policies and procedures and makes referrals to appropriate resources. Throughout the advising process, the advisor offers support and encouragement.

Course Registration

Prior to each term, students are automatically registered in the appropriate course by their academic success advisor when they confirm their intent to enroll. To confirm intent to enroll, a student must accept the course enrollment, acknowledge financial responsibility, and arrange for payment of tuition and fees. The advisor also notifies the student when the requirements for a given credential or degree have been completed, and the student is then awarded the appropriate certificate or diploma.

Contacting an Academic Success Advisor

Students have easy access to an academic success advisor by phone at (844) 837-7489, by email at info@eversity.edu, and through prearranged web conferencing. Live assistance is available during specific time periods as listed under the Academic Advising Hours of Operation at the front of this catalog and on the eVersity website at eversity.edu/about/contact-us/.

Declaration of Major

The eVersity academic success advisor works with students to develop an educational plan that is compatible with their strengths, goals and interests. Once the student

determines the degree program they plan to pursue, they are admitted to the major. Even after the major is declared, the advisor continues to meet with the student regularly and provide support.

eVersity Engage Course

All students enrolled through University of Arkansas System eVersity complete the eVersity Engage course. The goal of the course is to get to know each student, to introduce students to the online learning environment, and to familiarize them with eVersity resources and policies in order to enhance their chances for success. During the course, students complete an assessment that measures their levels of hope and persistence. In addition, they become familiar with the learning management system that is used for future coursework, learn how to contact support personnel such as their academic success advisor, and receive information about student support services including library and disability services. Students also learn about eVersity policies and procedures. Students who complete an online orientation experience have higher grade point averages and are more likely to persist than those who do not complete one.

SECTION 6: GENERAL POLICIES

Drug/Substance Abuse Policy

The Drug-Free Schools and Campuses Regulations require eVersity certify that it has a drug and alcohol abuse prevention program available to any student or employee. Information about the policy and program is distributed annually by email to all enrolled students and employees.

Copyright Infringement

Students are prohibited from unauthorized distribution of copyrighted materials, including unauthorized peer-to-peer file sharing. The University of Arkansas System eVersity strictly prohibits the unauthorized distribution of copyrighted materials using any of the institution's information technology systems. Students found in violation of this policy may be subject to action including, but not limited to warning, probation, suspension, or dismissal from eVersity.

Email Policy

Email accounts are created for eVersity students and are considered the official means of communication. Important eVersity-related information is sent to student email accounts. Students are responsible for regularly reading email messages and for using electronic communication in a responsible manner. Types of communication include, but are not limited to: academic advising notes and updates, financial aid notices, and billing and payment information. Any personal email account or phone number on file with eVersity may be used for communication between eVersity and the applicant/student, however, the eVersity email account shall be designated the "official" account and its use may be required for certain conversations.

Fulfilling the student responsibilities outlined in the Preface of this document is foundational to the educational process. Failure to engage in the learning process in an appropriate and civil manner may result in a review of behavior for a determination of appropriate corrective action up to and including dismissal.

Student Grievance Policy

This policy applies to matters, which are not covered by other policies or appeal procedures. The University of Arkansas System eVersity seeks to resolve student complaints in a fair and expeditious manner. In attempting to resolve any student grievance, the student must first make a serious effort to resolve the matter with the individual with whom the grievance originated. If these informal efforts are unsuccessful, the formal grievance process may be initiated. Formal grievances involving matters other than grades are submitted to the director of institutional assurance. The director will provide the grieving party with an explanation of the process. The director will gather information from the grieving party and a response from all parties included in the grievance. After reviewing the complete complaint, the director shall render a decision and communicate it to all parties. The director of institutional assurance can be reached toll free at (844) 560-2561 or grievance@eversity.edu

Student Complaint Procedures

The University of Arkansas System eVersity focuses on every effort to resolve student concerns. Students are encouraged to pursue all internal options for complaint resolution before seeking outside assistance. Procedures for specific complaints and concerns are outlined within this catalog and should be followed. Questions about the eVersity's complaint procedures may be directed to:

Kim Bradford, Director of Institutional Assurance
grievance@eversity.edu
Toll Free (844) 560-2561
2402 N. University Avenue
Little Rock, AR 72207

If a complaint is not resolved after exhausting eVersity's grievance procedures, the student may file a complaint with the Arkansas Division of Higher Education (ADHE) or eVersity's accrediting agency, the Distance Education Accrediting Commission (DEAC). Students who wish to file a complaint should review the contact information listed below. In many cases, these agencies require the student to exhaust the institution's internal complaint processes prior to filing a complaint or grievance. Therefore, it is recommended that students not contact these agencies until they have proceeded through eVersity's grievance processes.

Arkansas Division of Higher Education (ADHE)

A student may report an unresolved grievance (except for those related to grades or student conduct) by contacting ADHE at ICAC @adhe.edu

The student grievance web form is located on ADHE's website at www.adhe.edu/institutions/academic-affairs/institutional-certification-advisory-committee/grievance-form

Arkansas Division of Higher Education
400 Main Street, Suite 400
Little Rock, AR 72201
Phone: (501) 371-2000

ADHE is Arkansas' state portal agency for the National Council for State Authorization Reciprocity Agreements (NC-SARA) and is responsible for the final resolution of student complaints against Arkansas institutions. If a complaint is received from an eVersity student located outside of Arkansas, in accordance with the SARA complaint resolution process, ADHE will notify the SARA portal entity of the state in which the complaining student is located. For a list of NC-SARA portal entity contacts, visit <http://nc-sara.org/content/state-portal-entity-contacts>.

Distance Education Accrediting Commission (DEAC)

Commission expects complainants and institutions to demonstrate genuine effort in resolving disputes directly using the institution's internal grievance procedures. Where issues or educational services, student services, or tuition are concerned, a student

complainant must have exhausted all efforts to resolve his/her complaint with the institution before filing a complaint with DEAC. The complainant must demonstrate that he/she has taken the appropriate procedures to resolve the complaint with the institution (which may include claim numbers, grievance files and emails) prior to filing a claim with DEAC. An explanation of DEAC's Complaint Process, including a link to its online complaint submission form, may be accessed at: <https://www.deac.org/Student-Center/ComplaintProcess.aspx>

Distance Education Accrediting Commission
101 17th Street NW, Suite 808
Washington, D.C. 20036
Phone: (202) 234-5100, Fax: (202) 332-1386
www.deac.org

Helpful Forms and Consumer Information

The DEAC uniform website public disclosure form provides uniform information for DEAC-accredited institutions. The form is located on eVersity's website at: <http://eversity.edu/wp-content/uploads/2018/09/eV-Consumer-Information-022018-1.pdf>

The Consumer Information required by the U.S. Department of Education for institutions approved to participate in federal financial aid programs are located on the eVersity website at: <http://eversity.edu/cost/financial-assistance/>

According to University of Arkansas Board of Trustee Policy 350.1, any fraud that is detected or suspected must be reported to the Internal Audit Department, which coordinates investigations with the university's general counsel and other affected areas, both internal and external. If there is any question as to whether an action constitutes fraud, contact the internal audit director for guidance. The Confidential Fraud Hotline number is (866) 252-9838.

Family Educational Rights and Privacy Act (FERPA)

FERPA is a federal law that affords students certain rights with respect to their education records. This protection for education records begins when the student attends classes at eVersity, regardless of the student's age. This does not apply to the records of applicants for admission who are not accepted to the university or to applicants who are accepted but choose not to attend. These rights generally include:

- The student's right to see the information the institution is keeping on them.
- The student's right to seek an amendment to their record and, in certain cases, append a statement to the record.
- The student's right to consent to the disclosure of their record.
- The student's right to file a complaint with the FERPA office in Washington, D.C.

Students have the right to inspect and review their education records, with some

exceptions under the Act, within 45 calendar days of the day the university receives a request for access. Education records are records relating to a student that are maintained by the university or by a party acting on its behalf, with some exceptions. The following records are not considered education records: records created by a school official as a personal memory aid (such as notes of a private telephone conversation); most records created and maintained by a physician, psychiatrist, psychologist or other treatment purposes. Even though these records are not considered education records under FERPA, they may still be made available to students following completion of a Health Insurance Portability and Accountability Act (HIPAA) release form; and records pertaining to a former student other than those generated when that person was a student, such as alumni records. Students should submit to the university registrar written requests that identify the record(s) they wish to inspect. The registrar will make arrangements for the student to access and inspect the records.

Students have the right to request the amendment of the student's education records that the student believes are inaccurate or misleading. Students should write to the director of records and student on-boarding and clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If eVersity decides not to amend the record as requested by the student, eVersity will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student.

Release of Records to Third Parties

FERPA generally prohibits the university from disclosing personally identifiable information (for example, student's name, address or other information that would allow a student to be identified) from a student's education record without the student's consent unless the information has been designated as "directory information" or another exception applies. "Directory information" includes the student's name, degree awarded, major, enrollment status, and email address. This information may be disclosed to any person or entity without student consent unless the student has submitted a completed request for non-disclosure of directory information form to the registrar. The student may retract the directory information non-disclosure request in writing at any time.

Personally identifiable information in a student's record may also be disclosed to third parties without written consent, to the following entities:

- A school official¹ has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for the university, including, but not limited to, performing a task in furtherance of the university's educational mission; performing an administrative task outlined in the official's duties; performing a supervisory or instructional task directly related to a student's education; or providing a service or benefit for a student such as health care,

counseling, financial aid or job placement. School officials may not access student records for personal reasons.

- Other schools to which a student is transferring.
- Specified officials for audit or evaluation purposes.
- Appropriate parties in connection with enrollment and financial aid to a student.
- Appropriate officials in cases of health and safety emergencies.
- Accrediting organization.
- State and local authorities within a juvenile justice system pursuant to specific state law.

¹ A school official is a person employed by eVersity or the University of Arkansas System in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom eVersity has contracted (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

Or in the following circumstances:

- In compliance with a judicial order or other lawfully ordered subpoena, or in response to other legal action involving the student and the university.
- When the information is a record of a campus disciplinary proceeding. For students under the age of 21, the university may also inform parents about violations of any federal, state, or local law, or of any rule or policy of the university, governing the use or possession of alcohol or a controlled substance.

A student may consent in writing to disclosure of education records by submitting the Disclosure of Educational Records Form to the Registrar. It must be electronically signed by the student, dated, and specify the records to be disclosed, to whom and for what purpose. The student may retract the consent in writing at any time by emailing the registrar.

A student has the right to file a complaint with the U.S. Department of Education concerning alleged failures by eVersity to comply with the requirements of FERPA. The name and address of the office that administers FERPA is as follows:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-5920
Phone: 1-800-USA-LEARN (1-800-872-5327)
<https://www2.ed.gov/policy/gen/guid/fpco/index.html>

Privacy Policy

The University of Arkansas System eVersity is committed to ensuring the privacy and accuracy of confidential student information. Data is collected and maintained for the purposes of facilitating the processing of student, employee and alumni records. Data is also gathered and analyzed to improve the operations of eVersity and to enhance student success.

Non-Personally identifiable information may be collected by eVersity to improve the university website, make it more accessible, address visitors' needs and inform marketing efforts. This data is automatically collected through the use of "cookies" and other standard web technology, such as Google Analytics, and might include recording the computer's operating system, IP address, web browser and the links followed to enter and leave the website. For advertising purposes, limited information is retained by "cookies" such as how the visitor was directed to the website, which advertisements were displayed to the user and when the user last visited the website. This information is used to assist the institution with measuring the performance of the website and marketing efforts, displaying advertising on other websites, customizing messaging and informing future enhancements to the site.

Personally identifiable information is only collected on the website through voluntary submission of that information. For example, visitor name, mailing address, email address and other contact information that a visitor voluntarily provides to eVersity may be used for the purpose of responding to requests for information about eVersity products and services or to contact individuals about future products and services. The Family Educational Rights and Privacy Act (FERPA) require the university, with certain exceptions, to obtain written consent prior to disclosing personally identifiable information from education records. However, eVersity may disclose appropriately designated "directory information" as described in eVersity's FERPA policy without written consent, unless a student advises the university to the contrary in accordance with policy. The institution does not share personally identifiable information with third parties, apart from release of "directory information" or certain authorized contractors bound by confidentiality terms with eVersity who must utilize the information to perform necessary duties (such as credit card authorization and federal student aid processing), or as otherwise permitted by law. Among other things, "directory information" disclosures include verifying enrollment for employment or credit application purposes.

As a public entity, eVersity is required to comply with the Arkansas Freedom of Information Act (FOIA) (Ark. Code Ann. § 25-19-101) and may be required to disclose public records maintained by the university unless such records are specifically exempted by federal or state law.

Additionally, at times, eVersity may be legally required to disclose information in response to a valid subpoena or court order or to comply with a legally permitted inquiry by a governmental agency or regulatory body. Subject to governing law and other applicable university policies, the university reserves the right to disclose information collected on its websites to governmental authorities in connection with suspected

unlawful activity or to aid an investigation into suspected unlawful activity. In addition, the university reserves the right to release information collected on university websites to appropriate governmental authorities if university officials determine, in their sole judgment, that university policies have been violated, or that release of information is necessary to protect the rights, health, safety or property of persons or the university or to protect the integrity of university computer networks.

Further, the university reserves the right to disclose information as university officials believe necessary to exercise the university's legal rights, to defend against actual or potential legal claims, or as otherwise permitted or required by university policy.

This policy is intended to comply with Arkansas Code Annotated §25-1-114. For more information regarding this policy, contact the director of institutional assurance.

Non-Discrimination Policies

Affirmative Action/Equal Opportunity

The University of Arkansas System eVersity adheres to a policy that enables all individuals, regardless of race, color, sex, gender identity, national origin, age, religion, sexual orientation, veteran's status, or disability or genetic information, to work and study in an environment unfettered by discriminatory behavior or acts. Harassment of an individual or group is not condoned, and any person (student, faculty or staff member) who violates this policy is subject to disciplinary action.

Consensual Relationships

It is the policy of eVersity that romantic or sexual relationships between faculty members, staff and the students they currently teach, supervise or advise and between employees in positions of authority and their subordinates are prohibited. Faculty members and advisors exercise power over students, as do supervisors over employees, whether in evaluating them, making recommendations for their promotion or future employment, or conferring other benefits. Third parties may be adversely affected by the relationship in that it places the faculty member or supervisor in a position to favor or advance one student or employee's interest at the expense of others. In instances where allegations of sexual harassment are raised within the context of what was once a consensual relationship, those allegations will be handled pursuant to the procedure provided by this policy. If a person believes they have been subject to sexual harassment or sexual misconduct, it should be reported immediately to the director of institutional assurance.

Sexual Misconduct, Discrimination, Harassment and Retaliation Complaints The University of Arkansas System eVersity is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon race, color, religion, national origin, service in the uniformed services, veteran status, sex, age, pregnancy, gender identity, sexual orientation, physical or mental disability or genetic information. Such an environment is necessary to a healthy learning, working and living atmosphere.

Accordingly, all acts of discrimination, harassment, retaliation and sexual misconduct as defined by this policy are prohibited and are subject to the procedures set forth below.

With regard to sexual discrimination, harassment and misconduct in a school's education programs and activities, the university has specific obligations under Title IX. Title IX protects the University community in connection with all academic, educational, extracurricular, athletic and other university programs, whether those programs take place on university property, in university transportation, at a class or training program sponsored by the university at another location or elsewhere.

Further, consistent with state and federal law, reasonable accommodations will be provided to persons with disabilities.

All complaints or any concerns about conduct that may violate this policy should be submitted to the EO/Title IX coordinator or respective deputy EO/Title IX coordinator listed below.

EO/Title IX coordinator:

Kim Bradford, Director of Institutional Assurance
grievance@eversity.edu
Toll Free (844) 560-2561
2402 N. University Avenue
Little Rock, AR 72207

Nothing in this policy shall be construed or applied to restrict academic freedom at the university, nor shall it be construed to restrict constitutionally protected expression.

Filing Report with Local Law Enforcement

In some instances, sexual misconduct may constitute both a violation of university policy and criminal activity. The university grievance process is not a substitute for instituting legal action. The university encourages individuals to report alleged sexual misconduct promptly to campus officials and to law enforcement authorities, where appropriate.

Student and Visitor Responsibility to Report

Students and visitors to the University are strongly encouraged to report allegations of discrimination, harassment, retaliation and sexual misconduct to the EO/Title IX coordinator or deputies. A report should be made as soon as possible after the incident in order to facilitate an effective response. The longer a report is delayed, the more difficult it will be for the university to investigate. Reports may be made by the person experiencing the misconduct or by a third party, such as a witness or someone who is told of the misconduct.

Mandatory Employee Reporting

In order to enable the university to respond effectively and to proactively stop instances

of discrimination, harassment, retaliation and sexual misconduct at the university, all employees must, within 24 hours of receiving information regarding a potential violation of this policy, report information to the EO/Title IX coordinator or deputies. Only employees who are statutorily prohibited from reporting such information (e.g., licensed health-care professionals) are exempt from these reporting requirements. This policy is not intended to restrict curriculum or prohibit or abridge the use of particular textbooks or curricular materials.

Off-Campus Conduct

Conduct that occurs off campus can be the subject of a complaint or report and will be evaluated to determine whether it violates this policy. Allegations of off-campus sexual misconduct is of particular concern and should be brought to the university's attention.

Confidentiality

Subject to the other provisions of this policy and the requirements of law, every possible effort will be made to ensure that all information received as part of the university's complaint/grievance procedure is treated discreetly. All parties to the complaint are required to maintain the confidentiality of all information received during this process. However, it is not possible to guarantee that all complaints will remain confidential because of the university's obligation to investigate allegations of misconduct. All requests to maintain confidentiality shall be directed to the EO/Title IX coordinator or deputy who has the authority to make such determinations.

Except as compelled by law or in the interest of fairness, just resolution or health and safety considerations, disclosure of information contained in Complaints, their substance, procedures and the results of investigations will be limited to the immediate parties, witnesses and other appropriate officials.

Limited disclosure may also be necessary to conduct a full and impartial investigation.

Availability of Counseling and Advocacy

Counseling and other mental health services for victims of sexual assault are available in your community. Students may contact any of the agencies listed below for counseling assistance. Committee Against Spouse Abuse (CASA) Women's Shelter or Domestic Violence and Rape Crisis Programs may assist with making referrals for individual counseling and support groups and in identifying non-counseling campus and community resources that may be of additional help and serve as a victim advocate upon request.

- National Sexual Assault Hotline
- 1-800-656-HOPE
- National Center on Domestic and Sexual Violence Web: www.ncdsv.org
- National Coalition Against Domestic Violence Web: www.ncadv.org

- National Center for Victims of Crime Web: www.ncvc.org
- National Sexual Violence Resource Center Web: www.nsvrc.org
- Rape Abuse Incest National Network (RAINN) Web: www.rainn.org

Complaint/Grievance Procedure

These procedures are intended to apply to all grievances involving discrimination, harassment, retaliation and sexual misconduct as described in this policy, including but not limited to those brought by a student against an employee and/or fellow student, employee against fellow employee and/or student, and third party against employee and/or student. All other grievances by students, employees or third parties shall be addressed through other grievance procedures. The university benefits from formal and informal procedures that encourage prompt resolution of complaints and concerns raised by members of the university community.

Informal Complaint Process

The university does not require a complainant to utilize the informal complaint process if doing so is impractical or unsafe, or if the complainant believes that the conduct cannot be effectively addressed through informal means. For example, the informal complaint process should not be used to address allegations of sexual assault. However, in other circumstances where it is practical and safe to do so, every reasonable effort should be made to constructively resolve issues with students, faculty, staff and administrators before pursuing the formal complaint process. Under the informal complaint process, a complainant may elect to resolve his/her complaint by discussing it with the offending party. If the offending party is an employee and satisfactory resolution cannot be reached after discussion, the complainant may also contact the individual's direct supervisor to resolve the complaint. If these efforts are unsuccessful, the formal complaint process may be initiated.

Formal Complaint Process

Upon receiving a report of alleged or possible violation of this policy, the Title IX coordinator or deputy will evaluate the information received and determine what further actions should be taken. The EO/Title IX coordinator or deputy will follow the procedures described in this policy. The EO/Title IX coordinator or deputy will take steps, either directly with the complainant or through a reporting employee, to provide information about the university's complaint/grievance procedure, as well as available health and advocacy resources and options for criminal reporting.

Investigation

The EO/Title IX coordinator or deputy will be responsible for overseeing the prompt, fair, and impartial investigation and resolution of complaints filed with the university. The EO/Title IX coordinator or deputy will investigate all complaints of discrimination, harassment, retaliation and sexual misconduct and determine any accommodations or other remedial short-term actions necessary in light of the individual circumstances

presented.

The EO/Title IX coordinator or deputy will apprise the vice chancellor for the appropriate division or department of the complaint.

The EO/Title IX coordinator or deputy, who will have been properly trained, will:

- Identify the correct policies allegedly violated.
- Conduct an immediate initial investigation to determine if there is reasonable cause to charge the respondent(s).
- Meet with the complainant to finalize the complaint.
- Prepare the notice of charges on the basis of initial investigation.
- Develop a strategic investigation plan that may include a witness list, an evidence list, an intended timeframe and an order of interviews for all witnesses, including the respondent.
- Conduct a thorough, reliable and impartial investigation during which witnesses may or may not be given notice prior to the interview.
- Complete the investigation promptly, and without unreasonable deviation from the intended timeline.
- Make a written finding on the case, based on a preponderance of the evidence, which indicates that it is more likely than not that a policy violation has or has not occurred, and identifies appropriate remedies and/or sanctions, if any.
- Prepare a complete report on the investigation and findings.

As noted above, an investigation of the complaint will be conducted by the EO/Title IX coordinator or deputy unless it is clear from the face of the complaint or the EO/Title IX coordinator's or deputy's initial meetings with the parties that no reasonable grounds exist for believing that the conduct at issue violates this policy.

In the event that someone other than the alleged victim made the complaint, the EO/Title IX coordinator or deputy will consider the following factors in determining whether it is reasonable to investigate the complaint:

- The source and nature of the information.
- The seriousness of the alleged incident.
- The specificity of the information.
- The objectivity and credibility of the source of the information.
- Whether the alleged victims can be identified.
- Whether those individuals wish to pursue the matter.

In the event that the EO/Title IX coordinator or deputy determines that an investigation of the complaint should not be conducted, he/she will determine and document (in consultation, as necessary, with the alleged victim, the respondent and any other university administrators) the appropriate resolution of the complaint and inform the parties of the same.

With all complaints, if the EO/Title IX coordinator or deputy determines that an investigation should be conducted, the Title IX coordinator or deputy will promptly investigate the matter. The existence of concurrent criminal investigations or proceedings shall not delay the investigation of any complaint filed under this policy.

If another individual is designated to investigate the matter, the EO/Title IX coordinator or deputy will share the investigator's name and contact information with the alleged victim and the respondent and will forward the complaint to the investigator. Within three (3) business days of such appointment, the investigator, the alleged victim or the respondent may identify to the EO/Title IX coordinator or deputy in writing any real or perceived conflicts of interest posed by assigning such investigator to the matter. The EO/Title IX coordinator or deputy will carefully consider such statements and will assign a different individual as investigator if it is determined that a material conflict of interest exists.

Upon receipt of the complaint, the EO/Title IX coordinator or deputy will promptly begin the investigation, which shall include but is not limited to the following:

- Conducting interviews with the complainant, the alleged victim (if not the complainant), the respondent and third party witnesses (including expert witnesses, where applicable) and summarizing such interviews in written form.
- Visiting, inspecting and taking photographs at relevant sites.
- Where applicable, collecting and preserving relevant evidence (in cases of corresponding criminal reports, this step may be coordinated with law enforcement agencies).

Throughout the investigation, the Title IX coordinator or deputy will remain neutral. The EO/Title IX coordinator or deputy should obtain, where applicable and where possible, the written consent of any third-party witnesses to the disclosure, as contemplated by this policy, of any personally identifiable information contained in the complaint, the investigative report, and for any other documents the disclosure of which is contemplated by this policy in order to further the resolution of the complaints.

As soon as is practicable, the EO/Title IX coordinator or deputy will contact the complainant and the alleged victim (if not the complainant) to schedule an initial meeting to carry out the following tasks, as applicable:

- Provide a copy of this policy.
- Provide a copy of the Discrimination, Harassment and Sexual Misconduct Complaint Form on which the complainant may, if he/she agrees to disclose the information, provide details regarding the allegation, including the name of the accused individual and the date, location and general nature of the alleged violation of policy (the complaint form may be completed by complainant or dictated to the EO/Title IX coordinator or

deputy, who will confirm the accuracy of his or her documentation with the complainant).

- Explain avenues for resolution.
- Explain the steps involved in an investigation under this policy.
- Discuss confidentiality standards and concerns.
- Determine whether the complainant or the alleged victim (if not the complainant) wish to pursue a resolution through the university or no resolution of any kind.
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate.
- Discuss, as appropriate, possible interim measures that can be provided during the pendency of the investigative and resolution processes.

Interim Measures

Unless circumstances dictate otherwise, the EO/Title IX coordinator or deputy will promptly issue a no contact order to all parties upon notice of any sexual assault complaint. In all cases, the university may implement any necessary interim measures, deemed appropriate and reasonably available, regardless of whether a complaint has been filed (with either campus administrators or law enforcement agencies) or whether an investigation has commenced (by either campus administrators or law enforcement agencies). Interim measures may include, but are not limited to:

- Issuing no contact orders.
- Rescheduling class work, assignments and examinations.
- Arranging for the complainant to take an incomplete in a class.
- Reassigning class section.
- Permitting a temporary withdrawal from the university.
- Providing alternative course completion options.
- Providing counseling services.
- Providing academic support services.

Following the initial meeting with the complainant and the alleged victim (if not the complainant), the EO/Title IX coordinator or deputy, if applicable, will promptly determine the interim measures to be provided to the alleged victim. Such determination will be promptly communicated to the alleged victim, and no later than the point at which it is communicated to the respondent.

Initial Meeting with Respondent

If the complainant or alleged victim (if not the complainant) wishes to pursue resolution through the university or if the university otherwise deems that a further investigation is warranted, as soon as is reasonably practicable after the EO/Title IX coordinator's or deputy's initial meeting with the complainant (and, if applicable, the alleged victim), the EO/Title IX coordinator or deputy will schedule an initial meeting with the respondent.

During the initial meeting with the respondent, the EO/Title IX coordinator or deputy will, as applicable:

- Provide sufficient written information, consistent with privacy laws and any request for confidentiality, to allow respondent to address the allegation (e.g., the name of the complainant/alleged victim, the date, location, nature of the alleged violation of policy, etc.).
- Provide a copy of this policy.
- Explain the university's procedures for resolution of the complaint.
- Explain the steps involved in an investigation under this policy.
- Discuss confidentiality standards and concerns.
- Discuss non-retaliation requirements.
- Inform of any interim measures already determined and being provided to the complainant and/or the alleged victim that would directly affect the respondent (e.g., changing his or her class schedule, moving him or her to an alternate location, etc.).
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate.
- Discuss, as appropriate, possible interim measures that can be provided to the respondent during the pendency of the investigative and resolution processes.

Investigative Report

The EO/Title IX coordinator or deputy shall complete a written investigative report ("Investigative Report") that shall include the following items:

- The name and sex of the alleged victim and, if different, the name and sex of the person reporting the allegation. (It should also include any other relevant protected class characteristics if the complaint involves a violation of this policy based on a protected status other than gender.)
- A statement of the allegation, a description of the incident(s), and the date(s) and time(s) (if known) of the alleged incident(s).
- The date that the complaint or other report was made.
- The date the complainant and alleged victim (if not the complainant) were interviewed.
- The date the respondent was interviewed.
- The names and sex of all persons alleged to have committed the alleged violation of this policy. (It should also include any other relevant protected status characteristics if the complaint involves a violation of this policy based on a protected status other than gender.)
- The names and sex of all known witnesses to the alleged incident(s).
- The dates that any relevant documentary evidence (including cell phone and other records as appropriate) was obtained.
- Any written statements of the complainant (or victim, if different from the complainant), the respondent and any witnesses.
- Summaries of all interviews conducted, photographs and descriptions of relevant evidence, summaries of relevant electronic records and a detailed report of the events in question.

- A written finding on the case, based on a preponderance of the evidence, which indicates whether it is more likely than not that a policy violation has occurred.
- The policy or policies violated and, in consultation, as necessary, with the complainant, alleged victim (if different from the complainant), respondent and other university officials, any remedial and/or disciplinary action deemed appropriate under the circumstances.
- The response of university personnel and, if applicable, university-level officials, including any interim measures and permanent steps taken with respect to the complainant, alleged victim (if different from the complainant) and the respondent.
- A narrative of all action taken to prevent recurrence of any harassing incident(s), including any written documentation.

If the EO/Title IX coordinator or deputy is unable to obtain the consent of third-party witnesses, he/she will redact the investigative report to the extent necessary to avoid inappropriate disclosure of such witness's personally identifiable information, while ensuring that such redaction does not prevent resolution of the complaint.

If the EO/Title IX coordinator or deputy determines and documents, based on the investigation, that reasonable grounds exist to believe that the conduct at issue constitutes a violation of this policy, the EO/Title IX coordinator or deputy will determine the appropriate remedy and/or sanction to be imposed and will include the appropriate remedy and/or sanction in the investigative report. Imposition of the appropriate remedy and/or sanction will be imposed only after all appeals have been exhausted.

In determining the appropriate remedy and/or sanction, the university will act to end the discrimination, harassment, retaliation or sexual misconduct, prevent its recurrence and remedy its effects on the victim and/or university community.

Sanctions will depend upon the nature and gravity of the misconduct, any record of prior discipline for a violation of this policy, or both. Sanctions may include, without limitation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments, expulsion or suspension from the university, disciplinary probation, expulsion from campus housing, mandated counseling and/or educational sanctions as deemed appropriate.

The EO/Title IX coordinator or deputy shall complete and distribute the investigative report, concurrently, to the alleged victim and respondent within thirty (30) calendar days following receipt of a complaint. All parties to whom the investigative report is distributed pursuant to this policy should maintain it in confidence. The investigative report may only be disclosed as contemplated by this policy.

If the EO/Title IX coordinator or deputy finds no reasonable grounds to believe that the conduct at issue constitutes a violation of this policy, then the Title IX coordinator or deputy will determine and document the appropriate resolution of

the complaint in the investigative report and will promptly notify the parties of that determination.

Appeal

In those instances where the respondent is a university student, the alleged victim and/or the respondent may appeal any or all of the EO/Title IX coordinator's or deputy's decision to a hearing panel by providing a written appeal to the chief academic and operating officer with a copy also being provided to the EO/Title IX coordinator or deputy. The appeal must be submitted within ten (10) days of receipt of the investigative report and must include a brief statement describing any or all parts of the investigative report being appealed and the reason for appeal. Acceptable means of notification include email, facsimile, hand delivered notification or postal delivery.

Within three (3) business days of receiving the appeal, the chief academic and operating officer will appoint the members of the hearing panel, to include at least three faculty and/or staff members. The chief academic and operating officer will select one member of the hearing panel to act as the chair. The EO/Title IX coordinator or deputy will provide a copy of the complaint and the investigative report to each member of the hearing panel and, if only a portion of the EO/Title IX coordinator's or deputy's findings and determinations are appealed, the EO/Title IX coordinator or deputy will specify which part(s) of the alleged misconduct will be the subject of the hearing.

Promptly after the appointment of the members of the hearing panel, the EO/Title IX coordinator or deputy will provide concurrent written notice to the alleged victim and the respondent, setting forth the names of the individuals selected to serve on and chair the hearing panel. If only a portion of the findings and determination are appealed, the EO/Title IX coordinator or deputy will also specify in the notice which part(s) of the alleged misconduct will be the subject of the hearing.

The parties may challenge the participation of any member of the hearing panel by submitting a written objection to the chief academic and operating officer within three (3) days of receipt of the notice of the composition of the hearing panel. Any objection must state the specific reason(s) for the objection. The chief academic and operating officer will evaluate the objection and determine whether to alter the composition of the hearing panel. Failure to submit a timely and proper objection will constitute a waiver of any right of objection to the composition of the hearing panel. Any changes in the composition of the hearing panel will be provided in writing to both parties prior to the date of the hearing.

Submission of Written Materials

Within five (5) days of receipt of the notice of the initial composition of the hearing panel, the alleged victim and the respondent may provide the chair of the hearing panel with a list of witnesses, if any, that they propose that the hearing panel call and a brief description of each proposed witness's connection to and/or knowledge of the issues in dispute, any supporting documents or other evidence, and a written statement of position.

Notice of the Hearings

Not less than five (5) business days but not more than ten (10) days after delivery of notice of the initial composition of the hearing panel to the parties, the hearing panel will provide a separate notice to the alleged victim, respondent and any witnesses or other third parties whose testimony the hearing panel deems relevant, requesting such individuals to appear before the hearing panel. The notice should set forth the date, time, and location for the individual's requested presence. The hearing panel shall provide the names of the witnesses or other third parties that the hearing panel plans to call in its notices to the alleged victim and the respondent. The hearing shall be conducted within twenty (20) days but no sooner than ten (10) days of the receipt of the appeal.

Failure to Appear

If any party fails to appear before the hearing panel if requested to do so, and such party was provided proper notice of the hearing as set forth above, then absent extenuating circumstances, the hearing panel will proceed to determine the resolution of the complaint.

Support Persons

The alleged victim and the respondent may each be accompanied by one support person to assist them during the hearing process. This support person can be anyone, including an attorney. Unless the student has received a suspension of ten (10) or more days or expulsion, the support person may not address the hearing panel, present evidence, make objections or statements, ask questions of any party or witness or otherwise participate in the hearing, beyond privately communicating with the party that he/she is supporting. If the student has received a suspension of ten (10) or more days or expulsion, the support person may fully participate during the disciplinary appeal proceeding.

The chair must be notified five (5) business days in advance of the hearing if a party will be accompanied by a support person. The chair may disallow the attendance of any support person if he/she is also a witness or if, in the discretion of the chair, such person's presence would be disruptive or obstructive to the hearing or otherwise warrant removal. All support persons must agree to keep any and all information presented in the hearing confidential in order to attend. Absent accommodation for disability, any other individual may not accompany the parties during the hearing process except as set forth in this policy. University officials may seek advice from the University's Office of General Counsel on questions of law and procedure at any time during the process.

Evidentiary Matters

The alleged victim and the respondent will have an equal opportunity to present evidence during their hearing. Formal rules of evidence will not be observed during the hearings.

Prior Sexual Conduct

Evidence of the prior sexual conduct of the alleged victim and the respondent with others will not be permitted at the hearings, with the following exceptions:

- Evidence is permitted to show that the alleged victim has in the past been formally disciplined by the university for falsely filing complaints alleging a violation of this policy.
- Evidence is permitted to show that the respondent has in the past been either convicted in a criminal proceeding or formally disciplined by the university for conduct that would violate this policy, if deemed relevant.
- Evidence regarding the past sexual activity of the respondent (regardless of whether the respondent was formally charged with a violation of the policy with respect to such conduct) may be permitted to show that the respondent has engaged in a pattern of behavior similar to the alleged violations of policy at issue before the hearing panel, provided that (1) the respondent has not been found “not responsible” by the university in a proceeding related to such conduct and (2) the chair has made written findings both that the evidence is reliable and trustworthy and that the conduct is sufficiently and substantially similar to the conduct at issue before the hearing panel to suggest a pattern of behavior.

Hearing Procedure

The hearing panel will conduct a hearing during which it will interview and question the complainant, the alleged victim, the respondent, and any witnesses or other third parties whose testimony the hearing panel deems relevant. The parties will not be allowed to personally question or cross-examine each other during the hearing, but will be allowed to question witnesses. The chair will resolve all questions concerning procedure or the admission of evidence or testimony, including the relevancy and reliability of the evidence and testimony. All participants at the hearing are expected to provide truthful testimony. The complainant and/or alleged victim have the option not to be in the same room with the alleged respondent during the hearing. Any party may choose not to testify or appear before the hearing panel; however, his/her exercise of that option will not preclude the hearing panel from making a determination regarding the complaint filed against the respondent.

Decision of the Hearing Panel

Following the conclusion of the hearing, the hearing panel will confer and by majority vote determine whether the evidence (including the information provided in and by the investigative report, the parties’ written statements, if any, the evidence presented at the hearings and the testimony of the parties and witnesses) establishes that it is more likely than not that the respondent committed a violation of this policy. In other words, the standard of proof will be the preponderance of the evidence. If the hearing panel determines that more likely than not the respondent committed a violation of this policy, the hearing panel will recommend sanctions and give consideration to whether a given sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation and (c) remedy the effects of the violation. The hearing

panel will forward its recommendations regarding sanctions to the chief academic and operating officer, who will make the final determination regarding all sanctions.

Sanctions for a finding of responsibility will depend upon the nature and gravity of the misconduct, any record of prior discipline for a violation of this policy, or both. Sanctions may include, without limitation, expulsion or suspension from the university, disciplinary probation, mandated counseling and/or educational sanctions deemed appropriate by the hearing panel.

Ordinarily, sanctions will not be imposed until the resolution of any timely appeal under this policy. However, if it is deemed necessary to protect the welfare of the victim or the university community, the hearing panel may recommend and the chief academic and operating officer may determine that any sanctions be imposed immediately and continue in effect until such time as the appeal process is exhausted.

At such time that the appeal process is exhausted, the EO/Title IX coordinator or deputy will determine the final accommodations to be provided to the victim, if any, and the EO/Title IX coordinator or deputy will communicate such decision to the victim and the respondent to the extent that it affects him/her.

The EO/Title IX coordinator or deputy will also take steps to prevent any harassment of or retaliation against the complainant, the victim (if not the complainant), or third parties, such as informing them about how to report subsequent problems, following up with them to ensure that there are no subsequent problems, providing training for the campus community, and providing counseling for the respondent. The EO/Title IX coordinator or deputy will also take steps to prevent the harassment of or retaliation against the respondent.

Furthermore, the EO/Title IX coordinator or deputy will take prompt corrective action if the complainant or the victim (if not the complainant) experiences retaliation or is subjected to further violation of this policy or if the original sanctions imposed on the respondent are ineffective to protect the safety and well-being of the complainant, the victim (if not the complainant), or other members of the university community. The EO/Title IX coordinator or deputy will also take reasonable steps to eliminate any hostile environment that has been created, such as conducting trainings and disseminating informational materials. In taking the above-outlined steps, the EO/Title IX coordinator or deputy will make every reasonable effort to minimize the burden on the complainant and/or alleged victim.

Final Outcome Letter

Within ten (10) calendar days following the conclusion of the hearings, the hearing panel will issue a written decision letter (the "Final Outcome Letter") concurrently to the respondent and the alleged victim. The Final Outcome Letter will set forth (1) the name of the respondent, (2) the violation(s) of this policy for which the respondent was found responsible, if any, (3) the recommended sanctions imposed on the respondent, if any, and (4) it may set forth names of other individuals, such as a victim or witness, provided

that such other individuals provide their written consent to such inclusion.

In order to comply with FERPA, the letter will not include information considered part of a party's "education record" (as that term is defined by FERPA) that is not otherwise exempt from disclosure under the Act, or other information about sanctions that do not relate to the victim.

Confidentiality and Disclosure

In order to comply with FERPA and Title IX and to provide an orderly process for the presentation and consideration of relevant information without undue intimidation or pressure, the hearing process is not open to the general public. Accordingly, documents prepared in anticipation of the hearings (including the complaint, the investigative report, the notices of hearing, and the prehearing submissions referenced above) and documents, testimony, or other information introduced at the hearings may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law.

Time Periods

The university will make every reasonable effort to ensure that the investigation and resolution of a complaint occurs in as timely and efficient a manner as possible. The university's investigation and resolution of a complaint (including an appeal, if applicable) will generally be completed within 60 calendar days of the receipt of the complaint, absent extenuating circumstances. Hearings, if at all, will take place after the conclusion of the investigation. If hearings have taken place, both the alleged victim and the respondent generally will receive a final outcome letter within ten (10) calendar days of the conclusion of the hearing.

Any party may request an extension of any deadline by providing the EO/Title IX coordinator or respective deputy with a written request for an extension that includes reference to the duration of the proposed extension and the basis for the request.

For purposes of calculating all time periods set forth in this complaint and grievance policy, a business day is defined to mean normal operating hours, Monday through Friday, excluding recognized national and state holidays and university closings. All references to time periods shall be calendar days unless specifically referenced as business days.

Timelines may be modified in cases where information is not clear, judged to be incomplete, relevant parties are not available for interview, and/or other related circumstances as may arise. The EO/Title IX coordinator or deputy may also modify any deadlines contained in this policy as necessary and for good cause.

Acknowledgement of Responsibility

At any time prior to the issuance of the investigative report or the date of his/her designated hearing, the respondent may elect to acknowledge his/her actions and take responsibility for the alleged policy violation. In such situation, the EO/Title IX

coordinator or deputy will propose sanction(s). If either party objects to the proposed sanction(s), they may appeal the sanction pursuant to this policy.

No Retaliation

Retaliation against any person who files a complaint, participates in an investigation, or opposes a discriminatory employment or educational practice or policy is prohibited. A person who believes retaliation has occurred should notify the EO/Title IX coordinator or deputy as soon as possible.

False Reports

Willfully making a false report of sexual harassment is a violation of university policy and is a serious offense. Any person who willfully makes or participates in making a false or frivolous report of discrimination, harassment, retaliation or sexual misconduct will be subject to disciplinary action. False reporting may also violate state criminal statutes and civil defamation laws.

Office of Civil Rights Complaint

Although complainants are encouraged to resolve their grievances related to discrimination by utilizing this complaint/grievance procedure, they have the right to file a complaint directly with the U.S. Department of Education, Office for Civil Rights (OCR). Information regarding applicable timelines and procedures is available from OCR. You may call (800) 421-3481 to obtain further information about filing a complaint with OCR.

Effective Date

The university reserves the right to make changes and amendments to this policy as needed, with appropriate notice to the community. However, the policy in force at the time that a complaint is filed will be the policy used throughout the investigation, hearing and any appeals that are heard.

Documentation

The university will retain documentation (including but not limited to the written complaint, notifications, the investigative report, any written findings of fact, petitions for appeal, any documents or evidence submitted by the parties, hearing transcripts or recordings (if any), and any written communication between the parties), for at least three (3) years. Documentation pertaining to terminations, expulsions or educational sanctions may be retained indefinitely.

Definition of Terms

Complainant: Any party who makes a complaint against a student, employee, staff member or campus visitor.

Consent: Consent is clear, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual

activity.

If coercion, intimidation, threats or physical force are used there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption, or being asleep or unconscious. Incapacitation is a state where someone cannot make rational, reasonable decisions because he/she lacks the capacity to give knowing consent. There is no consent when there is force, expressed or implied, or use of duress or deception upon the victim. Silence does not necessarily constitute consent. Past consent to sexual activities does not imply ongoing future consent. Whether an individual has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes overt threats, implied threats, intimidation and coercion that overcome resistance or produce consent.

Under Arkansas law, the age of consent varies with the degrees of assault, the age of the actor, and the relationship of the actor to the other party. For specific information, please refer to Arkansas statutes (e.g., Arkansas Code Annotated §5-14-125, Sexual Assault in the Second Degree).

Sexual activity with someone known to be mentally or physically incapacitated, or based on the circumstances, or someone who could reasonably be known to be mentally or physically incapacitated, constitutes a violation of this policy.

This policy also covers a person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, etc. is prohibited, and administering one of these drugs to another person is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org/>.

Use of alcohol or other drugs will never function as a defense to a violation of this policy. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity. Previous relationships or prior consent cannot imply consent to future sexual acts.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim. It includes any

unwelcome physical violence such as hitting, pulling, shoving, kicking, biting or throwing things; and sexual assault, sexual exploitation and sexual harassment.

Discrimination (general definition): Conduct that is based upon an individual's race, color, religion, national origin, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, pregnancy, physical or mental disability or genetic information that excludes an individual from participation, denies the individual the benefits of, treats the individual differently or otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a university program or activity. This includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

Discriminatory Harassment: Detrimental action based on an individual's race, color, religion, national origin, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, pregnancy, physical or mental disability or genetic information. Harassing conduct may take various forms, including, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be physically threatening, harmful or humiliating. Harassment does not have to include intent to harm, be directed at a specific target or involve repeated incidents. Gender-based harassment includes sexual harassment.

Domestic Violence: Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury, or assault between family or household members; or any sexual conduct between family or household members, whether minors or adults, that constitutes a crime under the laws of this state. Family or household members means spouses, former spouses, parents and children, persons related by blood within the fourth degree of consanguinity, any children residing in the household, persons who presently or in the past have resided or cohabited together, persons who have or have had a child in common, and persons who are presently or in the past have been in a dating relationship together. (See also, Arkansas Code Annotated § 9-15-103—"Domestic Abuse").

Hostile Environment: A hostile environment exists when there is harassing conduct based on race, color, religion, national origin, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, pregnancy, physical or mental disability or genetic information that is sufficiently serious (i.e., severe, pervasive, or persistent) and objectively offensive to deny or limit a person's ability to participate in or benefit from the university's programs, services, opportunities or activities; or when such conduct has the purpose or effect of unreasonably interfering with an individual's employment. Harassment that creates a hostile environment ("hostile environment harassment") violates this policy.

Non-Consensual Sexual Contact: Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a male or female upon a male or a female that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of

these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

Non-Consensual Sexual Intercourse: Non-consensual sexual intercourse is any sexual intercourse however slight, by a male or female upon a male or a female that is without consent and/or by force. Intercourse includes vaginal penetration by a penis, object, tongue or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

Respondent: The person(s) against whom a complaint has been made.

Retaliation: Action taken by an accused individual or by a third party against any person because that person has opposed any practices forbidden under this policy or because that person has filed a complaint, testified, assisted or participated in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempt to stop discrimination, harassment or sexual misconduct. Retaliation includes intimidating, threatening, coercing or in any way discriminating against an individual because of the individual's complaint or participation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy.

Sexual Assault: An actual or attempted sexual contact with another person without that person's consent. Sexual assault includes, but is not limited to involvement in any sexual contact when the victim is unable to consent; intentional and unwelcome touching of, or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts (defined as genital area, groin, inner thigh, buttocks or breast); and sexual intercourse without consent, including acts commonly referred to as "rape."

Sexual Exploitation: Occurs when a person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

Examples of behavior that could rise to the level of sexual exploitation include, but are not limited to:

- Invading sexual privacy.
- Prostituting another person.
- Non-consensual video or audio-taping of sexual activity.
- Going beyond the boundaries of consent (e.g., allowing others to watch consensual sex without that party's knowledge or consent).
- Engaging in voyeurism.
- Non-consensual distribution of photos, other images or information of an individual's sexual activity, intimate body parts or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information.

- Knowingly transmitting an STI, such as HIV, to another without disclosing your STI status.
- Exposing one's genitals in non-consensual circumstances or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexually-based stalking and/or bullying may also be forms of sexual exploitation.

Sexual Harassment: Sexual harassment is unwelcome, gender-based spoken, written or symbolic action or physical conduct that is sufficiently severe, persistent or pervasive that it has the effect of unreasonably interfering with, limiting or denying someone the ability to participate in or benefit from the university's educational programs. The unwelcome behavior may be based on power differentials, the creation of a hostile environment or retaliation.

Stalking: For the purpose of this policy, sexual harassment includes stalking. Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, e-mail, text messages or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking. Sexual harassment also includes *quid pro quo* sexual harassment that exists when there are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature and submission to or rejection of such conduct results in adverse educational or employment action.

Not all workplace or educational conduct that may be described as "harassment" affects the terms, conditions or privileges of employment or education. For example, a mere utterance of an ethnic, gender-based or racial epithet which creates offensive feelings in an employee or student would not normally affect the terms and conditions of their employment or limits a student's ability to participate in or benefit from the university's educational programs or activities.

Sexual Misconduct: includes sexual assault, inducing incapacitation for sexual purposes, sexual exploitation and dating and domestic violence.

Status: A full-time employee of the university will be considered an "employee" for the purposes of this policy, regardless of whether he/she is also enrolled as a student. Any student who is a part-time employee will be considered a "student" for the purposes of this policy unless the incident under consideration occurred in connection with his/her employment.

Code of Computing Policies

This code governs the use of computers, networks and other computing resources at the University of Arkansas System eVersity. These resources are provided by eVersity

in support of its mission.

Individuals who are granted computing accounts or who use computing resources at eVersity accept the responsibilities that accompany such access. Each user is expected to use eVersity accounts and resources for educational or administrative purposes; except as otherwise provided in this code, activities unrelated to these purposes are prohibited. Use of computing resources in violation of the regulations set forth in this code will be reviewed by the director of technology.

The University of Arkansas System eVersity is committed to intellectual and academic freedom in connection with its computing and network resources. Computers and networks can provide access to resources on and off campus, including the ability to communicate with other users worldwide. Such open access is a privilege, much like access to books in the library, and requires that individual users act responsibly. Use of computing and network resources should always be legal and ethical, reflect academic honesty, and show restraint in the consumption of shared resources. It should demonstrate respect for intellectual property, ownership of data, system security mechanisms, the right to personal privacy and to the right of individuals to freedom from intimidation and harassment.

All federal and state laws, as well as general eVersity regulations and policies, are applicable to the use of computing resources. These include, but are not limited to, the Family Education Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; the Electronic Communications Privacy Act of 1986, 18 U.S.C. §§ 2510 et seq.; the Arkansas Freedom of Information Act, Ark. Code Ann. §§ 25-19-101 et seq.; and state and federal computer fraud statutes, 18 U.S.C. § 1030 and Ark. Code Ann. §§ 5-41-101 to -1071. Illegal reproduction of software and other intellectual property protected by U.S. copyright laws and by licensing agreements may result in civil and criminal sanctions.

The University of Arkansas System eVersity recognizes the value and potential of electronic communications and publishing on the Internet. Students, faculty and staff have the opportunity to produce, in a manner consistent with this code, publicly accessible network content through their eVersity accounts. However, eVersity does not approve, preview or censor personal content and accepts no responsibility for their content or for the content of electronic mail communications.

Administration of Computing Resources

The University of Arkansas System eVersity, in accordance with state and federal law and the policies of the Board of Trustees, may control access to its information and the devices on which it is stored, manipulated and transmitted.

The University of Arkansas System eVersity has the responsibility to (a) develop, implement, maintain and enforce appropriate security procedures to ensure the integrity and privacy of individual and institutional information, however stored; and (b) uphold all copyrights, patents, licensing agreements and rules of organizations that supply information resources.

Responsibility for administering eVersity's computing and network resources and for the security of these resources rests with the director of technology and personnel designated in writing by that individual.

System Administrators

A system administrator is any person designated, within any campus unit, to maintain, manage and provide security for shared multi-user computing resources, including computers, networks and servers.

System administrators shall perform their duties fairly, in cooperation with the user community and eVersity administrators. They shall adhere to this code and all other pertinent eVersity rules and regulations, shall respect the privacy of users to the greatest extent possible, and shall refer disciplinary matters to appropriate eVersity officials.

Data Collection

Given the nature of the technology, a wide range of information can be easily collected by eVersity personnel using system software. For example, software may be configured to provide aggregate information on the number of users logged in, the number of users accessing certain software, etc.

No information shall be routinely collected by system administrators that are not required in the direct performance of their duties, such as routine backup for system recovery.

Privacy of Electronic Files

Users do not own accounts on eVersity computers but are granted the privilege of exclusive use of their accounts. Use of eVersity computing resources for storage or transmission of data does not alter any ownership interest of the user in that data. Users are entitled to privacy regarding their computer communications and stored data.

University of Arkansas System eVersity officials will access electronic files, including email files, only under one or more of the following conditions:

- The user consents in writing to such access.
- There is a valid search warrant, subpoena, or court order or a request for electronic records that are open to public inspection under the Arkansas Freedom of Information Act.
- There exists an emergency situation in which the physical safety and/or well-being of person(s) may be affected or eVersity property may be damaged or destroyed. Responsibility for authorizing access rests with the director of technology or the chief academic and operating officer.
- There exist reasonable grounds to believe that a violation of law or eVersity policy is occurring or has occurred. Access will take place only after a reasonable effort has been made to obtain consent. Responsibility

for authorizing access rests with the director of technology or the vice president for academic affairs.

- Access is necessary for maintenance of computers, networks, data and storage systems; to maintain the integrity of the computer, network or storage system; or to protect the rights or property of the eVersity or other users. Authorized personnel may routinely monitor and log usage data, such as network session connection times and end-points, CPU and disk utilization for each user, security audit trails and network loading. In all cases, the privacy rights of users shall be protected to the greatest extent possible.

The Arkansas Freedom of Information Act

The electronic files, including email files, of eVersity employees are potentially subject to public inspection and copying under the Freedom of Information Act (FOIA), Ark. Code Ann. §§ 25-19-101 et seq.

The FOIA defines "public records" to include "data compilations in any form, required by law to be kept or otherwise kept, which constitute a record of the performance or lack of performance of official functions which are or should be carried out by a public official or employee [or] a governmental agency. . . ." Ark. Code Ann. §25-19-103(1).

All records maintained in public offices or by public employees within the scope of their employment are presumed to be public records. Id. Various exceptions apply. See Ark. Code Ann. §25-19-105; University Policy and Procedures Manual §850.1.

Education Records

Records containing information directly related to a student are confidential and protected from public disclosure by the Family Educational Rights & Privacy Act, 20 U.S.C. §1232g, and the Arkansas Freedom of Information Act, Ark. Code. Ann. §25-19-105(b)(2).

No one shall access any such records maintained in an electronic format or disclose or distribute their contents in any manner inconsistent with federal and state law and eVersity regulations.

Use of Computing Resources

This section does not cover every situation involving the proper or improper use of eVersity computing resources; however, it does set forth some of the responsibilities that a person accepts if he/she chooses to use those resources. The purpose of this section is to establish rules for the benefit of all users and encourage responsible use of computing resources.

Use Without Authorization Prohibited

No one shall (a) connect with or otherwise use any eVersity computer, network or other computing resource without proper authorization, (b) assist in, encourage or conceal

any unauthorized use, or attempted unauthorized use, of any eVersity computer, network or other computing resource or (c) misrepresent his or her identity or relationship to the eVersity to obtain access to computing resources.

Users shall use only those computing and network resources that have been authorized for their use and must identify computing work with their own names or an approved means of identification so that responsibility for the work can be determined and users contacted, if necessary.

Accounts

Users shall use their accounts for the purposes for which they are established, as well as personal communications. Accounts and other eVersity computing resources shall not be used for personal financial gain or benefit or for the benefit of organizations not related to the eVersity, except (a) in connection with scholarly pursuits, such as faculty publishing activities or (b) in accordance with eVersity policy on outside consulting for compensation.

Users shall not subvert restrictions associated with their accounts, such as quotas and levels of access.

Users shall follow all applicable procedures for accessing eVersity computing systems as published in eVersity's web pages and in the online support and announcement facilities for each system.

No one shall give any password for any eVersity computer or network to any unauthorized person, nor obtain any other person's password by any unauthorized means. Users are responsible for the use of their computer accounts and shall not allow others access to their accounts, through sharing passwords or otherwise. Users should take advantage of system-provided protection measures to prevent such access.

When a user ceases being a member of the eVersity community or is assigned a new position and/or different responsibilities within the eVersity, his or her account and access authorization shall be reviewed. A user shall not use facilities, accounts, access codes, privileges, or information for which he/she is not authorized.

Security and Related Matters

No one shall (a) knowingly endanger or compromise the security of any eVersity computer, network facility, or other computing resource or willfully interfere with others' authorized computer usage, (b) attempt to circumvent data protection schemes, uncover security loopholes, or decrypt secure data, (c) modify or reconfigure or attempt to modify or reconfigure any software or hardware of any eVersity computer or network facility in any way, unless specific authorization has been obtained or (d) use eVersity computer resources and communication facilities to attempt unauthorized access to or use of any computer or network facility, no matter where located, or to interfere with others' legitimate use of any such computing resource.

No one shall attempt to access, copy, or destroy programs or files that belong to other users or to the eVersity without prior authorization, nor shall anyone use eVersity m of computing resources for unauthorized monitoring of electronic communications.

No one shall create, run, install, or knowingly distribute a computer virus, Trojan Horse, or other surreptitiously destructive or intrusive program, email, or data via any eVersity computer or network facility, regardless of whether demonstrable harm results.

Users shall not place confidential information in computers without protecting it appropriately. The University of Arkansas System eVersity cannot guarantee the privacy of computer files, email, or other information stored or transmitted by computer; moreover, eVersity may access such information in accordance with Part II of this code. Persons who have access to confidential or sensitive information shall disclose it only to the extent authorized by the Family Educational Rights & Privacy Act, the Arkansas Freedom of Information Act, and other applicable laws, and only in connection with official eVersity business.

Users shall not knowingly or recklessly perform any act that will interfere with the normal operation of computers, terminals, peripherals, or networks and shall not intentionally waste or overload computing resources.

Intellectual Property

No one shall copy, install, use or distribute through eVersity computing resources any photographs, logos, images, graphics, graphic elements, audio, video, software, html markup, data files or other information in violation of U.S. copyright, trademark or patent laws or applicable licensing agreements. It is the user's responsibility to become familiar with the terms and requirements of any such laws or agreements. This subsection does not apply to any material that is in the public domain.

Users should be aware that the unauthorized sharing of copyrighted works such as music, pictures, games, computer applications and movies is a violation of this code. It is also illegal and may carry significant monetary and/or criminal sanctions. It is the responsibility of the user who is downloading or uploading files to make certain that they are not copyrighted works or that the user has the permission of the copyright holder.

User Communications

Users assume full responsibility for messages that they transmit through eVersity computers and network facilities.

No one shall use eVersity's computing resources to transmit fraudulent, defamatory, or obscene messages or any material prohibited by law.

No one shall use eVersity's computing and network resources to (a) harass or threaten another person, including but not limited to threats of bodily harm or conveying obscene language or images, (b) repeatedly contact another person to harass, whether or not any actual message is communicated, and the recipient has expressed a desire for the

contact to cease, (c) repeatedly contact another person regarding a matter for which one does not have a legal right to communicate (such as debt collection), once the recipient has provided reasonable notice that he/she desires such contact to cease, (d) disrupt or damage the academic, research, administrative or related pursuits of another person or (e) invade the privacy, academic or otherwise, of another person or threaten such an invasion.

Users shall comply with this code as well as the regulations and policies of discussion groups, lists and other public forums through which they disseminate messages.

Users shall not initiate or propagate electronic chain letters; (b) engage in spamming or other indiscriminate mass mailings to discussion groups, mailing lists or individuals; (c) forge communications to make them appear to originate from another person, e.g., email spoofing; or (d) engage in resource-intensive activities unrelated to eVersity functions, e.g., online role-playing games (RPGs).

Priority in Use of Computing Facilities

In any environment in which users must share computing resources, priority shall be given to users engaged in activities directly related to eVersity's mission, e.g., completing course assignments or performing administrative tasks. Departments may adopt regulations to implement this policy and to encourage cooperation among users of the same equipment.

Home Pages, Lists, and Newsgroups

Any personal home page or other personal collection of electronic material that is accessible to others must include the following disclaimer: "These materials are not endorsed, approved, sponsored, or provided by or on behalf of the University of Arkansas System eVersity."

Enforcement and Sanctions

System administrators are responsible for protecting the system and users from abuses of this code. Pursuant to this duty, system administrators may (1) formally or informally discuss the matter with the offending party, (2) temporarily revoke or modify access privileges or (3) refer the matter to the appropriate disciplinary authority.

Any violation of this code may result in the revocation or suspension of access privileges. Imposition of such a sanction is within the discretion of the CAO/COO or the appropriate academic or administrative unit.

Any violation of this code is misconduct for purposes of the student code of conduct and eVersity personnel policies and may be punished accordingly.

Any offense that violates local, state or federal laws may result in the immediate loss of all eVersity computing and network privileges and may be referred to the appropriate eVersity disciplinary authority and/or law enforcement agencies.

See the Arkansas General Assembly website to view the Arkansas Code.

SECTION 7: FINANCIAL POLICIES

Tuition

Tuition for eVersity is \$175 per credit hour. There are no extra fees associated with our courses like may exist at other universities. For example, eVersity does not charge an infrastructure fee, an athletic fee, or a library fee. Tuition includes the course and course materials. Faculty use Open Educational Resources (OER), which means materials are available online to the public under an intellectual property license that permits free use and repurposing by others.

Payment is due prior to the first day of the course. A student who has not confirmed a financial plan for covering the cost of their education by the fourth day of the course will be administratively removed from the course.

Tuition Lock

Students admitted to eVersity are locked-in at the tuition rate of their first course for all remaining courses provided the student remains continuously enrolled and makes progress toward their degree. If there is a break in enrollment and a tuition change has taken place, the student will move to the new tuition rate. This price lock only applies to courses that are part of the student's degree program. The tuition lock is in support of the development of a financial plan not just for the current enrollment, but for the duration of the academic program to effectively plan for completion and graduation.

Payment

Payment is due prior to the first day of the course. Students may log in online to their secure student account and view their account balance. Payment for the amount due may be made conveniently online. Online payment options include payment with debit or credit card. Students may also mail in a check to pay the balance due, but choosing this option requires that the student allow time for receipt of the payment prior to the first day of the course. Checks with insufficient funds do not constitute acceptable payment.

Third-Party Reimbursement Programs

Students should consult with their employer, especially the Human Resources Office, to learn about the details of any available reimbursement program. Students need to document employment and the tuition assistance program on official company letterhead and provide it directly to eVersity. The documentation will allow the institution to note on the student account record that the student has assistance through the reimbursement program. At the end of the six week course, if the student has earned the required grade, the student will need to follow the employer's required procedure. The required steps are often that the student must provide a transcript to the employer to verify that the course has been successfully completed. If the requirements are met, then the employer will reimburse the student for the cost of the course. If student did not fulfill the requirements, all payment responsibility reverts back to the student.

Third-Party Direct Bill Programs

A third-party direct bill program involves a sponsor who pays the educational expenses on behalf of a non-related student when billed by the university.

Sponsor payments are called third-party sponsorships. Examples of a third-party sponsor include a student's employer, an agency, or organization that provides payment for the student's tuition costs.

Letter of Authorization: A letter of authorization is a signed letter by the designated sponsor's representative and must be sent on official letterhead paper from the sponsor and should include the following information:

- The sponsored student's name and identification number.
- The amount of the sponsorship or the basis for calculating the award.
- Type of charges the sponsor will pay for (full tuition, partial tuition, etc.).
- The period and distribution of the sponsorship (one six-week enrollment period or one payment for the full year, etc.).
- The sponsor's name and contact name, address and phone number.
- Email address for billing purposes.
- Any applicable purchase order numbers, work order authorizations or other billing codes.
- Company tax ID numbers, badge numbers or contract numbers.

The letter of authorization should be sent to eVersity as soon as approval has been granted from the sponsor to the student. The sooner we are notified the better to allow processing time in advance of payment deadlines. Authorization letters may be submitted by the following methods:

- By fax: University of Arkansas System eVersity
Attn: Third Party Billing Notification (501) 686-2507
- By mail: University of Arkansas System eVersity
Attn: Third Party Billing Notification
2402 North University Avenue
Little Rock, AR 72207
- By email: info@eversity.edu

A sponsor may revoke current financial support for any student by sending eVersity an official notification by fax, mail or email. Upon notification, the student will be expected to pay all outstanding charges. If a sponsored student withdraws or stops attending before the end of the term, the sponsor will be notified.

Some sponsors require that grades and/or official transcripts be sent after the completion of each semester or academic year. It is the student's responsibility to provide the sponsor with any such required information. The Family Educational Rights and Privacy Act of 1974 (FERPA) prohibits universities from disclosing student records or identifiable information without the student's consent. It is the student's responsibility to request any required academic record. Requests should be directed to the Registrar.

Third Party Sponsorship Process

The Third Party Billing process is initiated when eVersity receives a letter of authorization from the sponsor. Upon receipt of an official letter, the student's account will reflect the anticipated payment. If a sponsor commitment is tied to the number of credit hours a student is taking or other factors that may vary during the course of the term, the student's account is continually adjusted to reflect the changes and a financial hold is placed on the student account to prevent refunds of sponsorship monies until after registration ends and classes have begun. Credits are not final until the sponsor has made payment in full.

Invoices are generated and emailed to third party sponsors beginning the fifth day of classes after students have established course enrollment. The University of Arkansas System eVersity will make reasonable efforts to accommodate specific billing requirements of sponsors, but we expect students to provide any documentation, corroborations or notifications required by their sponsors. If a more detailed breakdown of charges is needed than what eVersity invoice provides, the student can provide their sponsor with a copy of the detailed online bill.

Once the sponsor has received eVersity's invoice, payment is due upon receipt. Please be aware that sponsorship awards for future terms will not be credited to student accounts unless all current term invoices have been paid in full.

Refund/Cancellation Policy

Students who withdraw through the fourth day of class receive a 100 percent tuition refund. Students may withdraw from a course by contacting their academic success advisor. Under normal circumstances there will be no refunds after the fourth class day.

Students are required to participate in the course by the fourth class day. Students who do not participate by engaging in an academic related course activity by the fourth day of classes will be administratively withdrawn with a full tuition refund.

Below are examples of how a refund is calculated:

Student A is enrolled in a 3-credit-hour course and decides to withdraw on the third day of the course. The third day is by the fourth day of class so as defined in the refund policy, 100 percent of the tuition will be refunded.

Student B is enrolled in a four credit hour course. During the fourth week of the course, the student withdraws from the course. As defined by the policy, there will be no refunds after the fourth day of classes, so no tuition will be refunded. The student is responsible for all charges of the four credit hour course.

Federal Student Aid

eVersity is approved to offer Title IV federal student aid through the U.S. Department of Education. eVersity students may apply for federal financial aid through the Free Application for Federal Student Aid, or FAFSA, using school code 042802. eVersity will

be responsible for determining eligibility, and awarding, disbursing, and refunding financial aid funds.

Withdrawal and Return to Title IV Funds (R2T4) Policy

How a Withdrawal Affects Financial Aid

Title IV federal financial aid funds are awarded under the assumption that a student will remain engaged in and successfully complete their courses for the entire period for which the funds were awarded. For financial aid purposes, a term will consist of 4 courses.

Students are expected to attend and successfully complete all classes for which they register, beginning with and including the first class session. Not only must a student be **registered** for a class, students must be in **active attendance** to count as “enrolled” for aid eligibility purposes. Students must have attendance verified in their classes in order to meet the eligibility requirements for the federal student aid programs. The Department of Education requires schools to document student attendance prior to the disbursement of any federal aid funds. Until attendance is verified for a student, no federal financial aid will be disbursed.

eVersity requires a student to complete a pre-test to verify attendance within the first four days of classes. A student is administratively dropped at the end of the fourth week if, for the previous two weeks, the student hasn't participated in any academic-related activity inside of the course. *eVersity* uses the date that the student withdrew from a course or the last date of attendance recorded as an academically-related activity to determine the percentage of federal student aid the student earned.

At the end of each term, if a student did not successfully earn a passing grade for each course, federal financial aid will be adjusted.

If confirmation of attendance cannot be established before the end of the fourth week of the term, federal financial aid eligibility will be re-evaluated for that term and may result in financial aid forfeiture and/or a balance due to *eVersity*. Federal regulations require schools to prorate Title IV aid for students who stop attending the term after the first day of classes, up until the 50% point of the term, based on number of days attended relative to number of days in the term. This recalculation is based on the last date of attendance during the term regardless of whether the student withdrew officially, stopped attending classes (unofficial withdrawal), was administratively withdrawn at the end of the fourth week of the term, or failed to earn a passing grade.

When a student withdraws from the course or ceases all activity in the course, regardless of the reason, the student may not be eligible for the full amount of federal aid funds originally awarded. The return of funds to the federal government is based on the premise that a student earns financial aid in proportion to the length of time in which the student remains enrolled. A pro-rated schedule determines the amount of federal student aid funds the student will have earned at the time of full withdrawal. For example, a student who withdraws in the second week of the course has earned less financial aid than a student who withdraws in the fourth week. Once

the 50% point of the term is reached, a student is considered to have earned all the financial aid originally awarded and will not be required to return any funds.

Federal regulations require a recalculation of financial aid eligibility if a student completely withdraws from a course, stops attending before the course's end, is administratively dropped, or fails to earn a passing grade. A student is administratively dropped at the end of the fourth week if, for the previous two weeks, the student hasn't participated in any academic-related activity inside of the course.

*e*Versity students who receive federal financial aid and who do not remain in attendance through the end of the course or complete at least 50% of the term could be responsible for repaying a portion of the financial aid originally received.

Students who do not begin attendance in classes are not eligible for federal financial aid and must repay any aid originally received.

*e*Versity's institutional refund policy is separate from federal regulations to return unearned aid. Receiving a tuition refund from *e*Versity will have no impact on the amount the student must repay to the federal aid programs.

How Earned Financial Aid is Calculated

Financial aid recipients "earn" the aid they originally receive by remaining engaged in and successfully completing their classes. The amount of federal assistance earned is pro-rated. Students who withdraw or who do not successfully complete the course in which they were enrolled may be required to return some of the aid originally awarded.

*e*Versity is required to determine the percentage of Title IV aid "earned" by the student and return the "unearned" portion to the appropriate federal aid programs. *e*Versity is required to perform this calculation within 30 days of the date the school determines that a student has completely withdrawn. The school must return the funds within 45 days of the date of determination. The R2T4 calculation is completed by the Office of Financial Aid.

The following explains the formula used to determine the percentage of unearned aid to be returned to the federal government:

- The percent earned is equal to the number of calendar days completed up to the withdrawal date divided by the total number of calendar days in the payment period (172).
- The payment period is four 6-week courses. A payment period consists of at least 12 credit hours and at least 24 weeks of instruction.
- The percent unearned is equal to 100 percent less the percent earned.
- Breaks of 5 days or longer are not included in the count of total days in the payment period.

If a student provides written notice to the Office of Financial Aid at the time of withdrawal from the current course that he or she plans to attend a later course within the same payment period

(term), he or she is not considered a withdrawal. If the student does not provide that written confirmation, the R2T4 recalculation of aid will be done. However, if the student does return for a later course in the same payment period, regardless of whether prior written confirmation was received, the R2T4 process will be reversed and the student will be awarded the funds that he or she is eligible to receive at the time of return. If the student provides written notice that he or she plans to attend a later course within the same payment period, but then does not attend, he or she will be considered a withdrawal and an R2T4 calculation will be done.

R2T4 Process

- To initiate a withdrawal, the student must contact in writing his or her Academic Success Advisor indicating the desire to drop the current course of enrollment.
- The Academic Success Advisor sends a link to a Google form to the student to complete the withdrawal process.
- The Registrar's Office uses the date that the student withdrew from a course, or the last date of attendance recorded as an academically related activity to determine the official Last Day of Attendance (LDA).
- The Office of Financial Aid determines the amount of Title IV aid originally awarded and whether it is "disbursed" or "could have been disbursed."
- The Student Accounts Office provides the student's original tuition charge for the course.
- The official R2T4 calculation is performed in the student information system, Anthology Student.
- An R2T4 worksheet may also be completed on the "FAA Access to CPS" website using the above data. The calendar for the payment period will have previously been entered and saved.
- The Student Accounts Office will post the recalculated amount of aid for which the student is eligible (as per the results of the R2T4 worksheet) to the student's disbursement schedule in the current student information system.
- A copy of the worksheet is electronically maintained by the Office of Financial Aid and is scanned into the student's learner record.
- A second copy of the worksheet is sent to the Student Accounts Office for the purposes of checking the accuracy of the data entry and for student billing purposes.
- eVarsity will return funds to the federal programs on the student's behalf and will bill the student.
- Within 30 days after the R2T4 calculation has been completed, in the instances in which a student owes a federal grant repayment in addition to what eVarsity has returned to the federal programs, the student is notified in writing that he or she must repay the overpayment or make satisfactory arrangements to repay it. The notification will explain that the student owes an overpayment of Title IV funds, that the student's eligibility for additional Title IV funds will end if the student fails to take action by the 45th day following the date the school sent or was required to send notification to the student, the different options the student may choose from to maintain Title IV eligibility beyond the 45 days, what will happen if no action is taken during that 45-day period, and that the student should contact the school to discuss his or her options. If the student fails to take action during the 45-day period, the student's overpayment immediately must be reported to NSLDS and referred to the Default Resolution Group for collection.

- The student is responsible for all eVarsity charges and federal overpayments resulting from an R2T4 calculation.

Post-withdrawal Disbursement of Loan Proceeds

When the R2T4 calculation results in the student's being eligible to receive either Federal Direct Stafford Subsidized or Unsubsidized Loan proceeds, the student will be contacted via email and US Mail by the Office of Financial Aid. Written authorization from the student will be requested and is required before loan proceeds can be processed and awarded to the student.

Determination of the Withdrawal Date

The withdrawal date used in the R2T4 calculation is the actual last date of attendance (LDA) as recorded in the student information system. The LDA is defined as the last date of an academically-related activity in the course. The date that the student withdrew from a course, or the last date of attendance recorded as an academically related activity is used to determine the official Last Day of Attendance (LDA). This is the case for student-initiated withdrawals, when the student stops attending, when the student is administratively dropped, or if a student fails to earn a passing grade.

Withdrawing Prior to the 50% Point of a Payment Period

Until a student completes 50% of the payment period in which financial aid was awarded, the student will be required to return all, or part of the financial aid originally awarded for the payment period.

When a Student Fails to Begin Attendance

If financial aid is processed for a student who never begins attendance in the course in which he or she is registered, all aid scheduled to disburse for that course will be canceled.

The Registrar's Office provides a report of those students who are dropped for non-attendance as of the census date. This report lists the students and the class in which they never attended. Financial aid originally awarded is canceled for students who failed to begin attendance in the course in which they were originally enrolled and their disbursement schedule is adjusted.

When a Student Fails the Current Course of Enrollment

If a financial aid recipient who has not officially withdrawn fails to receive a passing grade for the course, the Office of Financial Aid must determine if a R2T4 calculation is required. If the student did not begin attendance, or stopped attending during the course, the financial aid originally awarded will be canceled or adjusted.

Order of Return to Federal Aid Programs

In accordance with federal regulations, unearned aid will be returned to the federal programs in the following order:

- Federal Direct Unsubsidized Loans
- Federal Direct Subsidized Loans
- Federal Pell Grant
- Federal Supplemental Educational Opportunity Grant

Information Regarding Loan Repayment

The R2T4 calculation may result in the student's being responsible for directly returning additional loan amounts to the US Department of Education.

The loan grace period begins on the withdrawal date from the school. If the student does not re-enroll, the loans enter repayment. The student should contact the loan servicer or the US Department of Education to make repayment arrangements. The promissory note signed by the borrower outlines repayment obligations. The student should contact the servicer or the US Department of Education with any questions.

Consequences of Non-repayment

Students who owe the US Department of Education for an overpayment of Title IV funds are not eligible for any additional federal financial aid until the overpayment is paid in full or payment arrangements are made with the US Department of Education.

Students who owe eVersity because of an R2T4 calculation will be placed on a financial hold. They will not be allowed to register for subsequent courses or receive academic transcripts until the balance is paid.

How Withdrawal Affects Future Financial Aid Eligibility

Refer to the Office of Financial Aid Satisfactory Academic Progress Policy to determine how a withdrawal impacts aid eligibility.

This policy is subject to revision without notice based on changes to federal laws and regulations or eVersity policies. If changes are made, the student is held to the most current policy. This statement is intended to provide an overview of policies and procedures related to a complicated and very encompassing regulation. Additional information, including examples of R2T4 calculations, can be obtained by contacting the Office of Financial Aid at fnaid@eversity.uasys.edu.

Section 8: Student Financial Aid

Even with eVersity's low tuition, students may need assistance to meet the cost of attendance. During the first course, eVersity Engage, students will explore different resources for financial aid. It is important for students to be informed of the opportunities that exist for financial aid and understand how to apply for the assistance, how to receive the funds, and what requirements must be met to remain eligible for additional funding.

Financial aid is available from multiple sources. Students should work with eVersity staff to explore all opportunities and develop a strategic financial plan to meet not only the immediate cost, but plan for the comprehensive costs required earning the degree.

Federal Student Aid

eVersity is currently approved to administer the following federal Title IV financial aid programs:

- Federal Pell Grants – available to undergraduate students who have demonstrated an exceptional financial need on the Free Application for Federal Student Aid (FAFSA) and have not earned a bachelor or professional degree. More information on Federal Pell Grants can be found here: <https://studentaid.ed.gov/sa/types/grants-scholarships/pell>.
- Direct Loans – The U.S. Department of Education administers and serves as the lender for the William D. Ford Direct Loan program to provide low interest Stafford Loans for students who are attending at least half-time. More information on Federal Direct Loans can be found here: <https://studentaid.ed.gov/sa/types/loans/subsidized-unsubsidized>.

Students apply for federal financial aid funds by completing the Free Application for Federal Student Aid, or FAFSA, at fafsa.gov. eVersity's school code is 042802. Students will need to complete any outstanding requirements with the Financial Aid Office to be processed.

To be eligible for federal student aid funds, you must:

- demonstrate financial need (for most programs);
- be a U.S. citizen or an eligible noncitizen**;
- have a valid Social Security number (with the exception of students from the Republic of the Marshall Islands, Federated States of Micronesia, or the Republic of Palau);
- be registered with Selective Service, if you're a male (you must register between the ages of 18 and 25);
- be enrolled or accepted for enrollment as a regular student in an eligible degree or certificate program;
- begin attendance and participation in the course;
- be enrolled at least half-time to be eligible for Direct Loan Program funds;
- not be in default or owe a refund on any Title IV aid program from any source;

- maintain satisfactory academic progress;
- sign the certification statement on the Free Application for Federal Student Aid (FAFSA®) stating that
 - you are not in default on a federal student loan and do not owe money on a federal student grant and
 - you will use federal student aid only for educational purposes; and
- show you're qualified to obtain a college or career school education by
 - having a high school diploma or a recognized equivalent such as a General Educational Development (GED) certificate;
 - completing a high school education in a homeschool setting approved under state law (or—if state law does not require a homeschooled student to obtain a completion credential—completing a high school education in a homeschool setting that qualifies as an exemption from compulsory attendance requirements under state law); or
 - enrolling in an eligible career pathway program and meeting one of the "ability-to-benefit" alternatives.

**Generally you are an eligible non-citizen if you are:

- A U.S. permanent resident with a Permanent Resident Card (I551);
- A conditional permanent resident (I-551C); or
- The holder of an Arrival-Departure Record (I-94) from the Department of Homeland Security showing any of the following designations:
 - "Refugee,"
 - "Asylum Granted,"
 - "Parolee" (I-94 confirms paroled for a minimum of one year)
 - Cuban-Haitian Entrant
 - Conditional Entrant
- A holder of a T nonimmigrant status or your parent holds a T-1 nonimmigrant status;
- A battered immigrant-qualified alien;
- A citizen of the Federated States of Micronesia, the Republic of the Marshall Islands, or the Republic of Palau.

To be awarded federal aid funds, students must:

- submit the Free Application for Federal Student Aid (FAFSA) for whichever year is applicable to the time of enrollment and have a valid ISIR on file;
 - Additional documentation or steps may be requested and/or required depending on the results of the FAFSA and other eligibility issues.
 - If required, verification must be complete prior to being awarded.
- have remaining aid eligibility as indicated by a review of the National Student Loan Data System (NSLDS);
- have submitted all official transcripts to the Registrar's Office;
- be fully admitted and enrolled in an eligible degree program; and
- be meeting Satisfactory Academic Progress (SAP) policy requirements.

Students who have a completed file (all requested documents have been submitted to eVersity Financial Aid) are considered for financial aid. PELL estimated financial contribution (EFC) determines Pell eligibility for students who have not earned a first bachelor's degree. Award amounts for Direct Stafford Loans are based on a combination of factors, including the student's grade level, financial need, and dependency status (with an additional check against the National Student Loan Database System).

For more information regarding financial aid, please email finaid@eversity.edu.

Veterans Education Benefits

The University of Arkansas System eVersity is approved to certify enrollment for students receiving VA education benefits under chapters 30 (Montgomery GI Bill®), 33 (Post 9/11 GI Bill®), 35 (Dependents Educational Assistance/DEA), 1606 (Select Reserve GI Bill®), and 1607 (REAP GI Bill®). Students must apply for benefits at <https://www.va.gov/education/how-to-apply> to see under which chapter they may be eligible to receive benefits. Our office will need a copy of the Certificate of Eligibility showing the program and the sponsor's social security number if different from the student. We will also need a copy of the student's schedule or unofficial transcript showing the course information each term. Enrollment will be certified after the census date.

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

Scholarships and Other Options

There are many free scholarship search services available online. Students should avoid any options that require a fee. There are a variety of scholarships available. Students who are self-financing their education may qualify for a tax credit to offset part of the expense. Students can learn more by going to <https://www.irs.gov/> and reviewing publication 970.

Third-Party Tuition Assistance

Many employers support the continuing education of their employees. Students should check with their employer, their spouse's employer or even their parents' employer to learn if any assistance is available. The way assistance is provided will vary. Assistance may be a reimbursement program that reimburses the student after successfully completing a course or assistance may be available to pay directly upon documented enrollment and billed costs. Assistance may be limited by the program of study or require that the student earn a minimum grade point average. Additional sources of third-party assistance include agencies and organizations that support work force oriented programs to prepare students for specific careers. Talk with the counselor or sponsor of the agency/organization to learn more about the requirements and opportunities available.

SECTION 9: ACADEMIC PROGRAMS

The University of Arkansas System eVersity offers undergraduate degrees in the areas of Business, Criminal Justice, Healthcare Management, Information Technology, and University Studies. Within each area of study, the degree programs are stackable so that as a student moves from one degree to the next along the path, all earned credits support the next credential.

Career Competencies

All eVersity credentials are designed to prepare students to enter and advance in today's highly competitive workplace. Each course and credential is infused with lessons and activities designed to develop the career competencies desired by employers. The following career competencies are included in the eVersity curriculum:

Problem Solving (CPS): The world of work is largely about solving problems and meeting challenges. Employees who are skilled at defining the scope of the problem, researching and designing a solution, and implementing and evaluating the results are highly sought out team members.

Effective Communication (CEC): Today's employee is expected to communicate at a high level. This requires honing the skills to listen, write, speak and present a message to individuals, groups and as part of teams. Effective communicators are valued for the critical role they play in articulating the mission and value of their employer.

Teamwork (CT): Each individual has particular strengths, but employers recognize that teams, working collaboratively, have greater strength. Strong team members learn to leverage the strength of individual members, minimize individual weakness, and build a consensus that is stronger than the efforts of any single individual. The ability to work with and contribute to a team is highly valued by employers.

Leadership (CL): Employees who step forward at the right moment to solve problems are prized in the workplace. Leaders know how to inspire, influence, manage, and execute to meet a stated objective or vision.

Quantitative Literacy (CQL): Data increases drive decision-making in the workplace. There is pressure to work smarter, more efficiently, more effectively, and at higher levels of productivity – metrics that all require measurement, data collection and analysis. Employers seek individuals equipped with quantitative literacy skills that can help their business perform at a high level.

Ethical Decision Making (CEDM): Work situations are frequently made more complex by the need to account for nuances and special circumstances. In these situations, employers desire a trusted colleague who is capable of making principled, responsible and ethical decisions.

Creativity (CC): Traditional, old school approaches, often don't meet the needs of

today's rapidly changing workplace. Solutions to our most vexing problems require creative, innovative, multi-perspective approaches. Employees able to leverage their creative talents are of tremendous value to employers.

Appreciation of Diversity (CD): Today's world is multi-dimensional and employers seek talented team members who embrace the uniqueness of all individuals. Employees who value diverse backgrounds are able to eliminate personal biases, and who are tolerant of others are highly valued in today's workplace.

Program Outcomes

Program outcomes are designed to demonstrate the achievement of career competencies. As students progress through the program, outcomes are initially introduced at the certificate level, reinforced at the associate's level and mastered at the bachelor's level. Academic and professional pathways are offered for most programs and are distinguished by the order in which course work is taken along with unique outcomes for each pathway.

The Professional Pathway is designed to provide students an opportunity to be rewarded in their careers through the achievement of current knowledge and skills as they progress through the program. In the professional pathway, students earn four credentials including (1) a certificate of proficiency, (2) a technical certificate, (3) an associate of applied science degree (an associate of science degree for criminal justice), and (4) a bachelor of applied science degree (a bachelor of science degree for criminal justice).

The Academic Pathway allows students to earn two credentials including a (1) associate of science degree and a (2) bachelor of science degree.

Core Curriculum

The core curriculum is designed to provide a strong foundation for all eVersity credentials and to prepare students for career advancement. The core consists of 36 credit hours and meets requirements prescribed by the State of Arkansas.

The core curriculum includes the following courses:

EVSY1001: eVersity Engage (1 hour)

ENGLISH COMPOSITION (6 hours)

ENGL1013: English Composition I

ENGL2003: Technical Writing

HUMANITIES (6 hours)

PHIL1003: Logic and Critical Thinking

PHIL2003: Professional Ethics

MATHEMATICS (3 hours)

MATH1113: Quantitative Literacy

SCIENCE (8 hours)

BIOL1004: Life Science I

BIOL1104 Life Science II

SOCIAL SCIENCE (9 hours)

ECON2103: Macroeconomics

PSCY1103: Intro to Psychology

SOCI1013: Intro to Sociology

US HISTORY OR GOVERNMENT (3 hours)

PLSC2003: US Government and Society

Degree Programs

Business

As with the law of supply and demand, today's business graduates are experiencing a resurgence of job opportunities reflective of a growing economy. From ownership of a small business to employment at national and international businesses, eVersity will help students obtain the skills needed to succeed in today's business environment.

Professional Path

The University of Arkansas System eVersity's Professional Path is focused on getting students into the workplace as quickly as possible. The numbers below represent totals required to complete a certificate or degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Professional Path build on each other, giving students the opportunity to advance from one certificate or degree to the next. Please note, the Certificate of Proficiency and the Technical Certificate are not stand-alone paths; they are embedded in the Professional Associate's and Bachelor's degree programs as milestones, not destinations. Students are encouraged to choose either the Professional Path or Academic Path. Changing paths could delay graduation.

Students who complete the requirements of the Professional Path will be able to:

- Utilize technology in a business setting
- Complete basic accounting operations
- Effectively collaborate in a team environment
- Explain and demonstrate adherence to professional ethics and legal standards
- Communicate in a professional manner
- Apply management theories to optimize organizational resources
- Apply knowledge and skills in a business setting and transfer knowledge and skills to new business settings

Certificate of Proficiency: Administrative Office

Requirements to Complete: 6 courses, 16 credit hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSU1001: eVersity Engage ENGL1013: English Composition I	Major Courses: BUSI2003: Administrative Office Procedures BUSI2013: Business & Professional Communications BUSI2113: Spreadsheets CPSI1003: Intro to Computers
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Technical Certificate: Office Management

Requirements to Complete: 13 courses, 37 credit hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSU1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL2003: Professional Ethics	Major Courses: ACCT2003: Principles of Financial Accounting BUSI1013: Intro to Business BUSI2003: Administrative Office Procedures BUSI2013: Business & Professional Communications BUSI2113: Spreadsheets CPSI1003: Intro to Computers FINE2013: Personal Finance MGMT2003: Principles of Management
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Associate of Applied Science: Business

Graduation Requirements: 21 courses, 61 credit hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSU1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society	Major Courses: ACCT2003: Principles of Financial Accounting ACCT2013: Principles of Managerial Accounting BLAW2003: Business Law BUSI1013: Intro to Business BUSI2003: Administrative Office Procedures BUSI2013: Business & Professional Communications BUSI2113: Spreadsheets CPSI1003: Intro to Computers ECON2203: Microeconomics FINE2013: Personal Finance MATH2103: Statistics MGMT2003: Principles of Management MKTG2003: Principles of Marketing ELECTIVES: 3 hours
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Bachelor of Applied Science: Business

Graduation Requirement: 40 courses, 120 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: ACCT2003: Principles of Financial Accounting ACCT2013: Principles of Managerial Accounting BLAW2003: Business Law BUSI1013: Intro to Business BUSI2003: Administrative Office Procedures BUSI2013: Business & Professional Communications BUSI2113: Spreadsheets BUSI3203: Business Logistics CPSI1003: Intro to Computers CPSI3313: Management Information Systems ECON2203: Microeconomics FINC2013: Personal Finance FINC3013: Principles of Finance LEAD3103: Leadership Theory & Practice LEAD4103: Leadership & Change MATH2103: Statistics MGMT2003: Principles of Management MGMT3103: Organizational Behavior MGMT3113: Operations Management MGMT3123: Human Resource Management MGMT4403: Strategic Management MKTG2003: Principles of Marketing ELECTIVES: 18 hours (Sufficient hours at the upper level to total 40 hours)</p>
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Academic Path

The University of Arkansas System eVersity's Academic Path awards students with undergraduate-level degrees and prepares them to obtain graduate degrees such as a master's. The numbers below represent totals required to graduate with each degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from Associate to Bachelor.

Students who complete the requirements of the Academic Path will be able to:

- Utilize technology in a business setting
- Complete basic accounting operations
- Effectively collaborate in a team environment
- Explain and demonstrate adherence to professional ethics and legal standards
- Communicate in a professional manner
- Apply management and leadership theories, financial principles and strategic practices to achieve the goals of an organization
- Analyze business problems using data-based decision-making

Associate of Science: Business

Graduation Requirements: 20 courses, 60 hours, cumulative 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: ACCT2003: Principles of Financial Accounting ACCT2013: Principles of Managerial Accounting BLAW2003: Business Law BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers ECON2203: Microeconomics FINC2013: Personal Finance MATH2103: Statistics</p>
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Bachelor of Science: Business

Graduation Requirements: 40 courses, 120 hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: ACCT2003: Principles of Financial Accounting ACCT2013: Principles of Managerial Accounting BLAW2003: Business Law BUSI2013: Business & Professional Communications BUSI3203: Business Logistics CPSI1003: Intro to Computers CPSI3313: Management Information Systems ECON2203: Microeconomics FINC2013: Personal Finance FINC3013: Principles of Finance LEAD3103: Leadership Theory and Practice LEAD4103: Leadership and Change MATH2013: Statistics MGMT2003: Principles of Management MGMT3103: Organizational Behavior MGMT3113: Operations Management MGMT3123: Human Resource Management MGMT4403: Strategic Management MKTG2003: Principles of Marketing ELECTIVES: 27 hours (sufficient hours at the upper level to total 40 hours)</p>
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Criminal Justice

As the need for public safety continues to grow, so do the opportunities for a variety of careers in criminal justice. Through a multi-disciplinary approach, eVersity equips criminal justice graduates with marketable job skills in police practice and management, juvenile justice, and the legal system. Make an impact at the local, state, or federal level by learning to uphold and enforce the laws that protect lives.

Professional Path

The University of Arkansas System eVersity's Professional Path is focused on getting

students into the workplace as quickly as possible. The numbers below represent totals required to graduate degree, which includes embedded certificates. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Professional Path build on each other, giving students the opportunity to advance from one credential to the next. Students enrolled in a criminal justice degree program are awarded the Certificate of Proficiency in Criminal Justice upon satisfactory completion of the specified courses and residence requirements. Please note, the certificates are not stand-alone paths; they are embedded in the Professional Associate's and Bachelor's degree programs as milestones, not destinations. Students are encouraged to choose either the Professional Path or Academic Path. Changing paths could delay graduation.

Students who complete the requirements of the Professional Path will be able to:

- Discuss theories, concepts and roles of the major components of the criminal justice system including administration, policing, judicial process, corrections and juvenile justice.
- Raise critical questions and analyze problems to develop ethical solutions.
- Identify traits of a leader able to effectively collaborate with members of the community.
- Conduct data-driven research using technology.
- Communicate in a professional manner.

Certificate of Proficiency: Criminal Justice

Requirements to Complete: 6 courses, 16 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses EVSU1001: eVersity Engage</p>	<p>Major Courses: CRJU1023: Intro to Criminal Justice CRJU2003: Juvenile Justice CRJU2013: Corrections CRJU2033: Policing in America CRJU2053: Judicial Process</p>
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Technical Certificate: Law Enforcement

Requirements to Complete: 9 courses, 25 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSU1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL2003: Professional Ethics SOC11013: Intro to Sociology</p>	<p>Major Courses: CRJU1023: Intro to Criminal Justice CRJU2033: Policing in America CRJU2083: Police Methods</p>
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Academic Path

The University of Arkansas System eVersity's Academic Path awards students with

undergraduate-level degrees and prepares them to obtain graduate degrees such as a master's. The numbers below represent totals required to graduate with each degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from Associate to Bachelor.

Students who complete the requirements of the Academic Path will be able to:

- Discuss theories, concepts and roles of the major components of the criminal justice system including administration, policing, judicial process, corrections and juvenile justice.
- Raise critical questions and analyze problems to develop ethical solutions.
- Identify traits of a leader able to effectively collaborate with members of the community.
- Conduct data-driven research using technology.
- Communicate in a professional manner.

Associate of Science: Criminal Justice

Graduation Requirements: 20 courses, 60 hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: CRJU1023: Intro to Criminal Justice CRJU2003: Juvenile Justice CRJU2013: Corrections CRJU2023: Foundations of Research Methods CRJU2033: Policing in America CRJU2053: Judicial Process CRJU2073: Legal Research CRJU2083: Police Methods</p>
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Bachelor of Science: Criminal Justice

Graduation Requirements: 40 courses, 120 hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSU1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: CRJU1023: Intro to Criminal Justice CRJU2003: Juvenile Justice CRJU2013: Corrections CRJU2023: Foundations of Research Methods CRJU2033: Policing in America CRJU2053: Judicial Process CRJU2073: Legal Research CRJU2083: Police Methods CRJU2093: Criminal Justice Administration CRJU3003: Procedural Law CRJU3023: Criminal Law CRJU3033: Criminology CRJU3043: Youth Gangs and Delinquency CRJU3063: Legal Aspects of Corrections CRJU3073: Community Corrections CRJU3093 Criminalistics CRJU3113: Criminal Justice Ethics MATH2103 Statistics ELECTIVES: 30 hours (sufficient hours at the upper level to total 40 hours)</p>
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Healthcare Management

With 23 percent growth expected by 2022, healthcare is one of the fastest-growing industries in the United States. In the healthcare management field, a wealth of opportunity awaits in careers such as clinic management and healthcare leadership. So, whether students are just getting started or looking to expand their career options, eVersity can help them gain the workplace-ready skills needed to have a competitive edge in healthcare management.

Professional Path

The University of Arkansas System eVersity's Professional Path is focused on getting students into the workplace as quickly as possible. The numbers below represent totals required to complete a certificate or degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Professional Path build on each other, giving students the opportunity to advance from one certificate or degree to the next. Please note, the Certificate of Proficiency and the Technical Certificate are not stand-alone paths; they are embedded in the Professional Associate's and Bachelor's degree programs as milestones, not destinations. Students are encouraged to choose either the Professional Path or Academic Path. Changing paths could delay graduation.

Students who complete the requirements of the Professional Path will be able to:

- Use effective communication in a healthcare setting.
- Effectively collaborate with individuals internal and external to the healthcare organization to solve problems.
- Apply current safety and quality regulations in a wide range of healthcare settings.
- Apply principles project management to healthcare organizations.

- Implement business and administrative skills to problem-solve, assess results and evaluate quality in healthcare settings.
- Assess the impact of technology upon healthcare delivery systems.

Certificate of Proficiency: Medical Office Management

Requirements to Complete: 6 courses, 16 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage ENGL1013: English Composition I</p>	<p>Major Courses: CPSI1003: Intro to Computers HCMG1003: Medical Terminology HCMG1013: Medical Office Billing HCMG1023 Medical Records Management</p>
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Technical Certificate: Healthcare Management

Requirements to Complete: 13 courses, 37 credit hours, cumulative GPA. 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy</p>	<p>Major Courses: BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers HCMG1003 Medical Terminology HCMG1013: Medical Office Billing HCMG1023 Medical Records Management HCMG1103: Data Management HCMG1203: Clinical Documentation HCMG1303: Intro to Healthcare Systems HCMG2013: Legal Concepts of Healthcare</p>
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Associate of Applied Science: Healthcare Management

Graduation Requirements: 21 courses, 61 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage ECON2103: Macroeconomics ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics SOC11013: Intro to Sociology</p>	<p>Major Courses: ACCT2003: Principles of Financial Accounting BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers HCMG1003 Medical Terminology HCMG1013: Medical Office Billing HCMG1023 Medical Records Management HCMG1103: Data Management HCMG1203: Clinical Documentation HCMG1303 Intro to Healthcare Systems HCMG2013 Legal Concepts of Healthcare HCMG2033 Intro to Public Health Principles & Pract MATH2103: Statistics MKTG2003: Principles of Marketing</p>
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Bachelor of Applied Science: Healthcare Management

Graduation Requirements: 40 courses, 120 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: ACCT2003: Principles of Financial Accounting BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers HCMG1003 Medical Terminology HCMG1013: Medical Office Billing HCMG1023 Medical Records Management HCMG1103: Data Management HCMG1203: Clinical Documentation HCMG1303: Intro to Healthcare Systems HCMG2013 Legal Concepts of Healthcare HCMG2033 Intro to Public Health Principles & Pract HCMG3013: Healthcare Policies HCMG3073: Healthcare in Diverse Populations HCMG3083: Health Law HCMG3213: Quality Mgmt & Outcomes Assessments HCMG4023: Technical Reimbursement Methodologies HCMG4033 Healthcare Financial Management HCMG4103: Strategic Mgmt in Healthcare Orgs LEAD3103: Leadership Theory and Practice LEAD4103: Leadership and Change MATH 2103: Statistics MGMT3103: Organizational Behavior MGMT3123: Human Resource Management MKTG2003: Principles of Marketing ELECTIVES: 12 hours (sufficient hours at the upper level to total 40 hours)</p>
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Academic Path

The University of Arkansas System eVersity’s Academic Path awards students with undergraduate-level degrees and prepares them to obtain graduate degrees such as a master’s. The numbers below represent totals required to graduate with each degree.

These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from associate to bachelor.

Students who complete the requirements of the Academic Path will be able to:

- Use effective communication in a healthcare setting.
- Effectively collaborate with a team to solve problems facing healthcare delivery.
- Apply strategic management strategies in a healthcare setting.
- Employ critical thinking and quantitative analysis skills to advance the state of healthcare.
- Evaluate leadership, ethical, legal and multicultural issues as they relate to healthcare.
- Design healthcare focused research projects.

Associate of Science: Healthcare Management

Graduation Requirements: 20 courses, 60 hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers HCMG1003: Medical Terminology HCMG1023: Medical Records Management HCMG1303: Intro to Healthcare Systems HCMG2013: Legal Concepts of Healthcare HCMG2033: Intro to Public Health Princip & Pract MATH2103: Statistics</p>
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Bachelor of Science: Healthcare Management

Graduation Requirements: 40 courses, 120 hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses</p> <p>EVSU1001: eVarsity Engage BIO1004: Life Science I BIO1104: Life Science II ENG1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOCI1013: Intro to Sociology</p>	<p>Major Courses:</p> <p>ACCT2003: Principles of Financial Accounting ACCT2013: Principles of Managerial Accounting BUSI2013: Business & Professional Communications CPSI1003: Intro to Computers HCMG1003: Medical Terminology HCMG1023: Medical Records Management HCMG1303: Intro to Healthcare Systems HCMG2013: Legal Concepts of Healthcare HCMG2033: Intro to Public Health Principles & Pract HCMG3013: Healthcare Policies HCMG3073: Healthcare in Diverse Populations HCMG3083: Health Law HCMG3213: Quality Mgmt & Outcomes Assessment HCMG4023: Technical Reimbursement Methodology HCMG4033: Healthcare Financial Management HCMG4103: Strategic Mgmt in Healthcare Orgs LEAD3103: Leadership Theory and Practice LEAD4103: Leadership and Change MATH 2103: Statistics MGMT3103: Organizational Behavior MGMT3123: Human Resource Management MKTG2003: Principles of Marketing ELECTIVES: 18 hours (sufficient hours at the upper level to total 40 hours)</p>
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Information Technology

Every day, technology secures a more prominent place in our daily lives. So it is no surprise that IT professionals are among the most in-demand employees. With a career-oriented curriculum covering everything from computer maintenance to development and data mining, eVersity can open doors to a wide range of opportunities in information technology.

Professional Path

The University of Arkansas System eVersity's Professional Path is focused on getting students into the workplace as quickly as possible. The numbers below represent totals required to complete a certificate or degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Professional Path build on each other, giving students the opportunity to advance from one certificate or degree to the next. Please note, the Certificate of Proficiency and the Technical Certificate are not stand-alone paths; they are embedded in the Professional Associate's and Bachelor's degree programs as milestones, not destinations. Students are encouraged to choose either the Professional Path or Academic Path. Changing paths could delay graduation.

Students who complete the requirements of the Professional Path will be able to:

- Discuss a broad array of topics within the information technology domain such as programming, networking, databases, and data analysis.
- Design and maintain a secure, highly functional information system, which meets the needs of users, administrators, and developers.
- Maintain, troubleshoot, and repair a computer system and computer network.
- Effectively communicate with technical and non-technical individuals.
- Critically consider impact of technology upon society based on ethical, legal and public policy issues.
- Protect and defend system networks, as well as ensure confidentiality, integrity, authentication, availability, and non-repudiation.
- Analyze large amounts of data, extract information from the data set, discover patterns, preserve evidence and translate the information for further use.

Certificate of Proficiency: Information Technology

Requirements to Complete: 6 courses, 16 credit hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSU1001: eVersity Engage ENGL1013: English Composition I PHIL1003: Logic and Critical Thinking PLSC2003: U.S. Government and Society	Major Courses: CPSI1003: Intro to Computers NTWR1003: Networking Essentials
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Technical Certificate: Information Technology

Requirements to Complete: 13 courses, 37 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PLSC 2003: U.S. Government and Society</p>	<p>Major Courses: CPSI1003: Intro to Computers CPSI1103: Computer Maintenance CPSI1203: Database Foundations CPSI1403: Operating Systems I CPSI1413: Foundations of Programming NTWR1003: Networking Essentials NTWR2003: Networking II</p>
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Associate of Applied Science: Information Technology

Graduation Requirements: 21 courses, 61 credit hours, cumulative GPA 2.0 or greater.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage ENGL1013: English Composition I ENGL2023: Technical Writing MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSYC1103: Intro to Psychology SOC11013: Intro to Sociology</p>	<p>Major Courses: CPSI1003: Intro to Computers CPSI1103: Computer Maintenance CPSI1203: Database Foundation CPSI1403: Operating Systems I CPSI1413: Foundations of Programming CPSI2103: Foundations of Information Assurance CPSI2413: Programming II CPSI2513: Web Analytics MATH2103: Statistics NTWR1003: Networking Essentials NTWR2003: Networking II NTWR2103: Network Defense</p>
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Bachelor of Applied Science: Information Technology

Graduation Requirements: 40 courses, 120 credit hours, cumulative GPA of 2.0 or greater.

Curriculum

<p>Core Courses: <i>EVSY1001: eVersity Engage</i> <i>BIOL1004: Life Science I</i> <i>BIOL1104: Life Science II</i> <i>ENGL1013: English Composition I</i> <i>ENGL2023: Technical Writing</i> <i>ECON2103: Macroeconomics</i> <i>MATH1113: Quantitative Literacy</i> <i>PHIL1003: Logic and Critical Thinking</i> <i>PHIL2003: Professional Ethics</i> <i>PLSC2003: U.S. Government and Society</i> <i>PSCY1103: Intro to Psychology</i> <i>SOCI1013: Intro to Sociology</i></p>	<p>Major Courses: <i>CPSI1003: Intro to Computers</i> <i>CPSI1203: Database Foundations</i> <i>CPSI1403: Operating Systems I</i> <i>CPSI1413: Foundations of Programming</i> <i>CPSI2103: Foundations of Informat Assurance</i> <i>CPSI2403: Operating Systems II</i> <i>CPSI2413: Programming II</i> <i>CPSI2513: Web Analytics</i> <i>CPSI2613: Web Content Management Systems</i> <i>CPSI3013: Systems Analysis and Design</i> <i>CPSI3203: Data Mining</i> <i>CPSI3303: Data Analytics</i> <i>CPSI4003: Computer Forensics</i> <i>CPSI4023: Information Systems Management</i> <i>CPSI4113: IT Security Cryptography</i> <i>CPSI4123: Legal Issues in Information Technology</i> <i>MATH2103: Statistics</i> <i>NTWR1003: Networking Essentials</i> <i>NTWR2003: Networking II</i> ELECTIVES: 24 hours (sufficient hours at the upper level to total 40 hours)</p>
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Academic Path

The University of Arkansas System eVersity's Academic Path awards students with undergraduate-level degrees and prepares them to obtain graduate degrees such as a master's. The numbers below represent totals required to graduate with each degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from associate to bachelor.

Students who complete the requirements of the Academic Path will be able to:

- Discuss a broad array of topics within the information technology domain such as programming, networking, databases, and data analysis.
- Design and maintain a secure, highly functional information system, which meets the needs of users, administrators, and developers.
- Effectively communicate with technical and non-technical individuals.
- Critically consider impact of technology upon society based on ethical, legal and public policy issues.
- Assess potential uses of emerging technology to provide solutions and recognize need for continued learning.
- Employ management principles to achieve the goals of an organization as they relate to information technology.
- Evaluate E-Commerce Trends.

Associate of Science: Information Technology

Graduation Requirements: 20 courses, 60 hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC1 1013: Intro to Sociology	Major Courses: CPSI1003: Intro to Computers CPSI1203: Database Foundations CPSI1403: Operating Systems I CPSI1413: Foundations of Programming CPSI2103: Foundations of Info Assurance MATH2103: Statistics NTWR1003: Networking Essentials NTWR2003: Networking II
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Bachelor of Science: Information Technology

Graduation Requirements: 40 courses, 120 hours, cumulative GPA 2.0 or greater.

Curriculum

Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC11013: Intro to Sociology	Major Courses: CPSI1003: Intro to Computers CPSI1103: Computer Maintenance CPSI1203: Database Foundations CPSI1403: Operating Systems I CPSI1413: Foundations of Programming CPSI2103: Foundations of Info Assurance CPSI2403: Operating Systems II CPSI2413: Programming II CPSI2613: Web Content Management Systems CPSI3013: Systems Analysis and Design CPSI3203: Data Mining CPSI3303: Data Analytics CPSI3313: Management Information Systems CPSI3413: Decision Support Systems CPSI4003: Computer Forensics CPSI4023: Information Systems Management CPSI4113: IT Security Cryptography CPSI4123: Legal Issues in Information Tech MATH2103: Statistics NTWR1003: Networking Essentials NTWR2003: Networking II NTWR2103: Network Defense ELECTIVES: 24 hours (sufficient hours at the upper level to total 40 hours)
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University Studies

For students seeking a well-rounded general education suitable for a variety of careers, eVersity offers University Studies. Students are exposed to courses focused on various careers in business, criminal justice, healthcare management, and information technology.

The University of Arkansas System eVersity's Academic Path awards students with undergraduate-level degrees and prepares them to obtain graduate degrees such as a master's. The numbers below represent totals required to graduate with each degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from associate to bachelor.

Academic Path

The University of Arkansas System eVersity's Academic Path awards students with undergraduate-level degrees and prepares them to obtain graduate degrees such as a master's. The numbers below represent totals required to graduate with each degree. These numbers assume no transferring credit, so individual totals may be lower if the student has applicable prior credit. Courses in the Academic Path build on each other, giving students the opportunity to advance from associate to bachelor.

Students who complete the requirements of the Academic Path will be able to:

- Communicate in a professional manner.
- Critically assess problems and develop ethical solutions using data.
- Apply strategic thinking to achieve goals.
- Discuss major concepts and theories from the chosen area of concentration.
- Make informed decisions as an active, self-motivated and empowered learner.
- Collaborate effectively in a team setting.

Associate of Arts: University Studies

Graduation Requirements: 20 courses, 60 hours, cumulative GPA 2.0 or greater.

Students seeking an Associate of Arts in University Studies will complete three academic concentrations. Concentrations will be selected after conversation with the student's academic success advisor, who will take into account the student's career and educational aspirations. Each academic concentration consists of six hours (typically two courses). Students will also complete six elective hours (typically two courses). Total hours in the major: 24.

Curriculum

<p>Core Courses: EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government & Society</p>	<p>Major Courses: Students seeking an Associate of Arts in University Studies will complete three academic concentrations (business, criminal justice, healthcare management, or information technology). Each academic concentration consists of six hours (typically two courses). Students will also complete six elective hours (typically two courses). Total hours in the major: 24.</p>
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Bachelor of Arts: University Studies

Graduation Requirements: 40 courses, 120 hours, cumulative GPA 2.0 or greater. Students seeking a Bachelor of Arts in University Studies will complete three academic concentrations. Concentrations will be selected after conversation with the student's academic success advisor, who will take into account the student's career and educational aspirations. Each academic concentration consists of 15 hours (typically five courses) with nine hours in each concentration at the upper division level. Students will also complete 39 elective hours. Total hours in the major: 84.

Curriculum

<p>Core Courses EVSY1001: eVersity Engage BIOL1004: Life Science I BIOL1104: Life Science II ENGL1013: English Composition I ENGL2023: Technical Writing ECON2103: Macroeconomics MATH1113: Quantitative Literacy PHIL1003: Logic and Critical Thinking PHIL2003: Professional Ethics PLSC2003: U.S. Government and Society PSCY1103: Intro to Psychology SOC1013: Intro to Sociology</p>	<p>Major Courses: Students seeking a Bachelor of Arts in University Studies will complete three academic concentrations (e.g., business, criminal justice, healthcare management, or information technology). Each academic concentration consists of 15 hours (typically five courses) with nine hours in each concentration at the upper division level. Students will also complete 39 elective hours. Total hours in the major: 84.</p>
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SECTION 10: COURSE DESCRIPTIONS

ACCT 2003 Principles of Financial Accounting

This course provides an introduction to financial accounting principles and concepts to include measurement, recording and evaluation of basic business transactions. Students will learn to analyze, journalize and post transactions, including adjusting and closing entries and the preparation and composition of the income statement, equity statement, balance sheet and statement of cash flows. The course highlights the use of accounting information for business management. The recognized set of accounting standards known as Generally Accepted Accounting Principles (GAAP) is emphasized throughout the course.
3 credit hours.
Prerequisite: None.

ACCT 2013 Principles of Managerial Accounting

This course is a continuation of Accounting Principles I, with special emphasis given to GAAP recording and reporting, and partnership and corporate equity transactions. Financial statement analysis, incremental analysis and capital budgeting, and cost-volume-profit is covered in this course, which also introduces students to managerial accounting concepts, including job order and process costing and budget planning and control.
3 credit hours.
Prerequisite: ACCT2003.

BIOL 1004 Life Science I

This course covers the process and method of science applied to understanding biological concepts at the molecular, cellular, organismal and community levels. The emphasis of this course is on biological diversity in major groups of living organisms and ecology. This course includes a lab. 4 credit hours.
Prerequisite: None.

BIOL 1104 Life Science II

This course stresses human systems, with applications to contemporary issues in human health and the environment. The scientific method and social applications of scientific information related to human issues are emphasized. This course includes a lab.
4 credit hours.
Prerequisite: None.

BLAW 2003 Business Law

This course revolves around the basics of contract law, including offer and acceptance, capacity, agreement, consideration, legality, form, defects in agreement, breach and remedies. Sources of the law, torts, crimes, administrative law, courts and court procedures are also examined. The application of these concepts to both personal and business problems is emphasized.
3 credit hours.
Prerequisite: None.

BUSI 1013 Intro to Business

This course surveys business activities of individual, national and international scope. A comparison of economic systems with emphasis on the free enterprise system including forms of ownership, organization and management, labor relations, production, marketing, finance and legal and regulatory influences.
3 credit hours.
Prerequisite: None.

BUSI 2003 Administrative Office Procedures

This course focuses on the role of the administrative assistant. Emphasis will be placed on technology, international business, human relations and the ethics of office management for all levels of workers, including administrative support and managerial. Students will also learn the basics of records management.
3 credit hours.
Prerequisite: None.

BUSI 2013 Business and Professional Communications

This course covers the principles of effective oral and written communications in a business office. Topics include verbal/nonverbal skills, writing skills, reading skills and listening skills, psychological principles and employment skills involved in effective business communications. Special attention will be given to advanced word processing skills.
3 credit hours.
Prerequisite: None.

BUSI 2113 Spreadsheets

This course is designed for the advanced spreadsheet student. The course includes construction of spreadsheets, formatting, editing, saving and printing. Students will learn to use

queries, formulas, tables, reports and problem-solving techniques to reach decisions. Course includes learning how to import, export and download data.

3 credit hours.

Prerequisite: CPSI 1003.

BUSI 3203 Business Logistics

Focuses on management of logistics functions in the firm including physical supply and distribution activities such as transportation, storage facility location, inventory control, materials handling, warehousing and organization.

3 credit hours.

Prerequisites: ECON 2203, MKTG 2003.

CPSI 1003 Intro to Computers

Introduces students to computer hardware, software applications and procedures applied to academic and career success. This course provides an introduction to Windows, Internet, electronic mail, word processing, spreadsheets, database management and presentation software.

3 credit hours.

Prerequisite: None.

CPSI 1103 Computer Maintenance

This course is designed to prepare students in the area of computer support services. Lecture and hands-on training includes computer diagnostics and repair, Windows operating system troubleshooting, printer and peripheral device diagnosis and repair, desktop security topics, virus recognition and removal concepts. Customer service and professionalism is also emphasized.

3 credit hours.

Prerequisite: None.

CPSI 1203 Database Foundations

Introduces database design, management concepts and theory, including foundational methodologies in database creation and manipulation techniques.

3 credit hours.

Prerequisite: None.

CPSI 1403 Operating Systems I

This course covers how operating systems work and examines the building blocks of all modern operating systems including processes, threads, file systems, input/output, memory architecture and memory management, buses, storage devices, graphics subsystems and security. Specific examples of mobile and personal computer operating systems will be used to illustrate the concepts.

3 credit hours.

Prerequisite: None.

CPSI 1413 Foundations of Programming

This course introduces the fundamental techniques of programming needed for a foundation for more advanced study in information technology and computer science. Considerable attention is devoted to developing effective software engineering practice, algorithm design, decomposition, procedural abstraction, testing and software reuse.

3 credit hours.

Prerequisite: None.

CPSI 2103 Foundations of Information Assurance

Presents an in-depth orientation of the fundamentals of computer system security. Topics include monitoring, incident response, forensic analysis, hardware and software security and network security and encryption. 3 credit hours.

Prerequisite: None.

CPSI 2403 Operating Systems II

Explores basic and advanced network administrative techniques valuable for network managers, PC support personnel, programmers and system and network administrators. Students will install local area network software using PC compatible microcomputers and learn to administer a network.

3 credit hours.

Prerequisite: CPSI 1403.

CPSI 2413 Programming II

Advanced programming techniques and concepts are presented to include programming paradigms, object-oriented programming, exception handling, graphical user interfaces and event-driven programming.

3 credit hours.

Prerequisite: CPSI 1413.

CPSI 2513 Web Analytics

This course is an advanced study of how businesses and organizations may use technology to measure website traffic, enhance business presence and conduct market research.

3 credit hours.

Prerequisite: None.

CPSI 2613 Web Content Management Systems

This course is an overview of web development software. Topics include web page creation and

website management, and the creation, revision, and enhancement of Web pages with links, graphics, tables, and forms via a variety of authoring tools. This course will also cover planning, building, promoting and maintaining a professional website using the software packages available.

3 credit hours.

Prerequisite: None.

CPSI 3013 Systems Analysis and Design

Examines the modern techniques and methodologies needed to plan, analyze, design and implement a computer-based system.

3 credit hours.

Prerequisite: None.

CPSI 3203 Data Mining Introduction to the use of large data sets including terminology, algorithms, methodologies, software, limitations, implications and current trends.

3 credit hours.

Prerequisite: None.

CPSI 3303 Data Analytics

Introduces current trends and research on data science with an emphasis on algorithm design and systems for large-scale advanced data analysis.

3 credit hours.

Prerequisite: MATH 2103.

CPSI 3313 Management Information Systems

A study of how to use computer-based systems to enhance the storing, processing and retrieval of business data and the conversion of these data to relevant managerial information.

Discusses hardware, software and procedures for the processing, storing and dissemination of management information.

3 credit hours.

Prerequisite: CPSI 1003.

CPSI 3413 Decision Support Systems This course is a study of decision support systems and applications. Topics include the decision support framework, decision processes, design and development, architecture and networking, web-based DSS and evaluating DSS projects.

3 credit hours.

Prerequisite: CPSI 1003.

CPSI 4003 Computer Forensics Examines techniques and procedures to obtain evidence from a computer, network messages and logs. Topics include the preservation of data and evidentiary

chain, legal aspects of the search and seizure of computers and related equipment/ information. This course is also an introduction to different types of computer and networking architectures and characteristics of storage of modern computer architectures.

Cybercrimes recognized nationally and internationally will be introduced, along with the unique laws pertaining to them.

3 credit hours.

Prerequisite: None.

CPSI 4023 Information Systems Management

Examines techniques for IT management, stakeholders and project team interactions to keep the worker informed and a productive team member, as well as appreciate the management perspective.

3 credit hours.

Prerequisite: None.

CPSI 4113 IT Security Cryptography

This course examines theoretical foundation and practical applications of cryptography. Topics introduced are protocol generation and design, the symmetric and asymmetric cryptographic approaches, hash ciphers and functions and challenges to formulate in an adversarial environment.

3 credit hours.

Prerequisite: None.

CPSI 4123 Legal Issues in Information Technology

This course is an introduction to social, legal and ethical issues in computing and technology. Students will be introduced to privacy issues, information issues of trust in computers, computer crime, issues on the impact and control of computers and issues of professional responsibility and ethics.

3 credit hours.

Prerequisite: None.

CRJU 1023 Intro to Criminal Justice

This course is a survey of the various components of the criminal justice system.

3 credit hours.

Prerequisite: None.

CRJU 2003 Juvenile Justice

This course covers the structure and processes of the juvenile justice system.

3 credit hours.

Prerequisite: None.

CRJU 2013 Corrections

This course provides an analysis of the roles and functions of corrections including institutions as well as community corrections.

3 credit hours.

Prerequisite: None.

CRJU 2023 Foundations of Research Methods

This course is an overview of social science research methodology focusing on creating research designs, developing appropriate measures, creating testable hypotheses and developing research skills.

3 credit hours.

Prerequisite: None.

CRJU 2033 Policing in America

This course examines the roles of police as they relate to modern culture and society.

3 credit hours.

Prerequisite: None.

CRJU 2053 Judicial Process

Examines the courts, law and the legal system including law and politics, judicial philosophy and biography.

3 credit hours.

Prerequisite: None.

CRJU 2073 Legal Research

Students in this course will read a variety of judicial decisions on current issues, such as freedom of speech, and complete several assignments focusing on legal reasoning and argument. Students will also learn how to find information on legal decisions and issues.

3 credit hours.

Prerequisite: None.

CRJU 2083 Police Methods

This course provides a survey of advanced topics in police practice and management, including Community-Oriented Policing (COP), Problem-Oriented Policing (POP), and the use of technology in the suppression and detection of crime.

3 credit hours.

Prerequisite: None.

CRJU 2093 Criminal Justice Administration

Students in this course will explore the nature of bureaucratic organization and the changing themes in organizational theory, fiscal and personnel policy, public unions and collective bargaining, leadership, communication and

motivation. 3 credit hours. Prerequisite: None.

CRJU 3003 Procedural Law

This course is an analysis of procedural limitations on law enforcement and in the prosecution of crimes, and emphasizes cases dealing with the fourth, fifth, sixth and eighth amendments.

3 credit hours.

Prerequisite: None.

CRJU 3023 Criminal Law

This course focuses on the basic principles of substantive criminal law including defenses, elements of various crimes and consideration of the Arkansas criminal code.

3 credit hours.

Prerequisite: None.

CRJU 3033 Criminology

Students will examine theories of the nature and causes of crime, and analyze various kinds of crimes.

3 credit hours.

Prerequisite: None.

CRJU 3043 Youth Gangs and Delinquency

This course is an examination of the historical, cross-cultural, and current state of gang involvement.

3 credit hours.

Prerequisite: None.

CRJU 3063 Legal Aspects of Corrections

This course provides a discussion of legal problems from conviction to release pre-sentence investigation, sentencing, diversion and alternatives to incarceration and confinement.

3 credit hours.

Prerequisite: None.

CRJU 3073 Community Corrections

Analysis of the systems of probation and parole, including current court cases and trends in corrections.

3 credit hours.

Prerequisite: None.

CRJU 3093 Criminalistics

This course covers crime scene techniques. Students will gain a basic knowledge of these techniques as well as practical experience with various types of evidence.

3 credit hours.

Prerequisite: None.

CRJU 3113 Criminal Justice Ethics

Students will examine the history and theory of ethics and its application to the field of criminal justice. The course places an emphasis on the ethical standards and the implications of ethical violations for criminal justice professionals.

3 credit hours.

Prerequisite: None.

ECON 2103 Macroeconomics

Students will study economic principles at the macroeconomic level, including national output, the price level, unemployment, money and the banking system, and the government's effect on general business conditions.

3 credit hours.

Prerequisite: None.

ECON 2203 Microeconomics

This course is an introduction to microeconomic analysis, concentrating on consumer choice, firm production and pricing in different market structures, resource demand, the public sector and externalities.

3 credit hours.

Prerequisite: None.

ENGL 1013 English Composition I

This is a writing course stressing reading skills as a basis for effective writing and argument and includes developmental reading and writing instruction.

3 credit hours.

Prerequisite: None.

ENGL 2023 Technical Writing

This course offers practice in preparing reports, letters, articles, web pages and other forms of writing used in a variety of companies and organizations.

3 credit hours.

Prerequisite: ENGL 1013.

EVSY 1001 eVersity Engage

This course includes an introduction to online learning and the eVersity learning management system, financial literacy, college readiness and English and math skills assessment, eVersity resources and success initiatives, academic advising and other relevant information.

1 credit hour.

Prerequisite: None.

FINC 2013 Personal Finance

This course is a study of the basic principles of personal management of banking services, consumer credit, insurance, real estate, savings

and investments, pensions and annuity plans and estate planning.

3 credit hours.

Prerequisite: None.

FINC 3013 Principles of Finance

This course treats the administrative and managerial problems of financing business. Considers the problems of financing businesses and the problems of organizations, promotion, issuance of securities, capitalization, budgeting, dividend policies, reorganization and consolidation.

3 credit hours.

Prerequisites: ACCT 2013, BUSI 2103.

HCMG 1003 Medical Terminology

This course will allow the student to study and demonstrate the use of medical word stems, suffixes and prefixes as related to the body systems and associated diseases. The student will demonstrate proficiency in the pronunciation, spelling and definitions of medical terms. The use of the medical dictionary and related reference materials will be emphasized.

3 credit hours.

Prerequisite: None.

HCMG 1013 Medical Office Billing

This course introduces reimbursement systems utilized in healthcare settings. Topics to be covered include billing and insurance procedures, explanation of benefits statements, third-party payment systems, managed care, Medicare, Medicaid, government regulations, accessibility, eligibility, compliance issues and peer-review organizations.

3 credit hours.

Prerequisite: None.

HCMG 1023 Medical Records Management

This course includes basic concepts and functions in health information management to include development, content, storage, maintenance and evolution of the health record in the health care delivery systems environment.

3 credit hours.

Prerequisite: None.

HCMG 1103 Data Management

This course includes computation and interpretation of healthcare data. Topics include data synthesis, report generation, data display and data analysis.

3 credit hours.

Prerequisite: CPSI 1003.

HCMG 1203 Clinical Documentation This course introduces the core concepts of clinical documentation. Within this course, students will learn important skills and gain knowledge that will assist them in becoming successful healthcare professionals. This course will include instruction in transcription, electronic medical records, types of written documentation and typical medical abbreviations.
3 credit hours.
Prerequisite: None.

HCMG 1303 Intro to Healthcare Systems This course lays the foundation for analytical thinking about the healthcare system of the United States. It addresses the evolution, structure, financing and administration of health care delivery. It provides an overview of organizational patterns, governance, facilities, health care personnel and the economic, political and environmental influences that affect the health care system.
3 credit hours.
Prerequisite: None.

HCMG 2013 Legal Concepts of Healthcare This course provides an overview of local, state and federal laws as applied to healthcare, including the Americans with Disabilities Act, Civil Rights Act of 1964, Organ Donation Legislation, Informed Consent Legislation and the Health Insurance Portability and Accountability Act. Special consideration will be given to the importance of medical records as legal documents and to the legal aspects of healthcare organizations.
3 credit hours.
Prerequisite: None.

HCMG 2033 Intro to Public Health Principles and Practices This survey course provides an introduction to basic and contemporary issues of public health. Tools for community-based health assessment, surveillance, health promotion, disease prevention, policy and ethics will be presented. It also provides an overview of the diverse areas of public health practice.
3 credit hours.
Prerequisite: None.

HCMG 3013 Healthcare Policies This course examines contemporary healthcare policy issues, examines the role the economy, distribution of health services, health insurance, government programs, healthcare personnel and

health service organizations play in influencing the structure of, and changes to, the healthcare delivery system at the national, system, organizational and department levels.
3 credit hours.
Prerequisite: None.

HCMG 3073 Healthcare in Diverse Populations This course promotes development of an appreciation for cultural traditions and practices of diverse populations. The importance and implications of cultural traditions on health outcomes and health status with a focus on aging and nutrition will be examined. Students will develop skills of cultural competence that are essential for today's healthcare professionals.
3 credit hours.
Prerequisite: None.

HCMG 3083 Health Law This course provides foundational knowledge on the formulation and application of health law in current practice. The four major pillars of health law will be addressed. These include access to care, financing health care, quality of healthcare and personhood. Specific topics include statutory and common law obligations of healthcare providers, informed consent, standard of care, fairness in rationing of services, abandonment and malpractice, and government programs to finance care for specific populations.
3 credit hours.
Prerequisite: None.

HCMG 3213 Quality Management and Outcomes Assessment This course includes the purpose, philosophy and processes of improving organizational performance through quality assessment, credentialing, utilization management, and risk management. This course also includes the use of quality improvement tools for case review, data collection, data display and data analysis.
3 credit hours.
Prerequisite: None.

HCMG402 Technical Reimbursement Methodologies This course introduces the process of filing claims using payer-specific rules and the importance of information collection in the claim filing process. It covers major reimbursement systems in the U.S and focuses on prospective payment systems, third-party payers and billing and insurance procedures. Included are types of reimbursement classifications, such as Case Mix Groups, Diagnosis Related Groups, and All Patient-

Diagnosis Related Groups.
3 credit hours.
Prerequisite: None.

HCMG 4033 Healthcare Financial Management

This course provides an overview of healthcare accounting and financial management principles. Topics include the healthcare financial environment, the financial tools utilized by healthcare administrators for effective financial planning and decision-making, long term financing, and capital investments.
3 credit hours.
Prerequisite: None.

HCMG 4103 Strategic Management in Healthcare Organizations

This course addresses the skills to be successful in developing the concepts of strategic management. It considers the basic direction and goals of an organization, the environment (social, technological, economic, built and global), industry and market structure, and organizational strengths and weaknesses. The emphasis is on development and successful implementation of strategy in different types of healthcare industries.
3 credit hours.
Prerequisite: None.

LEAD 3103 Leadership Theory and Practice

This course covers the nature of leadership with a focus on the history, origins and theoretical approaches. Applications of concepts to life experiences are also addressed.
3 credit hours.
Prerequisite: None.

LEAD 4103 Leadership and Change

This course focuses on the foundations of organizational leadership. Contemporary issues driving new organizational models in businesses today including globalization and technology are also covered. Transformational leadership will be examined.
3 credit hours.
Prerequisite: None.

MATH 1113 Quantitative Literacy

The overarching goal of quantitative literacy is to provide students with mathematical understandings and skills to be productive workers, discerning consumers and informed citizens. Students will solve problems using

mathematical reasoning involving logic, proportions, algebra and relations.
3 credit hours.
Prerequisite: None.

MATH 2103 Statistics

Descriptive and inferential statistical techniques and methods are taught. Topics include qualitative data analysis, frequency distributions, numerical methods, data dispersions, variance analysis, estimation theory, sampling distributions, discrete and continuous probability distributions, hypothesis testing and confidence interval estimation.
3 credit hours.
Prerequisite: MATH1113.

MGMT 2003 Principles of Management

This course describes the elements of the managerial process and develops a rational synthesis of management. It teaches students to develop their own creative abilities in order to apply them intelligently to the problems encountered in business.
3 credit hours.
Prerequisite: None.

MGMT 3103 Organizational Behavior

This course examines an integration of basic managerial concepts and social sciences as they affect people in organizations. It places emphasis on environmental and inter- organization forces that influence membership behavior.
3 credit hours.
Prerequisite: None.

MGMT 3113 Operations Management

Students will discuss the application of quantitative techniques to business management. Specifically, the course covers production and operations management techniques such as demand forecasting, production planning and control (PPC) models, inventory management models, linear programming applications to production and operations, project management and an introduction to modern quality management concepts such as TQM.
3 credit hours.
Prerequisite: MATH2103.

MGMT 3123 Human Resource Management

This course covers methods of effective personnel management, types of management situations; a discussion of personnel problems and relations peculiar to each.
3 credit hours.
Prerequisite: None.

MGMT 4403 Strategic Management

This course is a study of administrative processes under conditions of uncertainty, including an integrating analysis applied to all fields of business. Special emphasis is given to policy determination at the management level.
3 credit hours.

Prerequisites: FINC3013, MKTG2003, MGMT2003, BLAW2003.

MKTG 2003 Principles of Marketing

This course is designed to familiarize students with the marketing concept and its importance to the survival and success of any business. Concepts such as identifying and segmenting markets, marketing information systems, market channels and the people in marketing are coordinated with key concepts of the marketing mix, i.e., having the right product at the right price in the right place at the right time, while using the right promotion strategies. This coordination contributes to the profitable functioning of business.
3 credit hours.

Prerequisite: None.

NTWR 1003 Networking Essentials

Students will be provided the basic knowledge and skills to implement a simple local area network, including the OSI and TCP/IP network models, topologies, transmission media, network devices, Ethernet technologies, IP addressing and subnets.
3 credit hours.

Prerequisite: None.

NTWR 2003 Networking II

This course provides advanced knowledge of routers. Emphasis is placed on subnets, routing protocols and access list, and also developing systems from inception.
3 credit hours.

Prerequisite: NTWR1003.

NTWR 2103 Network Defense

This course analyzes security threats to modern networks and the methods used to secure networks against these threats. Topics include the setup and maintenance of boundary barriers; securing device access; using authentication, authorization and accounting systems; implementing firewall technologies; implementing intrusion prevention systems; the use of cryptographic systems; implementing and securing remote access; and the continuing management requirements of maintaining a secure network.
3 credit hours.

Prerequisite: None.

PHIL 1003 Logic and Critical Thinking

Students will be provided an introduction to reasoning and thinking skills applicable to any field. Focus is on recognition informal fallacies and the nature and use of arguments.
3 credit hours. Prerequisite: None.

PHIL 2003 Professional Ethics

A survey of ethical systems with an examination of how such systems can be applied to business, medical, legal, environmental, and personal issues.
3 credit hours.

Prerequisite: None.

PLSC 2003 U.S. Government and Society

This course covers Constitutional principles, political parties, public opinion, civil rights, organization and functions of the executive, judicial and legislative branches and their relationship to modern society.
3 credit hours.

Prerequisite: None.

PSYC 1103 Intro to Psychology

This course is an introduction to the field of psychology, including the investigation of the biological bases of behavior; learning and cognitive processes; developmental and social psychology; and personality, psychopathology, and the treatment of psychological disorders. Students will be expected to complete a research requirement.
3 credit hours.

3 credit hours.

Prerequisite: None.

SOCI 1013 Intro to Sociology

This course is an introduction to the analysis and explanation of culture, personality and social organization. The social processes and mechanisms of interaction involved in the natural process of cultural development, dissemination, assimilation and the institutions of the group.
3 credit hours.

Prerequisite: None

SECTION 11: FACULTY

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