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Welcome

Publication Date: March 15, 2024

These pages provide a guide to academic requirements, resources and facilities at the University of Wisconsin-Green Bay.

- Students entering in Summer 2024, Fall 2024 or Spring 2025 will use this edition (**2024-2025**) to map their academic plans in consultation with faculty and staff advisers.
- Students follow the requirements of the annual catalog that was current when they entered. A student may, however, change to a more recent catalog with permission from their academic adviser.

Quick Links:

- Additional campus information can be found on the UW-Green Bay website (<http://www.uwgb.edu>)
- Please see the UW-Green Bay Mission statement here (<http://www.uwgb.edu/univcomm/about-campus/mission.asp>)

2024-2025 Graduate Catalog

Dates and Information

This catalog is in effect from March 15, 2024 until it is superseded by a new catalog or if an addendum is noted.

All information contained in this catalog was current as of the date listed above. Some of this information may change through action of the University of Wisconsin System Regents and/or the Wisconsin Legislature. New courses may be added and some listed courses may be altered to remain current with needs.

Current fee and tuition information is available through the Student Billing Resources Office. Consult their website at <https://www.uwgb.edu/student-billing/> or the Office of Graduate Studies website at <https://www.uwgb.edu/graduate/cost/overview/>.

Course information for each session is available online in the Schedule of Classes website at <http://sis.uwgb.edu/schedule/>.

For More Information

Office of Graduate Studies
Cofrin Library 109B
University of Wisconsin-Green Bay
2420 Nicolet Dr.
Green Bay, WI 54311-7001
(920) 465-2123

Website: www.uwgb.edu/graduate/ (<http://www.uwgb.edu/graduate/>)
E-mail: gradstu@uwgb.edu
Campus information: (920) 465-2000
TDD (Telecommunications Device for the Deaf): (920) 465-2841

Affirmative Action Policy

In compliance with applicable federal and state regulations, the University of Wisconsin-Green Bay is committed to nondiscrimination, equal opportunity, and affirmative action in its educational programs and employment practices. Inquiries concerning the Affirmative Action Policy may be directed to the Human Resources Office, University of Wisconsin-Green Bay, 2420 Nicolet Drive, Green Bay WI 54311-7001; (920) 465-2390.

Accommodations

UW-Green Bay is committed to providing accommodations for eligible individuals with documented disabilities as defined by federal and state law. In accordance with Board of Regents Policy (UWS 22.01), sincerely held religious beliefs shall be reasonably accommodated with respect to all examinations and other academic requirements. Questions about these policies should be directed to the Dean of Students, University of Wisconsin-Green Bay, 2420 Nicolet Drive, Green Bay, WI 54311-7001; (920) 465-2152.

About UW-Green Bay

- Our Mission (<https://www.uwgb.edu/chancellor/university-mission/mission-statement/>)
- At-a-Glance (<https://www.uwgb.edu/about/>)
- Degrees and Accreditation (p. 6)
- Institutional Learning Outcomes (<https://www.uwgb.edu/provost/institutional-learning-outcomes/>)
- State Authorization for Distance Education (p. 8)
- UW-Green Bay In-Depth (<https://www.uwgb.edu/about/quick-facts/>)

Degrees and Accreditation

Graduate Degrees

- Doctorate of Education (Ed.D.)
- Master of Athletic Training (M.A.T.)
- Master of Business Administration (M.B.A.)
- Master of Public Administration (M.P.A.)
- Master of Science (M.S.)

- Master of Science in Nursing (M.S.N.)
- Master of Social Work (M.S.W.)

Accreditation

Founded in 1965, UW-Green Bay is one of 13 degree-granting institutions in the highly respected, tradition-rich University of Wisconsin System.

The University holds a full 10-year accreditation from the

Higher Learning Commission

230 South La Salle Street, Suite 7-500
Chicago, Illinois 60604-1413

For more information, view the UW-Green Bay affiliated institution profile page (http://www.ncahlc.org/?option=com_directory&Action=ShowBasic&instid=2052) on the Higher Learning Commission website.

Individual programs with accreditations or approvals:

- Art (Art Education, Gallery/Museum Practices, Studio Art); Design Arts, National Association of Schools of Art and Design
- Athletic Training, Commission on Accreditation of Athletic Training Education
- Chemistry, American Chemical Society
- Dietetics component of Human Biology, Academy of Nutrition and Dietetics
- Electrical Engineering Technology, Engineering Technology Accreditation Commission of ABET
- Environmental Engineering Technology, Engineering Technology Accreditation Commission of ABET
- Mechanical Engineering, Engineering Technology Accreditation Commission of ABET
- Mechanical Engineering Technology, Engineering Technology Accreditation Commission of ABET
- Health Information Management and Technology, Commission on Accreditation for Health Informatics and Information Management
- Music, National Association of Schools of Music
- Nursing, Commission on Collegiate Nursing Education
- Registered Dietitian Nutritionists component of Nutrition & Integrated Health, Accreditation Council for Education in Nutrition and Dietetics
- Social Work, Council on Social Work Education
- Teacher Education, Wisconsin Department of Public Instruction

Administration

University of Wisconsin System

Jay Rothman – President

Board of Regents

- Robert Atwell
- Scott Beightol
- Amy Blumenfeld Bogost
- Héctor Colon
- José Delgado
- Michael M. Grebe
- Eve Hall
- Mike Jones
- Tracey L. Klein
- Becky Levzow
- Edmund Manydeeds III
- Andrew S. Petersen
- Cris Peterson
- Corey Saffold
- Carolyn Stanford Taylor
- Karen Walsh
- Kyle M. Weatherly
- Olivia Woodmansee

University of Wisconsin-Green Bay

- Michael Alexander – Chancellor
- Kathleen Burns - Provost and Vice Chancellor for Academic Affairs
- Sheryl Van Gruensven – Vice Chancellor for Business and Finance

State Authorization for Distance Education

Authorization for Distance Education in States Outside Wisconsin

The University of Wisconsin-Green Bay has several online degree programs, a list of which can be found on our website (<https://www.uwgb.edu/academics/online/>).

Distance Learning Education - State Authorization Reciprocity Agreement

Pursuant to Wis. Stats. Ch. 39.85, et. al, the State of Wisconsin is a member of the State Authorization Reciprocity Agreement (SARA) through the Midwestern Higher Education Compact which regulates the manner in which participating institutions may offer distance learning education to students who reside in other states. The University of Wisconsin-Green Bay is a participating institution in M-SARA. The terms and conditions of SARA can be found in the current SARA Policy Manual (<https://nc-sara.org/resources/guides/>). If a student has a complaint that involves distance learning education offered under the terms and conditions of SARA, the student must file a complaint with the institution first to seek resolution. If no resolution is reached, then the student may file a complaint with the Wisconsin Distance Learning Authorization Board (DLAB) in accordance with the State Authorization Reciprocity Complaint Process and available at UW System Student Complaint Process Information (<https://www.wisconsin.edu/student-complaints/>).

For purposes of this process, a complaint shall be defined as a formal assertion in writing that the terms of this agreement, or of laws, standards or regulations incorporated by the State Authorization Reciprocity Agreements Policies and Standards have been violated by the institution operating under the terms of SARA.

Additional information can be found at The Distance Learning Authorization Board's Frequently Asked Question (<http://www.heab.state.wi.us/DLAB/faq.html>) resource.

Approved SARA Institutions in Wisconsin

A list of approved SARA Institutions in Wisconsin is included in the NC-SARA Directory (<https://www.nc-sara.org/directory/>).

National Council for State Authorization Reciprocity Agreements Complaint Process

Pursuant to the United States Department of Education's Program Integrity Rule, the University of Wisconsin-Green Bay is required to provide all prospective and current students with the contact information of the state agency or agencies that handle complaints against postsecondary education institutions offering distance learning or correspondence education within that state. Students are encouraged to utilize UW-Green Bay's internal complaint or review policies and procedures through the Office of Student Affairs prior to filing a complaint with a state agency or agencies.

The State Authorization Guide (<https://nc-sara.org/guide/state-authorization-guide/>) provided by NC-SARA includes the contact information for each state's agency for complaints regarding SARA and non-SARA institutions.

Colleges

The University of Wisconsin - Green Bay offers graduate degree and certificate programs in all four of our colleges. Select the college below for more information about each college, including lists of the graduate programs they offer.

Austin E. Cofrin School of Business (p. 8)

College of Arts, Humanities and Social Sciences (p. 9)

College of Health, Education and Social Welfare (p. 9)

College of Science, Engineering and Technology (p. 10)

Austin E. Cofrin School of Business

Mission Statement

The Austin E. Cofrin School of Business is a community of teachers, scholars, professionals, and learners dedicated to advancing the economic prosperity and entrepreneurial spirit of northeastern Wisconsin through partnerships, quality educational programs, and impactful research.

We achieve this mission through the following actions:

- Addressing the educational imperative to increase access to, and completion of, quality baccalaureate and masters-level business degrees within UW-Green Bay's 16 county footprint in northeastern Wisconsin.
- Intentionally seek a student body representative of the diverse, multicultural communities of NE Wisconsin that UW-Green Bay serves as a public regional comprehensive university.
- Providing transformative undergraduate and graduate business degree programs that emphasize the use of high impact practices to prepare learners to ethically and critically address complex issues and deliver innovative socially responsible solutions.
- To instill in our learners a philosophy that the positive power of business drives economic, social, and environmental progress.
- Recognizing our role as an anchor institution, to develop and sustain meaningful partnerships that facilitate the exchange of knowledge and resources with key stakeholders, including students, alumni, faculty, businesses, and other organizations and individuals that comprise our community.
- Building a diverse community of professionals who continually seek to enhance their core proficiencies through professional development and reflective practice, and a faculty who participate in high quality and impactful scholarship that incorporates discovery, application, and teaching and learning.

Values Statement

In pursuit of service to our students and community, the Austin E. Cofrin School of Business stresses core values in:

- **Community engagement:** a recognition of our responsibility to act as an anchor institution and through open dialog and partnership create shared opportunities and broad benefits across Northeastern Wisconsin.
- **Leadership:** a commitment that inclusivity, team-work, and interdisciplinary study enhance our ability to think creatively, act ethically, practice informed decision-making, and lead change.
- **Innovation:** a shared belief that reflection and calculated experimentation leads to a problem-solving mindset and continual progress in teaching, scholarship, and business evolution.
- **Sustainability:** a recognition of the power and responsibility of business to innovate sustainable social, environmental, and economic practices.
- Master of Business Administration (p. 49)
- Master of Science in Data Science (p. 67)
- Master of Science in Management (p. 86)
- Data Science Certificate (p. 110)

College of Arts, Humanities and Social Sciences

The College of Arts, Humanities and Social Sciences offers over thirty credentialing options at both the graduate and undergraduate levels, including majors and minors in the visual and performing arts, humanities, communication, writing, computer and information sciences, and social sciences. Our faculty takes pride in their engagement with students through traditional, online, and blended delivery methods. We create unique communities of learners that engage critically and creatively around issues, problems, and solutions. In addition, the College supports community engagement through arts and culture programming, speaker series, outreach events, and community-based research. Central to our mission is the promotion of problem-based, engaged learning through close relationships with our students to ensure successful, fulfilling careers and lives. The College of Arts, Humanities and Social Sciences develops students who:

- Are critical and creative thinkers
- Engage in high impact, hands-on learning experiences
- Learn in a diverse and inclusive environment in order to enable success and understand a global, multicultural world
- Develop an understanding of civic and global citizenship and promote this through our community connections
- Can adapt to change and promote improvement
- Master of Public Administration (p. 51)
- Master of Science in Sport, Exercise, and Performance Psychology (p. 96)
- Emergency Management, Planning and Administration (p. 111)

College of Health, Education and Social Welfare

The College of Health, Education, and Social Welfare (CHESW) offers educational programs that are transforming in terms of developing a broader worldview, gaining new knowledge and skills, and preparing for a chosen profession. Through field experience in degree programs, students are offered

the opportunity to connect within communities. Graduates contribute to the greater good of communities as teachers, nurses, social workers, health information specialists, innovators, and leaders. CHESW programs include:

- The Professional Program in Education (<http://www.uwgb.edu/education/>) offers a Bachelor of Science in Education with specialization options ranging from teaching Early Childhood to Adolescence. Each student completes student teaching providing hands-on learning on how to be an effective leader in the classroom. A graduate program, Master of Science in Applied Leadership in Teaching and Learning, and several dual listed courses (for both undergraduate and graduate credit) are available.
- The Nursing and Health Studies Unit (<http://www.uwgb.edu/nursing/>) provides a range of online and face-to-face program options to acquire a Bachelor of Science in Nursing or Bachelor of Health Information Management and Technology. It also offers graduate degrees: Master of Science in Nursing Leadership and Management and Master of Science in Health and Wellness Management, as well as certificates in health-related areas (Management in Health Systems and Nursing Leadership). Students complete relevant practicum experiences in degree programs. Dual listed courses (for both undergraduate/graduate credit) are available.
- The Professional Programs in Social Work (<http://www.uwgb.edu/socwork/>) offers both a bachelor's degree in Social Work and a Master of Social Work (MSW) degree. Students complete field practicums for both degrees, providing hands-on learning in a variety of social service fields. The MSW Program also offers a school social work certificate for current and post-MSW students.

For further information about CHESW, go to <https://www.uwgb.edu/chesw/>

- Doctorate of Education in Applied Leadership (p. 39)
- Doctorate of Education in First Nations Education (p. 41)
- Master of Science in Applied Leadership for Teaching and Learning (p. 58)
- Master of Science in Health and Wellness Management (p. 84)
- Master of Science in Nursing Leadership and Management (p. 90)
- Master of Social Work (p. 101)
- Coaching Certification (p. 108)
- Nursing Leadership/Management Certificate (p. 116)
- School Social Work Certificate (p. 118)
- Sustainability & Wellbeing Certificate (p. 119)

College of Science, Engineering and Technology

The College of Science, Engineering and Technology offers a diverse array of graduate degrees through the departments of Human Biology, Natural and Applied Sciences, and the Richard J. Resch School of Engineering. These include online master's degree programs in Applied Biotechnology, Cybersecurity, and Sustainable Management, as well as traditional face-to-face programs in Athletic Training, Environmental Science and Policy, and Nutrition and Integrated Health. Faculty in the College are accomplished teachers and scholars who provide high quality instruction and hands-on teaching and research experiences to students in laboratory and field settings. The College has consistently obtained funding from local, state, and federal sources to support on-campus and community-based research projects that actively engage graduate students. The College also supports two seminar series (Human Biology and Natural and Applied Sciences) and several student organizations, while also providing numerous named scholarships for students. The state-of-the-art laboratory and research facilities include a human cadaver laboratory, an instrumentation laboratory, a scanning electron microscope, a cybersecurity laboratory, and numerous other research laboratories. In addition to the laboratory and research facilities associated with Human Biology, Natural and Applied Sciences, and the Resch School of Engineering (including the Brown County STEM Innovation Center and newly renovated space for Electrical Engineering), the College also includes the Cofrin Center for Biodiversity and the Environmental Management and Business Institute (EMBI), which both provide research and internship opportunities. The College also has a partnership with the Medical College of Wisconsin-St. Norbert Campus, with faculty in Human Biology providing instruction to Medical College of Wisconsin students.

Students in the College of Science, Engineering and Technology will have the opportunity to:

- Gain important knowledge and skills pertinent to their chosen field of study.
- Develop critical thinking, problem solving, and communication skills.
- Engage in hands-on teaching and research experiences.
- Utilize modern laboratories and equipment.
- Learn in an interdisciplinary environment that promotes diversity, equity, and inclusion.
- Become a complete student and citizen by participating in internships, co-ops, travel courses, student organizations, and other extracurricular activities.
- Fully prepare themselves for their next professional ambition – whether it be employment, further credentialing, or graduate/clinical education.
- Master of Athletic Training (p. 45)
- Master of Science in Applied Biotechnology (p. 55)

- Master of Science in Biodiversity Conservation and Management (<https://catalog.uwgb.edu/graduate/graduate-programs/biodiversity-conservation-and-management-ms/>)
- Master of Science in Cybersecurity (p. 63)
- Master of Science in Environmental Science and Policy (p. 68)
- Master of Science in Nutrition and Integrated Health (p. 93)
- Master of Science in Sustainable Management (p. 99)

- Applied Bioinformatics Certificate (p. 106)
- Biodiversity and Conservation Science Certificate (p. 106)
- Climate Leadership Certificate (p. 107)
- Conservation Data Management Analysis (p. 109)
- Conservation Leadership, Policy, and Management Certificate (p. 110)
- ESG Certificate (p. 112)
- Foundations of Biodiversity Conservation and Management Certificate (p. 113)
- Sustainability and Wellbeing Certificate (p. 119)

General Information

- Academic Rules and Regulations (p. 16)
- Admissions (p. 11)
- Campus Maps (<http://www.uwgb.edu/maps/>)
- Emergency and Parental Notification Policy (p. 36)
- Graduate Assistantships (p. 15)
- Graduat (p. 26)ion
- Tuition and Fees (p. 37)
- University Calendars (p. 38)

Admissions

- Admission Standards (p. 14)
- Admission Process (p. 11)
- Application (p. 15)
- Tuition and Fees (<https://www.uwgb.edu/student-billing/tuition-fees/>)

Admission Process

The admission process is initiated by an applicant submitting an online application to UW System Admissions Application website (wisconsin.edu) (<https://apply.wisconsin.edu/homepage/>). UW-Green Bay receives confirmation of application and payment information within 1-2 business days. Upon receipt, the Graduate Studies Office reviews applications and notifies applicants of materials needed to complete their file.

When an applicant's file is complete, it is reviewed by the program's designated Admissions Committee. The Admissions Committee notifies the Office of Graduate Studies of their decision and further detail identified during the review process, including but not limited to, prerequisite course requirements, work history, and GPA. The Office of Graduate Studies verifies the Admissions Committee review and confirms a baccalaureate degree conferral date, cumulative GPA of all coursework combined*, and reviews the applicant for a Phoenix Scholar award.

The Associate Vice Chancellor for Graduate Studies and Research, on the advice of the committee, documentation by the applicant, and review by the Office of Graduate Studies either admits, provisionally admits, or denies the applicant's admission. If an applicant is denied admission, reasons for the denial will be provided upon request by the Office of Graduate Studies, along with an explanation of available options. Students denied admission may request reconsideration from the Associate Vice Chancellor for Graduate Studies and Research. A Special Petition General Form (<https://sis.uwgb.edu/ngforms/?formid=49bd35c0-a4bf-41ca-b63e-adc1a77d574d&Clear=Y>) found on the Graduate Studies website must be submitted, and should include a rationale for reconsideration. Applicants who have been denied admission may reapply after the lapse of one semester.

*In practice, the Office of Graduate Studies requires official transcripts from all postsecondary institutions of higher learning from which nine or more credits have been attempted. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. The University of Wisconsin-Green Bay retains the right to request additional official transcripts from all/or additional postsecondary institutions of higher learning attended by an applicant. Common examples include, but are not limited to, situations regarding verification of the completion of program prerequisites, degree conferral, or situations in which a student's GPA is near or below the required 3.0 standard for admission. Official transcripts

are always required for the transferring of graduate credits. Official transcripts must be sent directly from the institution to UW-Green Bay. Uploaded transcripts from students may not be accepted.

Letter of Admission

A letter of acceptance is sent to each student upon admission to the graduate program. This information appears on the letter:

Student Number

The permanent student number of each applicant is a University-assigned identification number.

Starting Term

Indicates spring, summer, or fall term admission.

Type of Entry

Indicates the graduate degree or certificate program, or if the student is granted Graduate Special (p. 25) admission.

Tuition Status

Indicates resident or nonresident status.

Conditions

Indicates admission status such as provisional admission.

Graduate Degree Residency Requirement

- A minimum of 50% of graduate credits must be earned in residence at UW-Green Bay.
- A minimum of 50% of graduate credits must be earned at the 700-level or higher.
- A maximum of 50% of graduate credits may be earned as a Graduate Special student at UW-Green Bay prior to matriculation into the graduate degree program.

Admission with Advanced Standing

All graduate course work completed at UW-Green Bay or at other graduate schools prior to admission to a graduate degree program is evaluated by the student's Graduate Advisor or Graduate Faculty Committee. Credit by examination or for prior learning may not be used to meet degree requirements. Prior learning and experience may be applicable to demonstrate competencies for admission or to meet course requisites. More information is available on the Institution Assessment website (<http://www.uwgb.edu/oira/>) about Credit for Prior Learning requirements and options.

Conditional Admission

Conditional Admission is limited to international students who meet Full Admission criteria, but still require evidence of language competency. Students must be admitted to an approved language program, with the Office of International Education working with students to coordinate options and document program completion to the Office of Graduate Studies. Conditional Admission is a promise to admit a student to a graduate program upon satisfactory completion of an approved language program.

Provisional Admission

Students who do not meet the minimum 3.0 GPA requirement or who have other deficiencies may be admitted on a provisional basis. Provisionally admitted students who receive at least a B grade in courses totaling nine credits of graduate work after acceptance will be fully admitted.

Transfer Credit Policy

Transfer credit is defined as credit earned at an institution other than UW-Green Bay that is to be applied to UW-Green Bay graduate degree requirements. Acceptance of transfer credits is determined by a credit review by the student's Graduate Advisor or Graduate Faculty Committee. Acceptance of the transfer credits is subject to review and approval by the Office of Graduate Studies and the Associate Vice Chancellor for Graduate Studies and Research. (see academic transfer policy) (p. 32)

Use of Special Petition

Requirements sometimes may be modified or adapted to take into account a student's special educational or program needs. A request to modify a graduate program academic requirement is submitted to the Associate Vice Chancellor for Graduate Studies and Research on a special petition form. The forms are available online at <https://www.uwgb.edu/graduate/students/forms/>. If a change in a program requirement is being requested, the petition

should include a statement from the Graduate Advisor and the Graduate Program Chair explaining the change. Prior coursework can also be considered and substituted to meet degree requirements via approval of the Graduate Program Chair.

Active/Inactive Status

Matriculated students are considered inactive if they have not enrolled for coursework in a single semester. To return to UW-Green Bay, inactive students must contact the Office of Graduate Studies for instructions on how to reapply. Returning students must be formally readmitted before they can re-enroll in classes. Inactive students who are required to reapply must meet the admission standards in effect at the time of readmission and are expected to meet degree requirements in effect at that time as well.

Admission Process

The admission process is initiated by submitting the completed application form to the Office of Graduate Studies at www.uwgb.edu/graduate/ (<https://www.uwgb.edu/admissions/graduate/>). The office notifies applicants whose files are incomplete. When the file is complete, official transcripts of previous undergraduate work and any graduate courses are examined and factors affecting either admission to the graduate program or acceptance of transfer credits are noted.

The file is reviewed by the Admissions Committee of the program specified on the application form. The Associate Vice Chancellor for Graduate Studies, on the advice of the committee, either admits, provisionally admits, or denies the applicant admission.

If an applicant is denied admission, reasons for the denial will be provided upon request from the applicant to the program chair, along with an explanation of available options. Students denied admission may request reconsideration by writing to the Associate Vice Chancellor for Graduate Studies. The request should include a rationale for reconsideration. Applicants who have been denied admission may reapply after the lapse of one semester.

Letter of Admission

A letter of acceptance is sent to each student upon admission to the graduate program. This information appears on the letter:

Student Number

The permanent student number of each applicant is a University-assigned identification number.

Starting Term

Indicates spring or fall term admission.

Type of Entry

Indicates the graduate degree program.

Tuition Status

Indicates resident or nonresident status.

Conditions

Indicates admission status such as provisional admission.

Graduate Special Student (GSP)

Persons holding baccalaureate degrees or higher who wish to enroll in graduate courses at UW-Green Bay but who do not wish to pursue a graduate degree or participate in the graduate program may enroll as a special student.

Graduate credit will be awarded provided the student registers in graduate-level courses as a graduate special student and pays graduate fees. Credits for which neither graduate fees were paid nor graduate credit awarded cannot be retroactively converted to graduate credits. Graduate special students are not eligible for Independent Study or Internships. A graduate special student who decides to pursue a UW-Green Bay graduate degree must submit an application form to enter the degree program. Often the credits earned as a graduate special student may be applied toward the M.S. degree; however, this is not guaranteed.

Graduate Degree Residency Requirement

A minimum of 15 graduate credits must be earned in residence at UW-Green Bay.

Admission with Advanced Standing

All graduate course work completed at UW-Green Bay or at other graduate schools prior to admission to the M.S. degree program is evaluated by the student's adviser or graduate faculty committee. A maximum of 15 credits may be accepted from other institutions. A maximum of 15 credits may be earned as a graduate special student (GSP classification) at UW-Green Bay prior to matriculation into the degree program.

Credit by examination or for prior learning may not be used to meet degree requirements. Prior learning and experience may be applicable to demonstrate competencies for admission or to meet course requisites. More information is available on the Institution Assessment website (<http://www.uwgb.edu/oira/>) about Credit for Prior Learning requirements and options.

Graduates of UW-Green Bay's Professional Development Certificate (PDC) program may receive up to 12 credits through the credit for prior learning process and apply them toward the area of emphasis requirement for the Applied Leadership for Teaching and Learning Master's Degree. Graduates of the PDC program should contact the chairperson of Applied Leadership for Teaching and Learning to obtain details about the credit for prior learning process.

Transfer Credit Policy

Transfer credit is defined as credit earned at an institution other than UW-Green Bay that is to be applied to UW-Green Bay master's degree requirements. Acceptance of transfer credits is determined by a credit review by the Registrar's Office and development of a program plan which includes the credits as part of a coherent program of study. Acceptance of the transfer credits is subject to review and approval by the Associate Provost for Academic Affairs and Director of Graduate Studies. General guidelines for evaluating potential transfer credits are:

- A maximum of 15 semester credits of graduate work may be accepted as transfer credits.
- A letter grade of A or B must be earned in each course transferred.
- The courses must contribute to a coherent program of study.
- The institution granting the credit must be regionally accredited at the master's degree level.
- The credits must be reasonably recent, usually earned within the five years prior to admission.
- Credits earned through extension courses offered or sponsored by universities outside of the state of Wisconsin will be subject to particular scrutiny.
- Credits earned under conditions that make them unacceptable toward a degree at the institution where the credits were earned will not be accepted by UW-Green Bay.

Use of Special Petition

Requirements sometimes may be modified or adapted to take into account a student's special educational or program needs. A request to modify a graduate program academic requirement is submitted to the Associate Provost for Academic Affairs and Director of Graduate Studies on a special petition form. The forms are available online at www.uwgb.edu/graduate/forms (<http://www.uwgb.edu/graduate/forms/>). If a change in a program requirement is being requested, the petition should include a statement from the major professor or graduate adviser and the graduate program chair explaining the change. Prior coursework can also be considered and substituted to meet degree requirements via approval of the faculty representative who can approve substitutions.

Active/Inactive Status

Matriculated students are considered inactive if they have not enrolled for four or more consecutive semesters without notifying the Office of Graduate Studies by filing a request to leave. They must be formally readmitted before they can re-enroll in classes. Inactive students required to reapply must meet the admission standards in effect at the time of readmission and are expected to meet degree requirements in effect at that time as well. The application fee does not apply to students seeking readmission after a period of inactivity.

Admission Standards

Applications are monitored by staff in the Office of Graduate Studies. When an application is complete and meets all of the below requirements, the file is forwarded to and evaluated by graduate faculty in the applicable graduate degree program. A final admission decision is made by the Associate Vice Chancellor for Graduate Studies and Research upon graduate faculty recommendation.

While UW-Green Bay has a basic admission policy for graduate study, a philosophy of personalized admission assures that each applicant is considered individually. Entry requirements for full admission include the following, however some programs may require additional supplemental materials based on their program's criteria.:

- A baccalaureate degree from a regionally accredited institution.
- UW Admission Application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
- A minimum 3.0 grade point average (GPA), measured on a 4.0 scale.* Students from schools not using a grading system will be evaluated on an individual basis.
- Official transcripts from all postsecondary institutions of higher learning where the applicant has earned 9 or more credits.

- A non-refundable graduate application fee.
- Additional prerequisites for entrance to the specific program chosen.

*Students who do not meet the minimum 3.0 GPA requirement or who have other deficiencies may be admitted on a provisional basis. Provisionally admitted students who receive at least a B grade in courses totaling nine credits of graduate work after acceptance will be fully admitted.

International students are required to provide the following additional materials:

- A test of English proficiency (Duolingo, TOEFL, or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org).

Application

The admission process begins by reviewing the Office of Graduate Studies website for graduate program information and admissions criteria. UW-Green Bay highly recommend applicants reach out to the graduate program chair prior to beginning the admission process. Each program chair is highly knowledgeable about their program(s) and can offer advice, program options, and career potential.

Each graduate program may have additional requirements, including prerequisite courses and additional steps to apply. Minimum graduate admissions criteria include the following materials, however, please visit the program websites for a full list of required items. Minimal requirements include:

- UW System online application form (apply.wisconsin.edu)
- \$56 application fee
- Official transcripts from all colleges and universities previously attended. If you completed less than 9 credits at a single institution, official transcripts are not required unless the courses were prerequisites required for admission or if they are approved transfer credits. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. UW-Green Bay retains the right to request additional official transcripts from all postsecondary institutions of higher learning attended by the applicant. Transcripts must include the following documentation:
 - Baccalaureate degree from a regionally accredited institution
 - 3.0 grade point average, on a 4.0 scale. Applicants with a grade point average of less than 3.0 may be considered for provisional admission.
- References are required as determined by each individual program. Please visit their admissions requirements for details

International Applicants

In addition to the above list of requirements, all International applicants (<https://www.uwgb.edu/graduate/international-students/overview/>) must also provide the following documentation. International students requesting a student visa need to complete their application and receive an official admission letter by November 1 for spring admissions, and June 1 for fall admissions. For more information about attending UW-Green Bay as an International Student, please see the Office of Graduate Studies website (<https://www.uwgb.edu/graduate/international-students/overview/>).

- In lieu of transcripts, applicants who earned their undergraduate degree outside of the United States must provide a course-by-course Evaluation of Foreign Credentials from a professional evaluation service currently recognized by NACES (www.naces.org (<https://www.naces.org/>)) for review. UW-Green Bay recommends one of the following evaluation services. These professional evaluations must be sent directly to UW-Green Bay's Office of Graduate Studies at gradstu@uwgb.edu. If the applicant's degree was granted from an institution within the United States, they may send official transcripts instead of an evaluation.
 - Educational Credential Evaluators (ECE) <http://www.ece.org/> (<https://www.ece.org/>)
 - World Education Services (WES) <http://www.wes.org/> (<https://www.wes.org/>)
- Every applicant whose native language is not English, or whose undergraduate instruction was not provided in English, must submit an English proficiency test score. Scores more than two years old will not be accepted. Full admission to the graduate school requires one of the following test scores:
 - Duolingo English Test (<https://englishtest.duolingo.com/applicants/>) - minimum score of 110. All Duolingo test scores can be emailed to gradstu@uwgb.edu from Duolingo.
 - International English Language Testing System (IELTS) (<https://www.ielts.org/>) - minimum composite score of 6.5. IELTS unofficial test scores can be emailed to gradstu@uwgb.edu. The Office of Graduate Studies will verify official scores through the IELTS website.
 - Test of English as a Foreign Language (TOEFL) (<https://www.ets.org/toefl.html>) - minimum score of 79 iBT (or 550 on the PBT). All TOEFL scores should be sent directly to the Office of Graduate Studies from the testing service. The institution code for the TOEFL is 1859.

Graduate Assistantships

"Graduate Assistant" is a formal title, defined in the University of Wisconsin system Administrative Policy 1276 TITLE DEFINITIONS (<https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/title-definitions/>) (appendices 1 and 1a) as a graduate student employed by and assigned responsibilities in an instructional department. Graduate Assistants (GAs) are approved and processed by the Office of Graduate Studies, which requires hiring units to abide by all Graduate Studies, UW-Green Bay, UW System, and State of Wisconsin policies, guidelines, and laws. GAs are unclassified, salaried, exempt employees hired under a fixed-term, terminal contract.

Graduate Assistants are awarded on a competitive basis to graduate students who best meet the requirements of the position and listed below. The assistantship should not interfere with the student's educational goals; rather aid in the prompt and successful completion of the degree program while supporting the hiring department. GAs not only make progress toward an advanced degree, they also receive work experience in their profession under the supervision of graduate faculty. Typical duties include serving as a classroom assistant in a laboratory or discussion section, assisting in a center or institute, serving as a research assistant, and other duties as assigned by the program chair.

Note: graduate students can be employed as Student Assistants or Project Appointments - hourly employees - but Student Assistants and Project Appointments are not GAs even though they may be a graduate student.

Eligibility for Employment

Graduate Assistantships are competitive, and financial need is not the basis for a hiring decision. A graduate student must satisfy all the minimum requirements and conditions listed below.

- Admitted in full academic standing in a UW-Green Bay graduate degree program (the graduate degree is conferred by UW-Green Bay). Graduate Special, certificate students, and degree students admitted provisionally, on academic probation, or academic suspension are not eligible.
- Enrolled in a minimum 6 graduate degree credits each academic term, and a maximum of 15 credits each academic year of employment.
- Maintains a minimum cumulative grade point average of 3.0.
- Shows satisfactory academic progress toward degree completion, as defined by the graduate program.
- Is within the length of time-to-degree for graduation (i.e. masters students have five years to complete their degree; doctorate students have seven years to complete their degree).

Conditions of Employment

- Students must apply online for a GA position or express interest when asked by the Office of Graduate Studies or faculty supervisors (such as returning GAs).
- GAs must work a minimum of 13.5 hours per week to qualify for fringe benefits, and can work a maximum of 20 hours per week as a GA.
 - Domestic students may be hired into a GA position and an hourly position at the same time, for a maximum of 40 hours per week, total.
 - International Students can work a maximum of 20 hours per week in any combination of on-campus employment. The Office of International Education will assist with obtaining a Social Security Number.
- GAs cannot hold a GA in an academic department in which they were denied admission to their graduate program.
- GAs cannot have responsibilities pertaining to a course in which they are enrolled, with the exception of laboratory preparation.

Additional Considerations

- GAs enrolled in study abroad courses are not entitled to salary during study abroad activity, except when: (1) student joins a study abroad activity as a research assistant, but does not register for the course, or (2) GAs make up for the missed time within the dates of the contract period and at the discretion of their supervisor.
- Non-resident and International GAs qualify for a waiver of the non-resident portion of their tuition if their contract is for a minimum of 13.5 hours per week.

For more information on the application process, please visit: <https://www.uwgb.edu/graduate/students/assistantships/>

Academic Rules and Regulations

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Absence and Attendance Policy

Class Attendance

A student is expected to attend all class sessions. Failure to attend class does not alter academic or financial obligations. If, for any reason, a student is unable to attend classes during the first week of the semester or session, they are responsible for notifying the instructor(s), in writing, of the reason for nonattendance and indicate intentions to complete the course. Failure to attend classes during the first week of the semester or session may result in an administrative drop by the instructor. Registered students are obligated to pay all fees and penalties as listed on the fee schedule.

Other Attendance Policies

- Absence due to inclement weather. For more information, see Attendance and the Weather (<http://www.uwgb.edu/provost/policies/storm.asp>).
- Absence for funerals or a death in the family. For more information, see Bereavement Policy (<http://www.uwgb.edu/dean-of-students/assistance-advocacy/bereavement-policy.asp>).
- Student Religious Beliefs: In accordance with Board of Regents Policy (UWS 22.01), sincerely held religious beliefs shall be reasonably accommodated with respect to all examinations and other academic requirements. Questions should be directed to the Dean of Students (dosmail@uwgb.edu); (920) 465-2152
- Absence due to Disability: UW-Green Bay is committed to providing accommodations for eligible individuals with documented disabilities as defined by federal and state law. Questions should be directed to Student Accessibility Services (<https://www.uwgb.edu/student-accessibility-services/>) (920) 465-2481

Academic Forgiveness

Academic Forgiveness is not available at the graduate level.

Academic Standing

All students are expected to maintain certain standards of academic achievement while enrolled at the University. The University is concerned about students whose academic achievements indicate that they are not meeting the expectations of their instructors, or who are experiencing other problems that may be interfering with their studies.

- A 3.0 or better end-of-term cumulative GPA results in continuing **Good Standing**.
- A 2.0 to 2.999 end-of-term cumulative GPA results in **Academic Probation** status.
- A 1.999 or less end-of-term cumulative GPA results in **Academic Suspension** status.

Action on part-time students is withheld until at least nine credits are attempted at UW-Green Bay.

If a student is provisionally admitted with a low undergraduate GPA, that student must complete the first 9 graduate credits at UWGB with a minimum GPA of 3.0. If the student fails to meet this provision, they will be suspended.

Moving from Probation to Good Standing or Suspension

- A student on Probation who earns a 3.0 or better end-of-term cumulative GPA returns to Good Standing.
- A student on Probation carrying a 2.999 or less end-of-term cumulative GPA after attempting a cumulative total of 15 or more credits at UW-Green Bay has academic Suspension status.

Suspension Review Process

- At the time a student earns academic Suspension, a graduate committee identified by each program reviews the student's record up to that time and recommends for Continued Enrollment or for academic Suspension status to take effect. For thesis/dissertation-based programs, the review committee must consist of the student's graduate committee plus the program chair. In situations in which a student-specific graduate committee

does not exist, then the program must form a committee consisting of the program chair, the student's advisor, and a minimum of one additional member from the programs executive committee. All committees must contain a minimum of three faculty.

Appeals Process

Students seeking to appeal their Academic Suspension are required to submit an online Suspension Petition Form (<https://sis.uwgb.edu/ngforms/?formid=92323821-e622-4407-96e6-432fa6ee30ac&Clear=Y>) by the deadline indicated on their formal Academic Suspension Letter. Suspension Petition Forms are available online from the Office of Graduate Studies website (<https://www.uwgb.edu/graduate/forms/>). Student appeals are reviewed by their graduate academic program. If a petition is denied, students have the right of one final appeal to the Associate Vice Chancellor for Graduate Studies and Research. All decisions by the Associate Vice Chancellor for Graduate Studies and Research are final.

Readmission Following Academic Suspension

The period of the first Academic Suspension is no less than one regular semester (fall or spring term). A student seeking readmission to the University after the expiration of the Academic Suspension must submit a formal application for admission through the Office of Graduate Studies. Readmission is not guaranteed. A written request for readmission must be included within the application *Statement of Intent*. A student who is readmitted after Academic Suspension will be placed on suspension waiver. If a student subsequently fails to regain good academic standing after re-admittance, a second suspension will be incurred. The second suspension shall be for a period of no less than two regular semesters (fall or spring terms).

Audit Students

Auditing is not available at the graduate level.

Calendars

Official University Calendars

- **Academic Calendar:** Official calendar of activity for the school year (term dates, registration dates, breaks and holidays, etc.)
- **Administrative Calendar:** Calendar relating to curricular change, timetable, and personnel evaluations
- **Registration Calendars (Fall/January/Spring/Summer):** Calendar of specific registration/academic action deadlines (add/drop/withdrawals, late registration, and fee implications of selected academic actions)
- **Final Exam Calendar:** Final exam schedule for the semester in session

Cancellation

A Cancellation occurs when a student disenrolls all course sections for a term prior to classes beginning.

- If a student cancels their admission or enrollment, they are not eligible to re-enroll in the subsequent semester.
- A student who cancels must re-apply for admission.

Course Adds

Add one or more courses to a schedule and/or change course load.

Course Adds during the First Two Weeks¹ (Semester-long courses at UW-Green Bay)

Enrolled students are able to add individual regular, 14-week semester-long courses during the first two weeks of the fall/spring semester with no academic grade assigned and no financial penalty². Please check the [Registration Calendar](http://www.uwgb.edu/registrar/calendar/registration/) (<http://www.uwgb.edu/registrar/calendar/registration/>) for these deadline dates.

Late Course Adds (Semester-long courses at UW-Green Bay)

- *Week 3 to last day of classes:* Students must submit a faculty-approved Late Add form. Students will be assessed a late add fee for each course.
- *Students are not able late add courses once final examinations have begun for the semester.*

Notes:

1. Summer sessions, January Interim and courses less than 14 weeks have shorter add deadlines. Please check the Registration Calendar (<https://www.uwgb.edu/registrar/registration-calendar/>) for summer or January interim course deadlines.
2. Collaborative programs offered at UW-Green Bay have different start and end dates of the semester which means the add deadlines or financial deadlines may differ than described above.

¹ A week is defined as 7 calendar days, beginning on the first day of a term or session, for the purposes of adds, drops or withdrawal deadlines.

² Tuition refunds and/or withdrawal fees vary by length of course and date of transaction. Please consult the Fee deadlines for the appropriate semester on the Bursar website for more details (<http://www.uwgb.edu/bursar/term-deadline-calendar/>). Please note that financial deadlines are different from academic deadlines.

Course Drops

Remove one or more courses from a schedule but remained enrolled in at least one credit.

Course Drops during the First Two Weeks ¹ (*Semester-long courses at UW-Green Bay*)

Enrolled students are able to drop *individual* regular 14-week semester-long courses during the first two weeks of the fall/spring semester with no academic grade assigned or financial penalty². Students in courses that are less than 14 weeks in duration can drop the course with no grade assigned, during the 1st week.

Late Drop (*Semester-long courses at UW-Green Bay*)

- *Week 3 to week 6*: Students can drop classes on their own and a DR (drop grade) will appear on the transcript.
- *Week 7 to the end of the term*: Drops are not allowed. Students must submit a Late Drop Petition (p. 30) which must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late drop is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course. A DR (drop grade) will appear on the transcript.

Late Drop (Courses less than 14 weeks in duration)

- From the start of week two until half the course duration (50%), a student may drop the course, and a DR (drop grade) will appear on the transcript.
- Following one day after half the course duration, a student must submit a Late Drop Petition (p. 30) which must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late drop is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course.

Financial adjustments for course drops vary based on the effect on course load and timing of the drop. Consult the Bursar fee information for these dates.

¹ A week is defined as 7 calendar days, beginning on the first day of a term or session, for the purposes of adds, drops or withdrawal deadlines.

² Tuition refunds and/or withdrawal fees vary by length of course and date of transaction. Please consult the Fee deadlines for the appropriate semester on the Bursar website for more details (<http://www.uwgb.edu/bursar/term-deadline-calendar/>). Please note that financial deadlines are different from academic deadlines.

Course Requisites

Prerequisites:

Requisites indicate the minimum level of proficiency or background knowledge needed to successfully achieve course objectives. Requisites are enforced, included in the course descriptions and are indicated in the Schedule of Classes by the designation P.

Recommended courses:

Recommended courses are typically lower-level courses that students are advised to complete prior to enrolling in a course. They are advisory (i.e., not enforced), so students may enroll without completing prior recommended courses, but they do so at their own risk. Recommended prior courses are indicated in the course descriptions by the designation REC.

Course registration restrictions (other than requisites):

Course can have other restrictions preventing enrollment.

Closed course:

no seats are available

Reserves:

seats are held for a certain period of time for students in a certain class level, student group or major/minor

Time conflict:

two courses delivered at the same time

Consent:

student must gain instructor or department consent to enroll

Auditions

In performance courses requiring an audition, students are responsible for making their own arrangements for the audition before classes begin.

Credit Hour

A credit hour is an amount of work represented in intended student learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than one hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fourteen weeks for one semester, or the equivalent amount of work over a different amount of time, or the equivalent amount of work for other activities as established by the University including but not limited to graduate work, internships, practica, studio work, and other academic work leading toward the awarding of credit hours.

Credit Load

Credit load is the total amount of credits a student is enrolled in at a given time in a term, for example, after initial registration or at the end of a semester. All credits, regardless of grading status, count toward credit load for certain purposes.

Maximum Credit Load

A student in good standing may register for a maximum of 15 credits during any regular session of fall, spring semester and may register for a maximum of six credits in the January Interim semester, no exceptions. In summer there is no credit plateau for graduate students, a student is still limited to a maximum of 15 graduate credits in summer and pays tuition/fees per each credit of enrollment.

A student who wants to enroll in more than 15 credits in fall, spring or summer must obtain written approval in advance from their faculty or academic adviser, using the credit overload petition before the first day of classes. Once approved, course(s) enrollment can be completed. Additional tuition and fees will apply. No overload petitions are accepted for the January semester.

Minimum Credit Load

A specific minimum number of credits (excluding audit credits) that a student must carry to be eligible for certain programs and benefits for financial aid or veteran's benefits.

Cross-Listed Courses

Cross-listed courses are offered to undergraduate and graduate students at the same day and time.

Developing a Cross-listed Course

Cross-listed courses are distinguished from undergraduate and graduate work with slash numbers. For example, Biology 310/510 is a cross-listed course in which an undergraduate student could receive undergraduate credit (BIO 310), or a graduate student could receive graduate credit (BIO 510).

- Students cannot enroll in both at the same time, and must specifically enroll in the graduate option for the graduate credit to be identified on a graduate transcript. A graduate record must exist for a student to enroll in graduate courses. For undergraduates wanting to take graduate courses, please see Graduate Special (p. 25) for details.
- The undergraduate version must always be at the 300- or 400-level, and the graduate version is always at the 500- or 600-level.
- The course numbers should always match. For example, cross listing SOC WORK 305 and SOC WORK 540 is not acceptable.
- Courses must always be in the same discipline. For example, cross-listing PSYCH 435 and SOC WORK 727 is not acceptable.

Guidelines

For students to earn graduate credit, standards outlined in the syllabi should require the student's experience to be qualitatively more challenging than the undergraduate student experience.

- Graduate students must have deeper and broader intellectual contact with topics and methods in their field. To earn graduate credit, the student must perform coursework that derives from expectations unique to graduate-level work.
- Graduate programs determine the specific requirements placed on the number of cross-listed courses allowed to be earned toward the masters degree. However, cross-listed courses can only account for half or less of all credits earned.

- Prerequisites must be inclusive to graduate students; for example, the prerequisites cannot require undergraduate courses without adding a provision of "graduate standing" for those who did not complete undergraduate coursework at UW-Green Bay.

Graduate-level Learning Outcomes

Cross-listed courses must distinguish the difference between the undergraduate and graduate expectations in the course syllabus. The graduate course should build on knowledge already gained and expected of applicants entering a graduate degree program. Things faculty consider when developing a cross-listed course include, but are not limited to:

- Demonstrating advanced methodology, higher sophistication (i.e. depth of language use), or application of skills and information beyond what is typical of a bachelor's degree in the same discipline.
- Requiring students to demonstrate higher-order synthesis and analysis in the discipline.
- Requiring a stronger emphasis on the literature of the discipline and/or active engagement with the latest research and scholarly activity.
- Expecting more work time outside of the scheduled class periods of the graduate students than of the undergraduate students.
- Learning outcomes are set to a higher standard.
- Requiring lengthier assignments and presentation of research with advanced demonstration of knowledge.
- Additional requirements as determined by the program.

Culminating Project Enrollment

Graduate students must complete a culminating project, such as a dissertation, thesis, capstone, or professional project course in order to be awarded a graduate degree. Once the student enrolls in this course, the University of Wisconsin-Green Bay requires continuous, semester-to-semester enrollment (fall, spring, and summer) until the culminating project's completion. Students are required to (a) enroll in GRAD 693 for thesis candidates, (b) enroll in GRAD 893 for doctoral candidates, (c) enroll for additional dissertation-, thesis-, or capstone-level credit, or (d) enroll for other graduate course credit.

While a student may complete the course in the semester in which they initially enroll, it is anticipated that most students will take up to three semesters to complete the work associated with the course. Should the student complete the course in the semester of enrollment, a grade will be awarded and the student permitted to graduate. For students who take additional semesters they will receive a grade of "PR" which indicates work "In Progress"; and students enrolled in collaborative graduate programs should confirm this practice with their Faculty Mentor.

This policy is applicable to the following graduate courses:

- ABT 790 for Applied Biotechnology
- AT 790 for Athletic Training
- BCM 795 for Biodiversity Conservation and Management
- CYB 790 for Cybersecurity
- DS 785 for Data Science
- EDUC 799 for Applied Leadership for Teaching & Learning
- ENV S&P 763 for Environmental Science & Policy's Course-based Track
- ENV S&P 797 for Environmental Science & Policy's Internship Track
- ENV S&P 799 for Environmental Science & Policy's Thesis Track
- FNED 899 for First Nation Education
- HWM 790 for Health & Wellness Management
- MBA 712 for Business Administration
- MGMT 796 for Management
- NURSING 790 for Nursing
- NUT SCI 799 for Nutrition & Integrated Health
- PUB ADM 706 for Public Administration
- SMGT 792 for Sustainable Management
- SOC WORK 719 for Social Work
- Culminating Experience and Assignment for Sport, Exercise, and Performance Psychology

Cumulative Grade Point Average (GPA)

Grade point average for all completed terms at UW-Green Bay. It is calculated by dividing the cumulative total grade points by the cumulative total grade point credits earned. Attempted courses where an F grade is received are also included in grade point calculations unless successfully repeated.

Degree Residency Requirement

Residency credits are credits earned in a UW-Green Bay course while enrolled as a UW-Green Bay graduate student.

- The minimum credit residency requirement for a graduate degree is 50% of required credits.
- One half of the program requirements for any graduate degree must be taken at the 700-level or higher.
- Graduate programs with additional accreditation standards may have more rigorous residency credit requirements. Please consult with the Program Chair.
- Credits earned at the graduate level through the Credit for Prior Learning process (e.g., standardized examinations, challenge exams, portfolio development) may not be used to satisfy UW-Green Bay degree residency requirements.

Educational Status

Status impacts the admissions process and financial aid eligibility:

Degree-Seeking

A degree-seeking student is enrolled in a program of study and plans to earn a degree at the graduate level.

Special

A special student is not seeking a degree, but taking courses.

Enrollment Outside of Degree Sought

Students who are pursuing one degree but seek enrollment in another graduate level program should contact the Graduate Studies Office or Program Advisor, as specific permission may be needed for enrollment. UW Green Bay has collaborative graduate programs of study in Applied Biotechnology, Cybersecurity, Data Science, Health and Wellness Management, and Sustainable Management. A permission number is needed for enrollment and tuition and fees will differ because of the collaboration of several UW System institutions.

Enrollment Status (full time, part time)

Enrollment status is based on number of credits enrolled. Status impacts financial aid eligibility and tuition/fees.

*Full-time status for doctoral students enrolled in cohort-based programs requiring fall, spring, and summer enrollment is 6 credits per term. Full-time status for doctoral students in dissertator status, i.e. students enrolled in doctoral dissertation credit (FNED 898 or FNED 899), is 3 credits per term.

Master's Level Full Time	9 credits
Master's Level Half Time	5-8 credits
Doctoral Level Full Time	6 credits*
Doctoral Dissertator Full Time	3 credits*
Doctoral Level Half Time	3-5 credits
Less than Half Time	1-4 credits

Experimental Courses

From time to time, graduate faculty may offer courses in response to special demand, to address current issues, or to make use of special resources offered by visiting faculty. These are offered once on an experimental basis, and numbered 783 with a specific topic or 783X (alpha character) which is one unique course. These courses may later become regular course offerings. Courses offered with the 783X number may not be counted as part of the graduate core requirement.

Grade Point Average (GPA)

A numerical value derived from dividing the number of grade points earned by the number of credits attempted on a regular grade basis. P-NC, incomplete, grades removed by repeat and audit grades and transfer credits have no effect on grade point average. Only those courses attempted at UW-Green Bay are included in a student's grade point average. Transfer grades may be used to compute eligibility for admission to certain programs/majors.

Example of GPA for a Semester

Course	Grade	Credits	Grade Points
SOC WORK 702	A	3	12
MGMT 796	BC	4	10
DS 700	B	4	12
SOC WORK 704	B	3	09
Total		14	43

(An A is equal to 4 grade points, a B is equal to 3, and so forth. Three credits earning an A grade equals 12 points.)
43 divided by 14 equals 3.07 grade point average.

Grading Policy

Cumulative Grade Point Average

Grade point average for all completed terms at UW-Green Bay. It is calculated by dividing the cumulative total grade points earned by the cumulative total grade point credits earned. Attempted courses where an F grade is received are also included in grade point calculations unless successfully repeated.

Final Grades

Final grades are posted to the student's transcript and may be accessed via the Student Information System (SIS).

Grades

Every student receives a grade from the instructor of a course at the end of a semester or session. **Instructors must enter grades on the course roster in SIS for processing by the Registrar's Office no later than seven (7) calendar days after the final examination or last date of that individual course.** If an instructor finds they have made a grade error or missed entering a grade, the faculty member can complete a grade change in SIS, using the grading access they are provided, up through the end of the subsequent semester. **Please contact the Registrar's office with any grading issues or questions as needed.**

**Failure to add grades in a timely manner delays processing of academic standing, conducting satisfactory academic progress assessment, degree conferral, issuing diplomas and/or transcript documents, reporting of accurate enrollment and degree data to various entities for compliance and can prevent students from registering for subsequent courses.*

Grade Changes

Missing (N) grades must be updated and submitted via SIS, for permanent change to the student's academic record no later than the last day of classes in the following semester.

Incomplete (I) grades, faculty must submit an incomplete grade form to the Registrar's office documenting outstanding course work, deadline for completion. This grade change should be made no later than the last day of classes in the following semester. If the student does not meet the deadline identified, the grade will lapse to an F = fail grade for that semester.

Grade Changes AFTER two semesters

Grade changes considered after one subsequent semester must be requested to and approved by the College Dean from the faculty member. The approval should include student name, semester, course taken, new grade to the Registrar's office for an update to be made to the academic record. Grade change requests will not be accepted without Dean approval.

Grade Appeals

Any student who is dissatisfied and wishes to appeal a particular course grade, must first contact the instructor who issued the grade. If the student is still dissatisfied, he or she may appeal further to the department chair. The chairperson, in turn, consults with the course instructor. If a student wishes to appeal further, he or she should contact the appropriate academic dean who will consult with the instructor and the appropriate chairperson.

A faculty member may change the grade after appeal and can do so in SIS up through the end of the subsequent semester.

Grading System and Grade Points

Grade point averages are a means of measuring the quality of a student's academic work. Grade point averages are computed on a 4.0 basis. See chart for letter grade point values.

Students must earn a semester grade of C or higher in a graduate course for the credits to count toward fulfillment of graduate program requirements at UW-Green Bay.

Letter Grade		Grade Points per Credit
A	Excellent	4.0
AB	Very Good	3.5
B	Good	3.0
BC	Above Average	2.5
C	Average	2.0
CD	Below Average	1.5
D	Poor	1.0
F	Unacceptable	0.0
WF	Unofficial Withdrawal	0.0
P	A "C" grade or better for graduate courses	No effect
NC	No credit, letter grade of less than "C"	No effect
U	Unsatisfactory Audit	No effect
S	Satisfactory Audit	No effect
N	No acceptable report from instructor - temporary grade	No effect until an acceptable grade submitted
I	Incomplete, temporary grade	No effect until removed
PR	Progress in graduate thesis or internship	No effect
DR	Dropped Class	No effect
W	Withdrew	No effect

Graduate Assigned Study

Other undergraduate courses at the 300 and 400 level that are offered, may be taken for graduate credit if they contribute to a coherent program of study. A **Graduate Assigned Study Form** must be approved by the faculty instructor of the course and is submitted to the Green Bay One Stop Shop for completion of enrollment. To obtain the form click here (<http://www.uwgb.edu/graduate/forms/>).

Academic standards for graduate-level credit exceed standards for undergraduate credit. Increased standards may be in the form of additional academic work and/or an increase in grading standards. Students should be aware of the requisites required for cross-listed or approved courses.

Graduate Credits

Graduate credits are those credits which are taken under a graduate course number (500-level or above) by a student enrolled with a graduate classification.

Graduate Record

A graduate record is the permanent record of all graduate-level credits attempted and grades earned, including courses which may be in progress or incomplete (I grade). A complete transcript includes copies of both the graduate and undergraduate records compiled at UW-Green Bay.

Graduate Special

Graduate Special students include individuals who hold a baccalaureate degree or higher who wish to enroll in graduate courses at UW-Green Bay, but do not wish to pursue a graduate degree program. Graduate Special students are subject to all academic regulations and UW System Board of Regent policies. Graduate Special students are nonmatriculated students who earn graduate credit that is permanently recorded.

- Graduate credit will be awarded to students who register in graduate-level courses and pay graduate fees. Credits for which neither graduate fees were paid nor graduate credit awarded cannot be retroactively converted to graduate credits.
- Graduate Special students are not eligible for financial aid.

Course Enrollment

- Graduate Special students can take a maximum of 12 credits.
- Not all graduate courses are open to Graduate Special students, and admission as a Graduate Special does not guarantee enrollment. Upon admission, Graduate Special students must request permission from the faculty member teaching the course by completing a Course Registration Override/Late Add form found on the Graduate Studies website (<https://www.uwgb.edu/graduate/students/forms/>).
- Graduate Special students are not eligible for Independent Study, Internships, or Culminating Experiences (e.g. thesis or capstone projects).

Graduate Special Application Procedures

Application procedures are different for each student. The following processes will guide you based on your academic goals.

- UW-Green Bay Undergraduates Who Want to Enroll in Graduate-Level Courses (p. 35)
- UW-Green Bay Undergraduates Who Want to Enroll in Undergraduate-Graduate Accelerated Programs (p. 33)
- UW-Green Bay Undergraduates Who Want to Enroll in Undergraduate-Graduate Consortia Accelerated Programs (p. 34)
- Individuals taking graduate credit for the purposes of transferring those credits to another program outside of UW-Green Bay or taking courses for personal enrichment must submit:
 1. Nondegree-seeking online application available at apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>). When applying, choose "a few courses" to choose your program as "Graduate Special."
 2. Official degree conferral transcript noting the date a baccalaureate degree was earned
- Graduate Certificate programs may require additional information. Individuals interested in completing a Graduate Certificate program (p. 105) should visit the admissions page for the program of their choice.

Graduate Special Students Applying to a Degree Program

- Graduate Special students who wish to pursue a UW-Green Bay graduate degree must complete a new application and be admitted to enter the degree program of their choice.
- Credits earned as a Graduate Special student may be applied toward a degree program, however, this is not guaranteed.
- A maximum of 50% of a program's credits may be earned as a Graduate Special student at UW-Green Bay prior to matriculation into the degree program.

Graduate Students Who Want to Enroll in Undergraduate-Level Courses in the Same Semester

This policy is intended to establish guidelines by which graduate-level students can enroll in undergraduate courses and undergraduate-level students can enroll in graduate courses. It is not intended to replace any other policies or procedures regarding the taking of classes, tuition, and segregated fees.

- Students must gain permission from instructor to enroll in the course using the **Course Registration/Late Add** form by clicking here (<http://www.uwgb.edu/registrar/forms/>).
- If permission is granted the Registrar's office will contact the student with confirmation of enrollment or further instruction if permission is denied. If the student has questions they should email the Student Service Center at ssc@uwgb.edu
- Course tuition and fees are assessed based on the level of the course taken.
- Undergraduate courses cannot fulfill a graduate degree course requirement.
- Course data is annotated on the transcript by level of course.
- Students who want to take an undergraduate course prior to their graduate degree program should submit an application for admission as a non-degree seeking course taker with admissions. More information here (<http://www.uwgb.edu/admissions/apply/>).

Graduation

Students who are close to completing their degree should apply to graduate the semester before they plan to finish.

The suggested timeline to follow is:

- May 1 for Fall or January semester graduation
- December 1 for Spring semester graduation
- February 1 for Summer semester graduation.

Students should use the **Apply for Graduation** drop-down link in the Student Information System (SIS) to apply for the degree to be conferred.

The commencement ceremony signup is a separate step, which can be completed by clicking on the link found at the end of the online Graduation Application form. If you miss this step initially, simply go back to SIS later and use the **Edit Commencement Info** drop-down link to complete the appropriate fields.

Students may walk in one of two ceremonies.

- December (for fall or January graduates who complete courses in December or in January)
- May (for spring or summer graduates who complete courses in May for spring, or any session in June, July or August in summer).

Degree

The degree awarded and reflected on the diploma will be a Doctorate of Education (Ed.D.), Master of Athletic Training (M.A.T.), Master of Business Administration (M.B.A.), Master of Science (M.S.), Master of Science in Nursing (M.S.N.), or Master of Social Work (M.S.W.). The area of study for either degree is reflected on the academic transcript including Applied Leadership for Teaching & Learning, Applied Biotechnology, Athletic Training, Business Administration, Cybersecurity, Data Science, Environmental Science and Policy, First Nations Education, Health and Wellness Management, Management, Nursing Leadership and Management, Social Work, Sport, Exercise, and Performance Psychology or Sustainable Management.

- Degrees are posted to a record (academic transcript) as soon as all grades are awarded, the culminating graduate experience is finished and all degree requirements are completed.
- Diplomas are printed and mailed approximately four to six weeks after the official semester ends.

Credits Required

All programs require a minimum of 30 credits completed towards a UW-Green Bay graduate degree, however some programs may require more credits (30-61 credits) to meet full degree requirements.

Culminating Graduate Experience

Students must complete a Thesis/Capstone level course in order to be awarded a Graduate Degree. Once the student enrolls in this course the University of Wisconsin-Green Bay requires enrollment in this course until completion. Details on specific courses for each program are provided within the Graduate Catalog under Courses and Related Policies.

Grades

- All courses and assigned studies are graded on a 4.0 scale. A cumulative grade point average of at least 3.0 is required to earn the Ed.D. or M.S. degree.
- Thesis credits are given a grade of either "P" or "NC." In a student's final semester, a grade of "PR" can be assigned at the time grades are due if the student has not completed the thesis defense by the end of the semester. This grade is replaced with either a "P" or "NC" grade when the student completes the defense. A passing grade (P) must be achieved in order to graduate.
- Students are expected to maintain a cumulative grade point average of at least 3.0. Students who fail to maintain this average are subject to probation and or suspension as specified in the Graduate Academic Rules and Regulations.
- Students must earn a semester grade of C or higher in a graduate course for the credits to count toward fulfillment of graduate program requirements at UW-Green Bay. Individual programs may have a more rigorous grading scale than presented by the Office of Graduate Studies.

Honors designations are not awarded at the Graduate level.

Time Limit

- Matriculated graduate students must complete all requirements for their graduate degree within five years if completing a masters degree or within seven years if completing a doctorate degree, and with continuous enrollment.
- If a student is unable to complete their degree within the time limit allowed, they may complete a Completion Deadline Extension form (<https://www.uwgb.edu/graduate/forms/>).
- This time period begins with the first day of the first term of enrollment as a graduate degree-seeking student. The time period will restart if a student is readmitted to a program after a period of two or more semesters (fall and spring) away from the university.
- All returning students must be an enrolled student for the semester in which they wish to graduate. This also pertains to returning students who have already met the credit requirement for their degree.

Incomplete Grades

Incomplete grades (I grade)

- A student who is unable to take a final examination or meet other final coursework due to unusual circumstances may request an incomplete from the instructor.
- The decision to allow an incomplete is entirely at the discretion of the instructor. It is not a right.
- If an incomplete is approved by the faculty instructor, the student is granted an extension of time to complete course requirements.
- An incomplete form must be submitted to the Registrar's office specifying the terms and conditions of completing the incomplete from the instructor.
- Incomplete coursework must be finished no later than the end of the subsequent semester.
- If no final grade is awarded or the work is not completed, the temporary grade is lapsed to a final F grade at the end of the subsequent semester.
- A student may file petition for an extension of the incomplete deadline if bona fide unanticipated extenuating circumstances prevented compliance with the deadline.
 - The student has serious physical or mental health problems which are documented by statements from a physician or professional counselor.
 - The student has had a death or serious illness in the immediate family and this is documented by a physician's statement.
 - The course instructor is on leave during the subsequent semester
- Once an incomplete grade is recorded for a course a student may not, under any circumstances, drop the course.

Incomplete grades for Graduating Students

Students who complete their coursework in December (fall graduates), January (January graduates), May (spring graduates) or August (summer graduates) must have all incomplete grades removed within 42 days following the end of the classes to have their degree conferred in that semester. If this deadline is not met, students will be removed and added to a future semester for degree conferral.

Independent Study

- Numbered XXX-798, Variable 1-3 credits.
- Students prepare a statement of objectives and a list of readings and/or research projects that will fulfill learning outcomes, which faculty will approve.
- Independent study courses cannot be elected on an audit or pass/no credit graded basis.
- Independent studies may be taken only with a regular member of the UW-Green Bay faculty or academic staff member.
- Graduate Special students are not eligible to enroll in Independent Study.

Individualized Course Instruction

Universal Expectations

- Regular semester add and drop deadlines apply to these enrollments.
- Approved forms must be submitted in the semester the learning experiences are taking place; students will not be retroactively added to these learning experiences.
- Faculty must file syllabi and include appropriate information such as student learning outcomes, time commitments for work, additional requirements for placement including, but not limited to, criminal background checks, medical testing (such as tuberculosis test) or other requirements outlined by a third party human resources department or site supervisor.
- Courses cannot be used to replace existing courses.
- For each credit earned there will be a weekly amount of hours worked in the learning experience as a minimum expectation. For each credit in the classroom, one hour of instruction plus two hours of outside work is expected with each course. Courses run for fifteen weeks in a given semester (14 weeks of instruction plus a finals week); thus the formula for a week's work is 3 hours times 15 weeks equals 45 weekly hours.

Specific conditions or limitations apply to the type of learning experience in addition to the universal expectations.

- Independent Study
- Internship
- Special Topics
- Thesis or Dissertation

Internship

- Numbered XXX-797, Variable 1-6 credits.
- Students prepare a statement of internship setting and working arrangement with outside intern supervisor. Work performed will fulfill course learning outcomes and be approved by faculty member.
- Students will have a site supervisor and faculty supervisor for work performed.
- All parties, student, faculty member and site supervisor, should discuss and set expectations regarding hours worked and performance feedback before work begins.
- All additional requirements for hire (if any) should be identified prior to enrollment and an outline of how these will be met should be explained to the student intern.
- Graduate Special students are not eligible for Internships.

Mode of Instruction

In-Person

A fully on-campus (i.e., face-to-face) course where the students and instructor meet during a specified time at a specified location. Student participation is required and class sessions are not recorded. Technology, such as the use of a Learning Management System (e.g. Canvas), may be used at the discretion of the instructor.

The schedule of classes and Student Information System (SIS) will list the meeting day/time/place for the course.

Online

A course which is exclusively online and has no scheduled meeting times. Class materials can be accessed on a flexible schedule, but students will be required to meet instructor-specified deadlines and due dates. Technology, such as the use of a Learning Management System (e.g. Canvas) and reliable internet access, will be required.

Virtual Classroom

A course where students and instructors interact online synchronously (at scheduled meeting times). Technology, such as reliable internet, and the use of a Learning Management System (e.g. Canvas) and web conferencing tool (e.g. Zoom), will be required.

The schedule of classes and Student Information System (SIS) will list the meeting day/time for the course.

Hybrid

A course which combines on-campus and online components. On-campus sessions require student participation and will not be recorded. The online activities may be either asynchronous (without scheduled meetings, students work on their own time) or synchronous (scheduled meetings). Technology, such as reliable internet, and the use of a Learning Management System (e.g. Canvas) and/or a web conferencing tool (e.g. Zoom), will be required.

The schedule of classes and Student Information System (SIS) will list the meeting day/time/place for the course.

Campus-to-Campus

A course where the instructor and some students attend in-person at one campus while the remaining students attend in-person at one or more other campuses. Student participation is required and class sessions are not recorded. Technology, such as the use of a Learning Management System (e.g. Canvas), may be used at the discretion of the instructor.

The schedule of classes and Student Information System (SIS) will list the meeting day/time/place for the course.

Campus-to-Anywhere

A course where the instructor and some students attend in-person at one campus while the remaining students attend online at the same time (synchronously). Student participation is required and class sessions are not recorded. Technology, such as reliable internet, and the use of a Learning Management System (e.g. Canvas) and/or a web conferencing tool (e.g. Zoom), will be required.

The schedule of classes and Student Information System (SIS) will list the meeting day/time/place for the course.

Petition Process for Late Drop or Withdrawal

- Petitions (<https://www.uwgb.edu/registrar/forms-petitions/petitions-forms/>) can be submitted online or in person. All petitions with appropriate documentation will be evaluated and acted on in a timely manner by the Enrollment Review Committee.
- Petitions for late drops or withdrawals may be approved if one of these extenuating circumstances occurs and can be documented. The extenuating circumstance must occur within the semester the drop or withdrawal is being requested.
 - The student has serious mental or physical health problems verified by a statement from a physician or professional counselor.
 - There is a death or prolonged serious illness in the immediate family, verified by an obituary, a physician's statement, or other independent, official source.
 - The student receives orders being called to military service and cannot return for the semester. Supporting documentation is required.
- Petition to drop a course or completely withdraw from the University MUST be submitted prior to the last day of the semester that is being petitioned.

Posthumous Degrees and In Memoriam Degrees

In the unfortunate event that a student passes away before the completion of a degree, the University may award the student a degree posthumously. To be awarded a posthumous degree, the student must have completed 75% of the credits toward degree (45 for an Associate's Degree; 90 for a Bachelor's Degree; 22 for Master's Degree) and be in good academic standing (2.0 for undergraduate; 3.0 for graduate). The conferred degree is noted in the Student Information System and reported to external stakeholders.

Alternatively, the University may consider awarding an "In Memoriam Degree". This is an honorary degree, which is noted in the Student Information System but not reported to external stakeholders. There are no completion or academic standing requirements to award this honorary degree.

Provisional Admission

Provisional admission is limited to students generally lacking one prerequisite or carrying an undergraduate GPA below 3.0. If a student is admitted with a low undergraduate GPA, that student must complete first 9 credits at UWGB with a GPA of 3.0 or above. If a student is admitted while lacking a prerequisite, the student must complete that competency during or before the first semester of graduate school.

If a student is provisionally admitted with a low undergraduate GPA, that student must complete the first 9 graduate credits at UWGB with a minimum GPA of 3.0. If the student fails to meet this provision, they will be suspended.

Regular and Substantive Interaction

UW-Green Bay is committed to offering courses that meet or exceed Department of Education Federal Regulations Vol. 85 No. 171 Part 600 (<https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.govinfo.gov%2Fcontent%2Fpkg%2FFR-2020-09-02%2Fpdf%2F2020-18636.pdf&data=04%7C01%7Clagrown%40uwgb.edu%7Ce758bf47a52e4b4c503208d88caf0a2b%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C637414030712165209%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C1000&data=TahDeVJrtk52Cn4RifdK4Hlwi0x3TCNaC003FeNI7P0%3D&reserved=0>) regarding academic engagement and regular and substantive interaction between the faculty and students.

Academic Engagement

Active participation by a student in an instructional activity related to the student's course of study that— (1) Is defined by the institution in accordance with any applicable requirements of its State or accrediting agency; (2) Includes, but is not limited to— (i) Attending a synchronous class, lecture, recitation, or field or laboratory activity, physically or online, where there is an opportunity for interaction between the instructor and students; (ii) Submitting an academic assignment; (iii) Taking an assessment or an exam; (iv) Participating in an interactive tutorial, webinar, or other interactive computer-assisted instruction; (v) Participating in a study group, group project, or an online discussion that is assigned by the institution; or (vi) Interacting with an instructor about academic matters; and (3)

Does not include, for example— (i) Living in institutional housing; (ii) Participating in the institution's meal plan; (iii) Logging into an online class or tutorial without any further participation; or (iv) Participating in academic counseling or advisement.

Regular

Regular interaction requires that faculty provide both the opportunity for substantive interaction and the monitoring of student engagement and success in the course prior to submitting the final grade.

In each class, faculty are expected to provide regular interaction with the class in accordance with content and pedagogy. In most cases, regular interaction should occur weekly; exceptions to this institutional preference may include field placements, practicums, internships, or similar course work. Faculty should provide substantive interaction with each of their classes throughout the term.

Substantive

Substantive interaction in a course includes, but is not limited to, 1) Providing direct instruction through synchronous in-person or online meetings with students or asynchronous recordings of video or audio lectures; 2) Leveraging tools in our LMS or other institutional technology for class discussions, small group activities, and/or individual lessons or meetings; 3) Assessing or providing feedback on a student's coursework; and 4) Responding to student questions about the content of a course or competency in a timely manner.

Repeat Policy

Repeating a Course

Repeating Courses for Credit

Courses can be repeated for credit only if they are officially designated as repeatable due to the nature of the course content. Performance courses in Music, Studio Arts courses or courses designated with differing topics are examples.

Courses that have been repeated for credit are recorded on the student's transcript with the phrase *Course has been Repeated* after the course listing on the transcript.

Faculty members may not grant individual waivers for students to repeat a course for credit when the course is not already designated as repeatable in the college catalog. Creating a repeatable course can be accomplished via the course/curriculum change processes on an annual basis.

Repeating Courses to Improve a Grade

Courses can also be repeated to improve the grade received. If a course is repeated, the original attempt will still appear on the transcript with the grade earned. However, the grade received after the course is repeated will be used to determine the credit earned; attempted credits, grade points earned, and grade point average both for the term and cumulatively.

If a course is transferred in and then repeated at UW-Green Bay, the grade received when taken at UW-Green Bay will be used to determine the credits earned, attempted credits, grade points earned, and grade point average both for the term and cumulatively. The original transfer course and grade will no longer count toward degree requirements or total credits earned toward a degree. A course can only count once.

If a course is taken at UW-Green Bay, and then repeated at another institution and transferred to UW-Green Bay, the credits earned and grade received for the course taken at UW-Green Bay is still used to calculate the cumulative GPA, cumulative attempted credits, grade points earned and grade point average. The transfer course grade can, however be used to satisfy degree or course prerequisite requirements but the credits earned will not count toward the credits required for a degree.

The University does not guarantee the right to retake any course. Courses may be deactivated, discontinued, or offered on a different schedule.

Based on federal regulations which went into effect July 1, 2011, some repeat coursework may be excluded when evaluating a student's credit load as it relates to federal and/or state financial aid eligibility. If not designated as a repeatable course, students may have aid reduced. In general, for financial aid purposes, students are allowed to repeat a course for which a passing grade was previously received **ONE** additional time, with financial aid eligibility. Students may repeat the course after that, but those attempts would not be eligible for funding by federal or state financial aid programs.

Special Topics

- Numbered XXX-795, Variable 1-3 credits.
- At times, professors or groups of professors may organize courses, seminars, colloquia, field trips, and so on, around some topic of interest or special need.
- Special courses are not intended to become part of the regular curriculum.
- Special courses normally cannot be counted as part of the graduate core requirement.

Student

The University of Wisconsin-Green Bay defines a student as any individual who is currently enrolled, or was enrolled, in a credit bearing course at the University of Wisconsin-Green Bay.

Thesis or Dissertation

(Numbered XXX-796/XXX-799/XXX-899)

The thesis and dissertation provides graduate students the opportunity to apply their course work and independent investigation skills to increase knowledge. Successful completion of a thesis or dissertation demonstrates a student's ability to manage a project, and to define, research, and solve problems. Graduate Special students are not eligible for thesis and dissertation credits.

Committee Selection:

Students complete a thesis or dissertation under the supervision of a major professor and committee. Students select their research committee, which includes a Major Advisor (UW-Green Bay faculty member from their degree program) and two additional faculty members with appropriate degrees or expertise who guide, advise, and approve the thesis or dissertation defense and manuscript. When anyone other than a UW-Green Bay graduate faculty member serves on the committee, please submit a resume or curriculum vitae to the Office of Graduate Studies.

After selecting their committee members, the student submits a proposal and GR-2: Approval for Candidacy for a Graduate Degree Program form. Guidelines for how to prepare a proposal can be found on the Graduate Studies website (<https://www.uwgb.edu/graduate/students/thesis-project/>).

Defending a Thesis or Dissertation:

When students are ready to defend their thesis or dissertation, they submit a GR-3: Request for Presentation form found on the Graduate Studies website (<https://www.uwgb.edu/graduate/students/thesis-project/>). The GR-3 form will provide the Office of Graduate Studies all of the information needed to create a poster and promote the defense to the campus community. Defenses must be open to the public, and hosted by the last day of the graduation term. Students may choose between in-person, virtual, or hybrid models for presentation. Members of the committee preside over the defense and notify the student in a private meeting following the presentation whether the defense was successful.

After the defense, students will initiate a GR-4: Approval of Presentation form, which is signed by all members of the committee.

Manuscript Preparation and Archiving:

Successful completion of a defense does not equate to degree completion. Students are also required to submit a copy of their final, approved manuscript to the Office of Graduate Studies for archiving in Cofrin Library and ProQuest. The evaluation process begins with substantive revisions requested by committee members, and ends with format and style revisions requested by the Office of Graduate Studies. A thesis or dissertation must follow the format and style standards established by the University of Wisconsin Green Bay, and are outlined in a format policy and style manual and checklist on the Graduate Studies website (<https://www.uwgb.edu/graduate/students/thesis-project/>). Both substantive and formatting revisions must be completed by the student before their degree will be conferred.

Deadlines:

For graduation in the fall and spring semesters, a student's defense must be **held** before the last day of final exams in a given semester (fall, January, or spring). For summer, a student's defense must be **held** before the last day of final exams of the final summer session. Students have 20 calendar days after the last day of final exams to submit their final manuscript to the Office of Graduate Studies and 42 calendar days after the last day of final exams for all other graduation requirements to be completed and verified.

Transfer Credit Policy

Transfer credit is defined as credit earned at an institution other than UW-Green Bay that is to be applied to UW-Green Bay graduate degree requirements. Acceptance of transfer credits is determined by the graduate program chair and faculty, who will also develop a program plan which includes the credits as part of a coherent and complete program of study to earn a graduate degree. Acceptance of the transfer credits is subject to review by the Associate Vice Chancellor for Graduate Studies and Research.

Up to 50% of graduate coursework can be completed at institutions accredited by a regional or national accrediting organization recognized by the Council for Higher Education Accreditation (CHEA) and applied toward a UW-Green Bay graduate degree. Individual programs may accept fewer credits or may deny all transfer credit requests. Transfer courses can be approved by graduate faculty as direct equivalencies (i.e. similar in nature, level, and content to a course in our graduate curriculum) to UW-Green Bay graduate courses. If granted as graduate elective credit to meet a program requirement, a course substitution is made.

Foreign institutions must be recognized by the Ministry of Education in that country. To receive credit for courses that you have taken at another college or university outside the United States, students should submit their academic records to a professional evaluation service currently recognized by NACES (www.naces.org) for review. UW-Green Bay recommends one of the following evaluation services:

- Educational Credential Evaluators (ECE) <http://www.ece.org/>
- World Education Services (WES) <http://www.wes.org/>

All outcomes, once approved, should be forwarded to the Office of the Registrar to be transacted on the academic record. All remaining coursework must be completed at UW-Green Bay, with the total UW-Green Bay credits accounting for a minimum of 50% of the required program credits.

General guidelines for evaluating potential transfer credits are:

- No more than 50% of a program's required credits of graduate work may be accepted as transfer credits.
- A letter grade of A or B must be earned in each course transferred.
- The courses must contribute to a coherent program of study.
- All credits transferred must be graduate credits.
- The institution granting the credit must be regionally accredited at the master's degree level or higher.
- The credits must be reasonably recent, usually earned within the five years prior to admission.
- Credits earned through extension courses offered or sponsored by universities outside of the state of Wisconsin will be subject to particular scrutiny.
- Credits earned under conditions that make them unacceptable toward a degree at the institution where the credits were earned will not be accepted by UW-Green Bay.
- Credits earned at the graduate level through Credit for Prior Learning process (e.g., standardized examinations, challenge exams, portfolio development, may not be used to satisfy UW-Green Bay Degree Residency Requirements.

Types of Credit

Attempted Credits

Attempted credits are the number of credits a student has originally enrolled in during a specific session or term before grades are awarded.

Degree Credits

Degree credits are those credits earned that fulfill graduation requirements for a graduate program. Students must earn 30 credits and a semester grade of C or higher in a graduate course for the credits to count toward fulfillment of graduate program requirements at UW-Green Bay.

Earned Credits

Earned credits are the number of credits where a final grade is assigned. Quality points are awarded for graded credits, which is then used to calculate grade point average for the semester and cumulatively. Courses that are graded with a letter or passing grade are calculated in this total; temporary grades of I = Incomplete or N = Not yet graded, are excluded.

Undergraduate Record

An undergraduate record is the permanent record of all undergraduate-level credits attempted and grades earned. A complete transcript includes copies of both the graduate and undergraduate records compiled at UW-Green Bay.

Undergraduates Seeking Enrollment in Undergraduate-Graduate Accelerated Programs

This policy is intended to establish guidelines by which UWGB undergraduate-level students can enroll in UWGB graduate courses. It is not intended to replace any other policies or procedures regarding the taking of classes, tuition, and segregated fees.

Graduate Programs and Undergraduate Accelerated Majors

Accelerated Majors are UW-Green Bay undergraduate majors designed for students interested in pursuing a UW-Green Bay graduate degree program upon baccalaureate degree completion. UW-Green Bay undergraduate students accepted into an accelerated major may take graduate-level courses that fulfill requirements for both an undergraduate and graduate degree.

- Applied Leadership for Teaching & Learning (MS) (<https://catalog.uwgb.edu/graduate/graduate-programs/applied-leadership-teaching-learning-ms/>) can begin with an Education Accelerated Major (<https://catalog.uwgb.edu/undergraduate/programs/education/major/#acceleratedintegratedwithgraduateappliedleadershipforteachingandlearningprogramtext>)
- Athletic Training (MAT) (p. 45) can begin with a Human Biology Accelerated Major - Athletic Training (<http://catalog.uwgb.edu/undergraduate/programs/human-biology/major/#athletictrainingacceleratedintegratedwithgraduatemasterofathletictrainingprogramtext>)
- Environmental Science & Policy (MS) (<https://catalog.uwgb.edu/graduate/graduate-programs/environmental-science-policy-ms/>) can begin with one of the following Accelerated Majors:
 - Biology Major - Animal Biology (<https://catalog.uwgb.edu/undergraduate/programs/biology/major/#animalbiologyacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)
 - Biology Major - Ecology and Conservation (<https://catalog.uwgb.edu/undergraduate/programs/biology/major/#ecologyandconservationacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)
 - Environmental Policy and Planning Major - Environmental Policy (<https://catalog.uwgb.edu/undergraduate/programs/environmental-policy-planning/major/#environmentalpolicyacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)

- Environmental Science Major - Environmental Science (<https://catalog.uwgb.edu/undergraduate/programs/environmental-science/major/#environmentalscienceacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)
- Geoscience Major (<https://catalog.uwgb.edu/undergraduate/programs/geoscience/major/#acceleratedemphasisintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)
- Water Science Major (<https://catalog.uwgb.edu/undergraduate/programs/water/major/#acceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext>)
- Management (MS) (<https://catalog.uwgb.edu/graduate/graduate-programs/management-ms/>) can begin with one of the following Accelerated Majors:
 - Business Analysis and Reporting (<https://catalog.uwgb.edu/undergraduate/programs/accounting/major/#businessanalysisandreportingacceleratedintegratedwithgraduatemanagementprogramtext>)
 - Certified Management (<https://catalog.uwgb.edu/undergraduate/programs/accounting/major/#certifiedmanagementacceleratedintegratedwithgraduatemanagementprogramtext>)
 - Tax Compliance (<https://catalog.uwgb.edu/undergraduate/programs/accounting/major/#taxcomplianceacceleratedintegratedwithgraduatemanagementprogramtext>)
- Nursing (MSN) (<https://catalog.uwgb.edu/graduate/graduate-programs/nursing-ms/>) can begin with an RN - BSN - MSN Accelerated Leadership (<https://catalog.uwgb.edu/undergraduate/programs/nursing/rn-bsn/#acceleratedrnbsncompletionwithgraduatemsleadershipprogramtext>) Major
- Nutrition and Integrated Health (MS) (<https://catalog.uwgb.edu/graduate/graduate-programs/nutrition-and-integrated-health-ms/>) can begin with a Human Biology Accelerated Major - Nutritional Sciences/Dietetics (<http://catalog.uwgb.edu/undergraduate/programs/human-biology/major/#nutritionalsciencesdieteticsacceleratedtext>)
- Public Administration (MPA) (p. 51) can begin with a Public Administration Accelerated Major (<http://catalog.uwgb.edu/undergraduate/programs/public-administration/major/#publicnonprofitmanagementacceleratedintegratedwithgraduatemasterofpublicadministrationprogramtext>)

Application Process

- Interested undergraduate students must receive official acceptance into a desired program's accelerated undergraduate student emphasis.
 - Student must be an admitted UW-Green Bay undergraduate student.
 - Students must have at least junior standing to apply.
 - Students must carry a cumulative GPA of 3.25 or higher.
 - The BSN to MSN Accelerated Leadership Option requires a 3.5 or higher cumulative GPA.
 - Students must submit a completed Approval of Admission to an Accelerated Track (GR-A) Form (<https://www.uwgb.edu/graduate/students/forms/>).
- Admitted students enroll at the graduate level in select graduate courses. Admitted accelerated students are eligible to enroll in up to a maximum of 12 graduate credits prior to obtaining their Bachelor's degree, although individual programs may allow fewer.
- Accelerated undergraduate students pay tuition at the undergraduate rate, as these credits apply directly to their undergraduate major.
- Accelerated students graduate with an undergraduate major.
- Following graduation, students can request formal admission into relevant campus graduate programs, applying no more than 12 graduate credits into the partnering graduate program of study, although individual programs may accept fewer credits.
- Accelerated students must formally apply to the corresponding graduate degree program, and follow all admissions processes and requirements. Graduate admission is not automatic or guaranteed.
- Graduate students adhere to all graduate student expectations and pay full graduate tuition rates.

Undergraduates Seeking Enrollment in Undergraduate-Graduate Consortia Accelerated Programs

This policy is intended to establish guidelines by which UWGB undergraduate-level students can enroll in graduate courses at non-UWGB institutions. It is not intended to replace any other policies or procedures regarding the taking of classes, tuition, and segregated fees.

- This policy only applies to programs for which UWGB and one or more partner institutions have formally enter into an Agreement for an Accelerated Degree Program (the "ADP"). For a list of formal partnerships falling under this policy, please contact the Office of Graduate Studies at gradstu@uwgb.edu.

- Interested undergraduate students must receive official acceptance into a desired consortia accelerated program.
- Students must have at least junior standing to apply, although standing requirements for individual programs may be more restrictive.
- Students must have completed at least one full-time semester's coursework at UWGB.
- Students must carry a cumulative GPA of 3.25 or higher.
- Students must submit a graduate application for admission as a non-degree seeking student (Graduate Special status).
- Students must also gain permission from the UWGB instructor to enroll in the course using the **Course Registration/Late Add** form by clicking here (<http://www.uwgb.edu/registrar/forms/>).
- Enrollment and permission to enter graduate-level courses is not guaranteed and may not be granted if student has not yet completed their Bachelor's degree.
- Admitted students enroll at the graduate level in select graduate courses. Admitted accelerated students are eligible to enroll in up to a maximum of 12 graduate credits prior to obtaining their Bachelor's degree, although individual programs may allow fewer.
- Course tuition and fees are assessed based on the level of the course taken.
- Graduate credits can satisfy undergraduate degree course requirements through the established University substitution process.
- Course data is annotated on the transcript by level of course.
- *Please note that seeking a graduate degree while still an undergraduate may have financial aid implications. Undergraduate students applying for graduate programs should consult with the Office of Financial Aid prior to accepting an offer of admission. Any undergraduate students enrolled in a graduate degree program may not be eligible to request a continuance of their federal financial aid beyond their eighth semester of study. Furthermore, students will not be eligible for any undergraduate financial aid after the completion of their undergraduate degree requirements; thereafter the student would only be eligible for graduate loans if classified as a graduate student. Students are not classified as graduate students until they have successfully completed their undergraduate degree program.*

Undergraduates Who Want to Enroll in Graduate-Level Courses

This policy is intended to establish guidelines by which UWGB undergraduate-level students can enroll in UWGB graduate courses. It is not intended to replace any other policies or procedures regarding the taking of classes, tuition, and segregated fees. It is also not intended to replace the admissions process for Graduate Certificate programs, which require proof that a bachelor's degree has been conferred prior to admission.

- Students must submit a UW System Application for Graduate Special Status (non-degree seeking): apply.wisconsin.edu
- Students must gain permission from instructor to enroll in the course using the **Course Registration/Late Add** form by clicking here (<http://www.uwgb.edu/registrar/forms/>).
- Enrollment and permission to enter graduate-level courses is not guaranteed and may not be granted if student has not yet completed their Bachelor's degree.
- If student is admitted as a graduate special student and permission is granted for enrollment the Registrar's office will contact student to confirm enrollment or provide further instruction if permission is denied. If the student has questions they should email the Student Service Center at ssc@uwgb.edu.
- Course tuition and fees are assessed based on the level of the course taken.
- Graduate credits can satisfy undergraduate degree course requirements through the established University substitution process.
- Course data is annotated on the transcript by level of course.

*The university maintains some institutional international partnerships which follow a separate process for application and enrollment guidelines for graduate programs. The most updated list of approved partnerships and their stipulations is maintained and administered by the Office of International Education. If you believe you are attending at UWGB under one of these specific partnerships, please contact the Office of International Education for confirmation of your status and assistance in enrolling in graduate courses.

Withdrawal

A Withdrawal occurs when a student disenrolls all course sections for a term after the first day of instruction.

Withdraw during First Two Weeks ¹: (*Semester-long courses at UW-Green Bay*)

Enrolled students are able to drop all of their individual regular semester-long courses during the first two weeks of the fall/spring semester with no academic grade assigned. Withdrawal fees apply if a student withdraws from all courses in the first two weeks.

See the billing and refund schedule link on the Bursar website for these fees and deadlines². Once a student drops to zero credits of enrollment, the Registrar's office withdraws the student from the semester'

Late Withdrawal (*Semester-long courses at UW-Green Bay*)

- Week 3 to week 6: Students can withdraw by dropping all their courses. DR (drop) grades will appear on the transcript for all courses and signifies that the student officially dropped the courses.

If the student contacts the University to withdraw, a staff member will complete the transaction and W grades (withdrawal) are assigned for all courses on the transcript. Once a student drops to zero credits of enrollment, the Registrar's office withdraws the student from the semester.

- Week 7 to week 12: A student may withdraw (drop all courses) from the institution but must contact the Registrar's office to do so. W grades (withdrawal) will appear on the transcript for all courses and student is withdrawn for the semester.
- Week 13 to the end of the term: Withdrawals are not allowed.

A Late Withdrawal Petition (p. 30) must be submitted and approved by the Enrollment Review Committee to withdraw after the deadline. Petitions are only approved for extenuating circumstances with supporting documentation.

Late Withdrawal (Courses less than 14 weeks in duration)

- Start of week two until half the course duration (50%) a student may drop all courses, and a DR (drop grade) will appear on the transcript for each enrollment, the Registrar's office will withdraw the student for the semester.
- Day after half the course duration, a Late Withdrawal Petition (p. 30) is submitted and must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late withdrawal is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course.

The financial ramifications of withdrawal depend on when the withdrawal is done. View the billing and refund schedule for more information. Students who received financial aid for the term should contact UW-Green Bay's Financial Aid office to discuss potential financial aid ramifications.

¹ A week is defined as 7 calendar days, beginning on the first day of a term or session, for the purposes of adds, drops or withdrawal deadlines.

² Tuition refunds and/or withdrawal fees vary by length of course and date of transaction. Please consult the Fee deadlines for the appropriate semester on the Bursar website for more details (<http://www.uwgb.edu/bursar/term-deadline-calendar/>). Please note that financial deadlines are different from academic deadlines.

Emergency and Parental Notification Policy

University of Wisconsin-Green Bay faculty, staff and administrators are regularly asked to balance the interests of safety and privacy for individual students. While the Family Educational Rights and Privacy Act (FERPA) generally requires UWGB to ask for written consent or proof that the student is a tax dependent of the parents [and then disclosure may only be made to the parent(s)] before disclosing a student's personally identifiable information, it also allows colleges and universities to take key steps to maintain campus safety. UWGB may disclose information to appropriate individuals (e.g., parents/guardians, spouses, housing staff, health care personnel, police, etc.) without the student's consent, where disclosure is in connection with a health or safety emergency and knowledge of such information is necessary to protect the health or safety of the student or other individuals. Disclosures are also allowed among university employees where there is a "need to know," such as conducting transactions or sharing updates between departments with whom the student interacts.

Health or Safety Emergency

In an emergency, FERPA permits UWGB officials to disclose, without student consent, education records which may include personally identifiable information from those records, to protect the health or safety of students or other individuals. At such times, records and information may be released to appropriate parties such as law enforcement officials, public health officials, and trained medical personnel. This exception to FERPA's general consent rule does not allow for a blanket release of personally identifiable information from a student's educational records. In addition, the Department of Education interprets FERPA to permit institutions to disclose information from education records to parents if a health or safety emergency involves their child.

Disciplinary Records

While student disciplinary records are protected as education records under FERPA, there are certain circumstances in which disciplinary records may be disclosed without the student's consent. UWGB may disclose to an alleged victim of any crime of violence or non-forcible sex offense, if requested in writing, the final results of a disciplinary proceeding conducted by the institution against the alleged perpetrator of that crime, regardless of whether the institution concluded a violation was committed. UWGB may disclose to anyone — not just the victim — the final results of a disciplinary proceeding, if it determines that the student is an alleged perpetrator of a crime of violence or non-forcible sex offense, and with respect to the allegation made against them, the student has committed a violation of the UWGB's rules or policies.

Annual Security Report

The University of Wisconsin-Green Bay's annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by UW-Green Bay; and on public property within, or immediately adjacent to and accessible from, the campus. This report also includes institutional policies concerning campus security, such as policies concerning sexual assault, and other matters. Fire safety statistics for student housing are included. You can obtain a copy of this report by contacting the Office of Public Safety or by accessing the following website: <http://www.uwgb.edu/public-safety/clery/annual-security-and-fire-safety-report/>

Law Enforcement Unit Records

Police investigative reports created and maintained by UWGB Police and Public Safety are not considered education records subject to FERPA. Accordingly, UWGB may disclose information from law enforcement unit records to anyone, including outside law enforcement authorities, without student consent, and once an investigation is complete.

Disclosure to Parents

When a student enters UWGB, including those less than 18 years of age, all rights afforded to parents under FERPA will transfer to the student. However, FERPA also provides ways in which UWGB may share information with parents without the student's consent. For example:

- UWGB may disclose education records to parents if the student is a dependent for income tax purposes. Parents must provide tax returns or other information sufficient to show dependency for tax purposes.
- UWGB may disclose education records to parents if a health or safety concern involves their child.
- UWGB may inform parents if the student who is under age 21 has violated any law or its policy concerning the use or possession of alcohol or a controlled substance.
- A UWGB official may generally share with a parent, information that is based on that official's personal knowledge or observation of the student (e.g., a faculty or staff member's observation of a student's behavior).

FERPA and Student Health Information

The UWGB Counseling and Health Center may share student medical treatment records with parents and/or others under the health and safety circumstances described above. These records may otherwise be protected by other federal and state medical records privacy laws and can only be shared once a medical release form is signed by the student.

FERPA and Student and Exchange Visitor Information System (SEVIS)

FERPA permits UWGB to comply with information requests from the Department of Homeland Security (DHS) and its Immigration and Customs Enforcement Bureau (ICE) in order to comply with the requirements of SEVIS.

Transfer of Education Records

Finally, FERPA permits UWGB officials to disclose any and all education records, including disciplinary records, to another institution at which the student, seeks or intends to enroll or is currently enrolled.

Contact Information

For further information about FERPA, please contact the UWGB FERPA website at <http://www.uwgb.edu/ferpa/>.

More information regarding FERPA can be obtained from the:

Family Policy Compliance Office -
U.S. Department of Education
400 Maryland Ave. S.W.
Washington, DC 20202-5920
202-260-3887
<http://www.ed.gov/policy/gen/guid/fpc/>

Tuition and Fees

Costs

Fees and tuition are subject to change by action of the University of Wisconsin System Board of Regents and the Wisconsin Legislature. The actual costs for each academic year are available through the Bursar's Office. Consult the Bursar's website at <http://www.uwgb.edu/bursar/> or the Office of Graduate Studies website at <http://www.uwgb.edu/graduate/>.

Residency

A student's resident classification is made during the admission process. The determination is fully explained, as is some reciprocity and tuition programs, on the Registrar website (<http://www.uwgb.edu/registrar/residency/>).

If you have further questions or want additional information please contact the Residency Examiner at (920) 465-2725 or registrar@uwgb.edu.

Non-Resident Tuition Waivers

Non-resident tuition waivers are available on a competitive basis for students with a record of high academic achievement. Recipients of waivers remain responsible for Wisconsin resident tuition and fees.

Other Financial Aid

In addition to graduate assistantships, several other grant or aid programs are available. These include Perkins Loans, Stafford Loans, or University work/study awards. Students defined as minority group members may apply for Advanced Opportunity Grants or Wisconsin Indian Student Assistance Grants. For more information, contact the Financial Aid Office at (920) 465-2075.

Other Fee Related Policy Information

Tuition Appeals

- Students who wish to appeal institutional charges may do so via the tuition appeal process using the **Appeal Institutional Charges** form. The appeal institutional charges policy is also referenced, using this same link.
- Students must pay for completed coursework (i.e., grades that are earned and are part of the academic record). Students appealing institutional charges for coursework for which grades have already been earned must first complete a late drop/withdrawal appeal. Tuition appeals are not reviewed unless the grade earned has been removed.

Official University Calendars

Official University Calendars

- **Academic Calendar:** Official calendar of activity for the school year (term dates, registration dates, breaks and holidays, etc.)
- **Administrative Calendar:** Calendar relating to curricular change, timetable, and personnel evaluations
- **Registration Calendars (Fall/January/Spring/Summer):** Calendar of specific registration/academic action deadlines (add/drop/withdrawals, late registration, and fee implications of selected academic actions)
- **Final Exam Calendar:** Final exam schedule for the semester in session

Graduate Programs

D

- Doctorate of Education in Applied Leadership (p. 39)
- Doctorate of Education in First Nations Education (p. 41)

M

- Master of Athletic Training (p. 45)
- Master of Business Administration (p. 49)
- Master of Public Administration (p. 51)
- Master of Science in Applied Biotechnology (p. 55)
- Master of Science in Applied Leadership for Teaching and Learning (p. 58)
- Master of Science in Biodiversity Conservation and Management (p. 61)
- Master of Science in Cybersecurity (p. 63)
- Master of Science in Data Science (p. 67)
- Master of Science in Environmental Science and Policy (p. 68)
- Master of Science in Health & Wellness Management (p. 84)
- Master of Science in Management (p. 86)
- Master of Science in Nursing Leadership and Management (p. 90)
- Master of Science in Nutrition and Integrated Health (p. 93)
- Master of Science in Sport, Exercise, and Performance Psychology (p. 96)
- Master of Science in Sustainable Management (p. 99)
- Master of Social Work (p. 101)

Doctorate of Education in Applied Leadership

This program will prepare students to effectively and ethically lead complex organizations and cultivate change in emerging organizations. The degree is built on a core of leadership knowledge and skill development, along with complementary areas of inquiry (e.g., research), emphasis, and application. This degree provides both spectrums of skills in high demand for employers: a thorough grounding in skills related to leading people, as well as an understanding of the specific professional skills related to education and research. The balance of these complementary skill sets prepares graduates of this degree to become transformative leaders in sectors such as education, athletics, healthcare, government, and nonprofit agencies. The program is designed to satisfy all of the graduate requirements of UW-Green Bay.

Coursework is focused on the following four areas: 1) Leadership sequence: Composed of leadership core coursework; 2) Inquiry sequence: Coursework covers research design and methods; 3) Emphasis sequence: Choice of emphasis area will be made by the students based on what best suits their professional goals and industry area; and 4) Application sequence: Coursework covers a field-based course, immersive leadership seminar (on-campus), and dissertation project.

Graduates with a Doctorate of Education in Applied Leadership will be prepared to pursue leadership positions in K-12 (superintendents, directors, principals, assistant principals, etc.) and higher education, nonprofits, health organizations, government agencies, and private companies. Example position titles include public policy leader, city and local government official, postsecondary education administrator, health services executive, and nonprofit (superintendents, directors, principals, assistant principals, etc.) and charitable organizer.

EdD Applied Leadership students will complete 54 credits of primarily online graduate coursework. The program is unique for several reasons including a choice of an emphasis area, leadership field-based course, and immersive leadership experience on-campus in the second year of their work toward degree. This immersive component will strengthen and focus the cohesiveness of cohort relationships and centered on leadership with regional and area presenters.

Student Learning Outcomes and Program Objectives

Program-level student learning outcomes include:

- Examine how behavior impacts an organization and its unique culture
- Design and implement policies and processes to effectively lead change in an organization
- Apply teaching and learning principles and methods in the construction of educational training and development
- Apply leadership knowledge, theory, principles, practices, and skills within an organization
- Utilize ethical behavior and decision-making within an organization, with a focus on equity and its role in shaping policy
- The degree is a community-focused degree program that fosters development of strong leadership skills in a collaborative environment to effect organizational transformation. Graduates will demonstrate an ongoing commitment to diversity and inclusion with a focus on addressing inequalities in organizational systems, policies, processes and practices. Moreover, This program emphasizes innovative and strategic thinking, and is targeted toward learners with diverse backgrounds in fields such as education, psychology, public administration, non-profits, and athletics, including those currently working in a profession overlapping with these areas.

Admission Requirements

Applicants to the EdD program in Applied Leadership must meet the following admission requirements. All applications will be reviewed by a graduate admission committee who will make admission recommendations based on the listed criteria. Applicants who do not meet these criteria can be accepted on a provisional basis based on committee recommendations.

Minimum admission to the Doctorate of Education in Applied Leadership program requires:

- A completed online application found here: <https://apply.wisconsin.edu> (<https://apply.wisconsin.edu/>).
- A non-refundable application fee.
- Official transcripts of all undergraduate and graduate post-secondary institutions of higher learning from which 9 or more credits have been attempted. Minimally,
 - A baccalaureate degree from a regionally accredited institution.
 - A masters degree from a regionally accredited institution, or if a masters degree has not be completed, a minimum of 30 graduate-level credits.
- A cumulative 3.0 GPA in all post-bachelors degree credit. Applicants who do not meet the 3.0 GPA requirement or who have other deficiencies may be admitted on a provisional basis.
- A 200-300 word statement describing principle areas of academic interest, capabilities, experience, and reasons for pursuing the doctorate degree.
- Resume.
- Three letters of evaluation from professional contacts who can attest to academic potential (i.e. former professors, current supervisors, past supervisors, and/or co-workers).
- *Preferred*: Minimum of 3 years satisfactory teaching or professional experience.

International students must also provide the following documentation:

- A test of English proficiency (TOEFL, Duolingo, or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org). UW-Green Bay recommends one of the following evaluation services:
 - Education Credential Evaluators (ECE): <http://www.ece.org/>
 - World Education Services (WES): <http://www.wes.org/>
- Please note that this program is online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

A Sample Course Plan is available on the Applied Leadership Ed.D. website here: <https://www.uwgb.edu/applied-leadership-edd/about/sample-course-plan/>. (<https://www.uwgb.edu/applied-leadership-edd/about/sample-course-plan/>)

Code	Title	Credits
Leadership Sequence		15
EDUC 706	Doctoral Inquiry	
EDUC 717	Organizational Theory and Behavior	
EDUC 718	Leading Diverse Organizations	
EDUC 719	Leadership for Equity and Social Justice	
EDUC 801	Seminar in Leading with Emerging Technologies	
Inquiry Sequence		9
EDUC 806	Research Designs and Methodologies	
EDUC 808	Introduction to Quantitative Methods	
EDUC 809	Advanced Qualitative Methods	
Emphasis Options		12
Public & Non-Profit Leadership		
Four courses (700-level) in Public Administration		
Specialized Studies		
Four graduate courses; Select courses aligned with your learning and leadership goals		
Applied Sequence		18
EDUC 713	Leadership Field-Based Application	
EDUC 811	Seminar: Immersive Leadership Experience	
EDUC 888	Dissertation Project Seminar	
EDUC 899	Dissertation	
Total Credits		54

Progress to Degree

1. Candidate applies to the Doctorate of Education in Applied Leadership program by submitting an application, application fee, official transcripts, resume, statement of intent, and three letters of evaluation to the University of Wisconsin - Green Bay Office of Graduate Studies.
2. Candidate is admitted into the Doctorate of Education in Applied Leadership program by the Graduate Admissions Committee.
3. In year three, after completion of 32 credits (not including electives), student enrolls in EDUC 888 Dissertation Project Seminar.
 - a. Student successfully completes a dissertation project proposal.
 - b.

Students will be assigned a committee chair and begin creating the rest of the committee while they are writing the dissertation proposal. All committee members will be in place within year three. The Dissertation Committee Composition will consist of 3 members required, with a 4 committee member maximum.

- i. Committee Member 1, Committee Chair assigned to student by the faculty.
- ii. Committee Member 2, Faculty member with an earned doctorate (required)
- iii. Committee Member 3 and optional Member 4: Additional member must be one of the following (required):
 - academic scholar
 - professional/practitioner from the field
 - community partner
4. Student begins EDUC 899 Dissertation coursework.

- a. Student maintains continuous enrollment, semester-to-semester (fall, spring, and summer) until the dissertation's completion. Enrollment options include:
 - i. Completing 6 credits of EDUC 899.
 - ii. After 6 credits of EDUC 899 have been completed, the student may enroll in:
 1. GRAD 893 Dissertation Completion (a 0-credit dissertation completion course for doctoral students)
 2. EDUC 899 for additional dissertation credits
 3. Enroll for other graduate course credit applicable to the Ed.D. in Applied Leadership program.
5. Student writes and publicly defends their dissertation.
6. Faculty approves defense and dissertation manuscript. Student uploads their dissertation to ProQuest.
7. Degree is awarded and graduate receives diploma.

Faculty

Mary N Gichobi; Associate Professor, Ph.D., Iowa State University

Timothy U Kaufman; Associate Professor; Ph.D., Loyola University of Chicago

Mark T Kiehn; Associate Professor, Ph.D., University of Colorado-Boulder

Samantha Meister; Assistant Professor, Ph.D. Texas A&M University

Andria Moon; Associate Professor, Ed.D., Central Michigan University

Doctorate of Education in First Nations Education

The program is centered in Indigenous knowledge systems and draws upon Indigenous teaching and learning methods. The program aligns with the UW-Green Bay's mission to provide an interdisciplinary, problem-focused educational experience that prepares students to think critically and address complex issues in a multicultural and changing world. The Ed.D. in First Nations Education enriches the quality of life for students and the community by embracing the educational value of diversity, encouraging engaged citizenship, and serving as an intellectual and cultural resource for First Nations and non-First Nations communities. In addition, the Ed.D. advances the institutional goal of improving teaching and learning with its focus on First Nations Elder epistemology and pedagogy.

The program is practitioner focused and driven by professional and community needs. The Education Doctorate (Ed.D.) is an applied degree that addresses genuine issues and generates knowledge about First Nations. The Ed.D. in First Nations Education prepares leaders to transform institutions and promote cultural resurgence and the vitality of future generations.

The program draws students from an array of professional backgrounds including: PK-12 administrators in school districts with First Nations students, tribal college administrators and teachers, tribal education administrators, tribal social service administrators, tribal health care administrators, tribal library administration, First Nations governmental officials, tribal school district administrators, tribal career service and vocational rehabilitation administrators, tribal historians, tribal human resources administrators, and others.

The 54-credit degree program is offered over 4 years. The degree consists of a set of core courses offered primarily in face to face settings, reflecting the oral tradition. Classes are offered on weekends with limited online delivery to accommodate working professionals. Students enter the program in a cohort and work collaboratively in classes during the first two years of the program, including summer. Students complete the degree with a culminating applied dissertation project in years three and four. The dissertation project is developed in collaboration with First Nations governments, communities, and individuals. It is a scholarly project that impacts the Tribal World.

More information, admission requirements, required application materials and applications are on the UW-Green Bay Graduate Studies website.

Ed.D. i First Nations Education Learning Outcomes

Four Core Areas:

1. Foundations – Sociocultural, historical, and political grounding in intersectional educational contexts:
 - a. Students evaluate and interpret education as a complex intergenerational activity and cultural institution.
2. Philosophy of education and indigenous oral teachings:
 - a. Students develop, practice, and critique educational organizational and institutional policies related to administrative leadership, curriculum development, and assessment and program evaluation.
 - b. Students are able to assess key needs and develop effective strategies to design and lead appropriate intervention strategies including advocacy, policy development, and program design and evaluation.

- c. Students formulate a philosophy of education and Indigenous Original Teachings.
3. Focus on praxis, service, and connection to the needs of tribal nations and communities:
- a. Students interpret complex cultural and academic concepts effectively in oral and written forms as necessary and appropriate to the research question, purpose, or audience.
- b. Students analyze the role that education in various forms plays in tribal nation building and create strategies sustaining sovereignty.
4. Research Methods and Knowledge Systems:
- a. Students compare, contrast, and implement research and practice in holistic Indigenous knowledge systems (Shared Core Values, Original Teachings).
- b. Students demonstrate proficiency in qualitative, quantitative, and Indigenous research methodology, and will select each/all as necessary and appropriate to the research question, purpose, or audience.

Admissions Applications for the Ed.D. in First Nations Education has three parts:

Part One - Electronic Application:

Applicants must complete an electronic application for admissions. You can access it here: <https://apply.wisconsin.edu/>
Once you begin the electronic application process, you will complete the following (A & B) in the electronic application:

1. Master's degree from a regionally accredited institution (will consider applicants with a bachelor's degree who demonstrates an equivalent of 4 or more years of learning from oral scholars or knowledge bearers.)
2. Application Fee: The non-refundable application fee is \$56 if you are applying to a degree program. Applicants pay the application fee in the online electronic application. Applicants may also send a check or U.S. money order to UW Green Bay Office of Graduate Studies (address below).
3. Application Written Statements: The Ed.D. in First Nations Education requires all applicants to submit two writing statements in support of their application to the program:
 - personal statement of intent (800-1000 words)
 - statement of scholarly interests (1200-1500 words).

Part Two - Additional Admissions Requirements Submitted Directly to UW Green Bay Office of Graduate Studies:

Submit the following items to: UW Green Bay, Graduate Studies Office, 2420 Nicolet Drive, Green Bay, WI 54311-7001 or gradstu@uwgb.edu:

1. Post-Secondary/Graduate Transcripts:
 - Official transcripts must be submitted from every post-secondary school attended by the applicant.
 - Official "course-by-course" transcript evaluations from either Education Services Evaluators (ECE) or World Education Services (WES) are required for all school attended outside of the US. The transcript evaluation must be sent to the Office of Graduate Studies directly from the company issuing the evaluation. Transcripts or transcript evaluations sent from applicants are not considered official and will not be accepted.
 - If you have attended UW-Green Bay, we can provide this transcript for your application file. There is no need to request it.
 - If you have attended UW-Green Bay within the last 5 years and your post-secondary transcripts are on file, we will not ask you to resend them.
2. Résumé:
 - Applicants must send an updated résumé (2 page maximum) via email attachment to the UW-Green Bay Graduate Studies Office at: gradstu@uwgb.edu or upload to the application system. In cases of low GPA or professional experience that does not clearly relate to the Ed.D. in First Nations Education program, the admission committee may request additional information in support of an application.
3. References:
 - Applicants are required to submit three letters of evaluation. References must submit their letters directly via email attachment to the UW-Green Bay Graduate Studies Office at gradstu@uwgb.edu. The Graduate Studies Office will update the Application Checklist upon receipt of each letter of evaluation. Please allow 2-3 business days for the system to be updated. Applicants are responsible to ensure that all references have completed and submitted their letters by the application deadline.

Part Three - On-Campus Interview and Essay:

Candidates under consideration for admission are required to complete

1. An on-campus oral interview and
2. An on-campus written essay.

Both will be conducted with the First Nations Education doctoral admission committee. Both the interview and essay portions of the admissions process will take place in-house on the UW Green Bay campus. The committee will notify applicants with regard to the scheduling of dates and times.

Code	Title	Credits
Required Foundations Courses		18
FNED 800	Introduction to Indigenous Education	
FNED 801	Ancestral Leadership Ways of Leadership	
FNED 804	Indigenous Pedagogy	
FNED 805	Generational Healing	
FNED 820	Critical Analysis of Systemic Inequity: Social Justice Education	
FNED 830	First Nations Law and Policy	
First Nations Research and Assessment		13
FNED 807	Indigenous Inquiry	
FNED 825	Relational Assessment	
FNED 826	Grant Writing	
FNED 831	Qualitative Research Methods	
FNED 832	Program Evaluation	
FNED 834	Statistics Lab	
Comprehensive Exam		
Upon completion of 33 credits of First Nations Education coursework (not including the elective credits) students must pass one individual written comprehensive exam and one cohort oral comprehensive exam.		
Area of Emphasis or Approved Elective Class ¹		5
Dissertation Applied Project		18
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis (9 credits required)	
Upon completion of 9 credits of dissertation seminar, student must successfully defend a written dissertation project proposal.		
FNED 899	Dissertation Project (9 credits required)	
Upon completion of the dissertation project, student must pass a public oral defense.		
Total Credits		54

¹ Students must enroll in a minimum of 5 credits of electives and may choose from the Ed.D. cooperative program course offerings. These credits may be packaged to provide a specialty emphasis established by the participating institution or may be chosen in consultation with and as approved by the Ed.D. chair or student's Ed.D. advisor.

Course	Title	Credits
First Year		
Fall		
FNED 800	Introduction to Indigenous Education	3
FNED 801	Ancestral Leadership Ways of Leadership	3
Credits		6
Spring		
FNED 804	Indigenous Pedagogy	3
FNED 820	Critical Analysis of Systemic Inequity: Social Justice Education	3
Credits		6
Summer		
FNED 805	Generational Healing	3
FNED 807	Indigenous Inquiry	3
Credits		6
Second Year		
Fall		
FNED 825	Relational Assessment	2
FNED 826	Grant Writing	2
Elective		3
Credits		7
Spring		
FNED 830	First Nations Law and Policy	3
Elective		2
Individual written comprehensive exam		
Cohort oral comprehensive exam		
Credits		5

Summer		
FNED 831	Qualitative Research Methods	2
FNED 832	Program Evaluation	2
FNED 834	Statistics Lab	2
Credits		6
Third Year		
Fall		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
Credits		3
Spring		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
Credits		3
Summer		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
Credits		3
Fourth Year		
Fall		
FNED 899	Dissertation Project	3
Credits		3
Spring		
FNED 899	Dissertation Project	3
Credits		3
Summer		
FNED 899	Dissertation Project	3
Credits		3
Total Credits		54

Steps Toward the Degree

1. Student applicant is admitted to the doctoral program.
2. In year three, after completion of 33 credits of coursework (not including elective credits), student enrolls in FNED 898 Dissertation Project Seminar.
 - a. Student successfully completes an individual comprehensive written exam.
 - b. Student successfully completes an all-cohort comprehensive oral exam.
 - c. Student successfully completes a dissertation project proposal.

In year three, students will be assigned a committee chair after completion of the oral and written comprehensive exams, and begin creating the rest of the committee while they are writing the dissertation proposal. All committee members will be in place after the dissertation proposal is approved (also in year three). The FNED Dissertation Committee Composition will consist of 3 members required, with a 4 committee member maximum.

 - i. Committee Member 1, Committee Chair: is assigned to student by the FNED faculty (required). The dissertation committee chair funding model was proposed and approved by HLC. Committee members oversee dissertation projects as part of their credit load.
 - ii. Committee Member 2, FNED faculty member with an earned doctorate (required)
 - iii. Committee Member 3, Must be one of the following (required):
 - Indigenous oral scholar or knowledge bearer
 - academic scholar
 - professional/practitioner from the field
 - community partner
 - iv. Optional Member 4, may be one of the following:
 - Indigenous oral scholar or knowledge bearer
 - academic scholar
 - professional/practitioner from the field
 - community partner
3. Student enrolls in FNED 899 Dissertation Project.
 - a. Student maintains continuous enrollment, semester-to-semester (fall, spring, and summer) until the dissertation's completion. Enrollment options include:
 - i. Enroll in GRAD 893 Dissertation Completion (no-credit dissertation completion course for doctoral students)
 - ii. Enroll for additional dissertation credits
 - iii. Enroll for other graduate course credit
 - b. Student successfully completes a dissertation project including the dissertation oral defense.

4. Dissertation advisor files the Approval of Dissertation Project Defense Form with the Office of Graduate Studies.
5. Degree is awarded and graduate receives diploma.

The faculty in the Ed.D. in First Nations Education represent a wide range of teaching, practice, and research experiences. Both oral traditional and academic scholars collaborate and co-teach classes together. The oral traditional scholars provide an experience in listening, observing, doing, and inquiring that fits within indigenous cultural contexts. This offers students an opportunity to experience learning in traditional First Nations approaches. Contact information and biographies for faculty and staff are available on the program website at www.uwgb.edu/fned/ (<http://www.uwgb.edu/fned/>)

Belisle, Priscilla, Lecturer, Humanistic Studies - First Nations Studies. Ed.D. Student, University of Minnesota - Duluth.

Brooks, Forrest, Lecturer, Humanistic Studies - First Nations Studies. B.A., State University of New York -Cortland; M.S., University of Wisconsin-Milwaukee; Ed.D. Student, University of Minnesota - Duluth.

Cornelius, Carol, Oral Scholar/Instructor.

LaFrance, Joan, Adjunct Faculty.

Leary, J P, Assistant Professor, Humanistic Studies - First Nation Studies. B.A., University of Wisconsin-Eau Claire; M.A., University of Oklahoma; Ph.D., University of Wisconsin-Madison.

Fields of Interest: indigenous education, curriculum theory and policy, history of education, social studies, professional development.

Poupart, Lisa, Associate Professor, Humanistic Studies-First Nations Studies. B.S., M.A., University of Wisconsin-Milwaukee; Ph.D., Arizona State.

Fields of interest: First Nations teaching and learning including Elder epistemology; decolonization and indigenous education, First Nations Studies in K-12 curriculum, historic trauma and generational healing.

Stevens, Lois, Assistant Professor, Humanistic Studies - First Nations Studies.

Wilson-Doenges, Georjeanna, Professor, Psychology, First Nations Studies, Environmental Science. B.A., Boston University, M.A., University of California-Irvine, Ph.D., University of California-Irvine.

Fields of interest: Environmental Psychology.

Master of Athletic Training

The University of Wisconsin-Green Bay's Master of Athletic Training (MAT) program in the Department of Human Biology provides students an education focused on an evidence-based approach to healthcare. In conjunction with our community and clinical partners, graduates of the UW-Green Bay MAT are prepared to practice athletic training as part of an interprofessional healthcare team focused on improving patient outcomes across the life span.

The MAT consists of curriculum that includes classroom, laboratory, and clinical education that exceeds the foundational and core knowledge in Athletic Training as outlined by the educational standards set by the Commission on Accreditation of Athletic Training Education (CAATE). The program will require 2 full years (summer-fall-spring, summer-fall-spring) to complete. Students who complete the degree requirements earn a Master of Athletic Training.

Program Objectives

- The UW-Green Bay MAT will retain, and graduate students prepared to practice as an athletic trainer.
- MAT students will pass the athletic training Board of Certification (BOC) examination exceeding CAATE accreditation requirements.
- The MAT will prepare students to obtain employment as an athletic trainer working collaboratively as part of an interdisciplinary team to deliver patient-centered care to a diverse patient population.
- MAT students will practice athletic training in a manner that is consistent with the standards of professional practice set by the BOC and other pertinent laws and regulations.

Student Learning Objectives

- Students will develop the knowledge, skills, and abilities:
 - Needed for injury and illness prevention.
 - To promote health and wellness.
 - Required for the immediate and emergency care of injury and illness.
 - To perform an examination, come to a diagnosis, and develop and implement an appropriate treatment plan for musculoskeletal and systemic conditions.

- To recognize patients with mental health issues and determine the appropriate intervention and/or referral.
- To apply administrative skills necessary for healthcare system management.
- Students will use evidence based knowledge while providing patient centered care as part of an interprofessional team of health care providers.
- Students will develop the ability to apply contemporary principles and practices of quality assurance and health informatics to improve and enhance patient care.
- Students will value the importance and responsibility of advocacy, scholarship, continuing education, and service to the athletic training profession.
- Students will appreciate the importance of human dignity, equality of opportunity, gender, age, race, sexual orientation, and cultural and ethnic diversity in all aspects of patient care.

CAATE Accreditation Status

The UW-Green Bay Master of Athletic Training program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE). The next required comprehensive accreditation review for the program will be conducted during the 2025-2026 academic year, with a self-study due date of July 1, 2025.

Please see the program webpage, <https://www.uwgb.edu/athletic-training/>, for up-to-date information concerning accreditation status and all other aspects of the Master of Athletic Training.

Admission Requirements

A limited number of applicants will be admitted to the Master of Athletic Training (MAT) program. A maximum of 16 students will be admitted to the program each year. The following are program admission requirements and required application materials. Applicants must apply for admission to the MAT through the ATCAS (<https://atcas.liaisoncas.com/applicant-ux/#/login>) portal.

The following items need to be submitted through ATCAS:

1. Official transcripts verifying the completion of the following pre-requisite coursework with a grade of C or better:

- Biology - minimum of 4 credits including a lab.
- Chemistry - minimum of 4 credits including a lab.
- Physics - minimum of 4 credits including a lab.
- Human Anatomy - minimum of 4 credits including a lab.*
- Human Physiology - minimum of 4 credits including a lab.*
- Exercise Physiology - minimum of 3 credits
- General Psychology - minimum of 3 credits
- Human Nutrition - minimum of 3 credits

*Applicant must complete a two-semester sequence of anatomy and physiology with a laboratory component. This can be a two-semester combined human anatomy and physiology course, or separate human anatomy and physiology courses.

Although not prerequisite courses, the following are highly recommended:

- Kinesiology or Biomechanics
- Statistics
- Medical Terminology
- Introduction to Athletic Training
- Health and Wellness

2. Letters of Recommendation

- Applicants must provide letters of evaluation from two individuals who can speak directly to the applicants' potential success in a professional studies program in athletic training.
- At least one letter from either a healthcare provider or a current or former faculty member from the applicant's undergraduate degree program is preferred.

3. Personal Statement describing your professional goals and why you have chosen Athletic Training as a career.

4. Observation Hours: Applicants must complete 50 hours of documented observation/job shadowing in athletic training under the supervision of a certified athletic trainer.

Once all required applications materials have been submitted to ATCAS, qualified applicants will be invited to interview with the admissions committee. Interview can be conducted in person or virtually.

After acceptance to the MAT through the ATCAS process, students must also apply for graduate studies admission (<https://www.uwgb.edu/admissions/graduate/apply/>) at UW-Green Bay. To complete this process you will need:

- \$56.00 application fee
- UW System application form (apply.wisconsin.edu/ (<https://apply.wisconsin.edu/>))
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)).
 - UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
 - World Education Services (WES) <http://www.wes.org/>
 - Financial Support Statement (<https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Financial-Support-Statement.pdf>) (this form must be submitted to gradstu@uwgb.edu (gradstu@uwgb.edu))
 - Bank Statement: Letter on official bank stationery verifying the amount of readily available funds to support the prospective student while in the U.S.

Required documents for admitted students

Once accepted to the UW-Green Bay MAT program, the following documentation must be submitted to ATrack prior to starting clinical experiences:

1. Technical Standards Form
2. Proof of current certification in Basic Life Support (BLS) from the American Heart Association. Certification is provide in AT 620.
3. Verification that a Physical Examination has been completed within 12 months of applying to the program by an approved health care provider (MD, DO, PA, CNP).
4. The UW-Green Bay Vaccination Verification form indicating the following vaccination have been completed: MMR, Varicella, Hepatitis B, and Tetanus-Diphtheria-Pertussis(Tdap).
5. Verification of a Tuberculosis (TB) test completed within the past 12 months.
6. Healthcare provider background check. Information on how to complete the healthcare provider background check will be provided by the Program Director after applicants have accepted their admission to the MAT.
7. Verification of antibody titers, influenza vaccination, or vaccine declination due to vaccine allergy or other adverse reaction is required on an annual basis.
8. Verification of COVID-19 vaccination, or vaccine declination due to vaccine allergy or religious exemption.

Degree Requirements

Code	Title	Credits
AT 541	Clinical Anatomy & Physiology	3
AT 601	Foundations of Athletic Training	3
AT 605	Therapeutic Interventions I	2
AT 610	Psychosocial Aspects of Healthcare	3
AT 620	Evaluation and Management of Acute/Emergent Conditions	3
AT 651	Clinical Exercise Sciences	3
AT 700	Evidence Based Practice I	3
AT 701	Evidence Based Practice II	2
AT 705	Therapeutic Interventions II	3
AT 710	Evaluation and Management of Lower Extremity Injuries	4
AT 720	Evaluation and Management of Head, Neck, and Spine Injuries	4
AT 730	Evaluation and Management of Upper Extremity Injuries	4
AT 740	Evaluation and Management of Systemic Conditions	4
AT 750	Athletic Training Administration	2
AT 760	Clinical Education I	2
AT 761	Clinical Education II	2

AT 762	Clinical Education III	3
AT 763	Clinical Education Capstone	6
AT 790	Athletic Training Research Capstone	3
AT 797	Internship	1-3
Total Credits		60-62

- 1.The candidate applies to the Master of Athletic Training program by completing all application requirements (<https://www.uwgb.edu/athletic-training/apply/>).
- 2.The candidate is admitted to the Master of Athletic Training program by the University of Wisconsin-Green Bay program Chair.
- 3.The student fulfills the degree requirements for the program.
- 4.The student is awarded a Master of Athletic Training degree from the University of Wisconsin-Green Bay.

Curriculum Guide

Course	Title	Credits
First Year		
Summer		
AT 541	Clinical Anatomy & Physiology	3
AT 601	Foundations of Athletic Training	3
AT 605	Therapeutic Interventions I	2
AT 620	Evaluation and Management of Acute/Emergent Conditions	3
Credits		11
Fall		
AT 700	Evidence Based Practice I	3
AT 710	Evaluation and Management of Lower Extremity Injuries	4
AT 760	Clinical Education I	2
AT 705	Therapeutic Interventions II	3
AT 651	Clinical Exercise Sciences	3
Credits		15
Spring		
AT 701	Evidence Based Practice II	2
AT 720	Evaluation and Management of Head, Neck, and Spine Injuries	4
AT 730	Evaluation and Management of Upper Extremity Injuries	4
AT 761	Clinical Education II	2
Credits		12
Second Year		
Summer		
AT 740	Evaluation and Management of Systemic Conditions	4
AT 797	Internship	1-3
Credits		5-7
Fall		
AT 610	Psychosocial Aspects of Healthcare	3
AT 750	Athletic Training Administration	2
AT 762	Clinical Education III	3
AT 790	Athletic Training Research Capstone	3
Credits		11
Spring		
AT 763	Clinical Education Capstone	6
Credits		6
Total Credits		60-62

Faculty

William S Gear; Assistant Professor & Program Director Athletic Training; Ph.D., University of Pittsburgh.

Sadie Buboltz-Dubs; Assistant Professor & Coordinator of Clinical Education Athletic Training; DAT, University of Idaho

Elizabeth Leon; Assistant Professor; Ph.D., University of Nevada, Las Vegas

Amanda J Nelson; Associate Professor; Ph.D., University of Illinois at Urbana-Champaign

Master of Business Administration

The University of Wisconsin-Green Bay's executive Impact MBA program in the Cofrin School of Business is designed for leaders who recognize the rapid changes facing businesses today and who seek to prepare themselves and their organizations for success in this era of disruption. Program coursework is anything but traditional, forgoing the repeat of the undergraduate topics covered in traditional MBA programs for an array of forward-looking courses designed to prepare leaders to navigate the organizational changes needed to capitalize on the technological advances changing the way business operates. To promote a rich diversity of professional backgrounds, entry into the Impact MBA intentionally forwent the standard requirement of a traditional business undergraduate degree. Rather, an initial assessment by our faculty determines pre-requisite disciplinary gaps, with learners upskilled in these basics through a short, online boot camp offered prior to the start of formal program.

The Impact MBA accommodates the busy lives of today's leaders who balance a full slate of professional and personal commitments, with curricula delivered over six, ten-week sessions, with two courses completed in each session. Each session contains four in-person Saturday meetings focused on high engagement experiences complimented by six interspersed weeks of online learning. To build strong and lasting relationships among students and faculty the Impact MBA adopts learner groups of 20 to 30 students. New learners begin the program every fall. In this way, the program allows both the flexibility needed by today's professionals, and the high engagement and peer-to-peer interactions that remain a critical component of all successful MBA programs. Sessions are spread across the academic calendar, allowing learners to capitalize on our Wisconsin summer. The entire 36-credit Impact MBA program is completed in less than two years.

Admission Requirements

The Executive Impact MBA is designed for experienced professionals eager to expand their leadership potential and drive impactful change in their organizations. We welcome leaders from all professional backgrounds.

Here is a quick overview:

- **Degree:** A bachelors degree (*in any discipline*).
- **GPA:** A 3.0 grade point average (measured on a 4.0 scale) or higher. *Students with a GPA less than 3.0 will be considered for admission on a case by case basis.*
- **Experience:** This program is designed for individuals with documented professional experience.
- Please note: Fortunately, **no** entrance exams are required (e.g.. GRE, GMAT).

How to Apply

Submit the following to the UW-Green Bay Graduate Studies Office (<https://www.uwgb.edu/graduate/>):

- **UW System Application & Fee:** Complete and submit the UW System application (<https://apply.wisconsin.edu/>), which will be forwarded to UW-Green Bay Graduate Studies. When you submit your online application, you will be asked to pay the \$56 application fee.
- **Resume:** Submit your current resume outlining your academic achievements and professional experience. Your resume may be uploaded as part of your application or can be emailed to the Office of Graduate Studies at gradstu@uwgb.edu
- **Impact Statement:** In approximately 500 words (~1 page single-spaced), please respond to the following questions: (1) Why do you want to enroll in the Executive Impact MBA? and (2) What impact you hope to make for both (a) yourself and (b) your organization by completing this program? Space for the impact statement is included in the online application.
- **Official Transcripts*:**
 - Official transcripts from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.
 - **For college and universities attended outside the United States,** you must provide the a course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org) (<https://nam01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.naces.org%2F&data=02%7C01%7C1angere%40uwgb.edu%7C8f980c1350fa403ad81d08d7abf9665b%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C637166959953631620&sdata=AZUP4CI%2FXXJwoF76cq1Q7sWs8klPkfKq6FGeOMoG%2Fw%3D&reserved=0>). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/> (<https://nam01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ece.org%2F&data=02%7C01%7C1angere%40uwgb.edu%7C8f980c1350fa403ad81d08d7abf9665b%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C637166959953641616&sdata=%2FuxHIMwUEM7bk4KPCsYmnbVa5qe9hzbISxw73fqyOyg%3D&reserved=0>)
 - World Education Services (WES) <http://www.wes.org/> (<https://nam01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.wes.org%2F&data=02%7C01%7C1angere%40uwgb.edu%7C8f980c1350fa403ad81d08d7abf9665b%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C637166959953641616&sdata=cPImlp17Tk95aCEkOvB4144YpjbLFLV9udbMHY39LxA%3D&reserved=0>)
- **Two Professional Recommendations:** Two letters of professional evaluation from persons who can assess your potential and motivation to use this program as a developmental accelerator for both personal and organizational impact. *Each reference letter must come directly from the reference and be sent directly to the Office of Graduate Studies email, gradstu@uwgb.edu, or mailed to:*

UW-Green Bay
Office of Graduate Studies
2420 Nicolet Drive
Green Bay, WI 54311

* If requesting electronic transcripts, please have the institution send to uwgb@uwgb.edu. Paper transcripts sent directly from the institution that issued the transcript must be mailed to the address above.

Degree Requirements

Code	Title	Credits
Required Courses:		
MBA 701	Purpose Driven Leadership	3
MBA 702	Critical Thinking Beyond Business As Usual	3
MBA 703	The Learning Organization	3
MBA 704	The Exponential Enterprise & Abundance	3
MBA 705	Evidence-Based Decision Making	3
MBA 706	Creating Brand Value	3
MBA 707	Financial Management	3
MBA 708	Disruptive Innovation	3
MBA 709	Artificial Intelligence & Technological Advances	3
MBA 710	The Path to Sustainability	3
MBA 711	Culture as a Competitive Advantage	3
MBA 712	Alternative Futures & Strategic Foresight	3
Total Credits		36

Faculty

Faculty members in the Impact MBA Program (<https://www.uwgb.edu/executive-impact-mba/faculty/>) represent a wide range of teaching, practice, and research experiences.

Bansal, Gaurav (<https://www.uwgb.edu/gaurav-bansal/>), Professor, Business Administration (MIS/Statistics). B.E. (1996) University of Gorakhpur; M.B.A. (2002) Kent State University; Ph.D., MIS (2008) University of Wisconsin-Milwaukee.

Interests: Teaching interests include introduction to management information systems, e-commerce, business statistics, database management systems, and web development. Research interests include internet information privacy and security, internet trust, e-commerce, and data mining.

Buechse, Oliver, Lecturer. Diploma in Psychology from Justus-Liebig-University, Giessen/Germany (1995), PhD in Economic Psychology from Alpen Adria University, Klagenfurt/Austria (1999). Executive in Residence - Strategic Transformation, UWGB (2020-22), Owner of My Strategy Source DBA Advancing Digital, Strategy Consulting firm.

Interests: Strategy, Innovation, Change, Leadership Dynamics, Collaborative Visioning, Digital Transformation, AI, Climate Impact, Climate Migration, Future of Education.

Chandna, Vallari (<https://www.uwgb.edu/management/faculty-staff/chandnav/>), Associate Professor of Management and Chair, Master's of Management Program, B.A. LL.B-Honors (2007) RSTMN University, M.B.A in Organizational Behavior and Human Resources (2011) University of North Texas, Ph.D., Organizational theory (2016) University of North Texas.

Interests: Digital entrepreneurship, new organizational forms (temporary organizations), degrowth, sustainability, individual and organizational issues in start-ups, and inter-organizational relationships.

Coury, David (<https://www.uwgb.edu/humanities/faculty-staff/couryd/>), Frankenthal Professor of Humanities, German, and Global Studies. B.A. Biology and German (1986) Wittenberg University; M.A. University of Cincinnati (1992); Ph.D., Germanic Literatures and Languages, University of Cincinnati (1996).

Interests: International Business, Intercultural Communication, Globalization and cultural conflicts, U.S.-European political and economic relations.

Frost, Susan M (<https://www.uwgb.edu/humanities/faculty-staff/frosts/>), Lecturer in Humanistic Studies and in Business. B.A. triple emphasis humanities, communications, and business, University of Wisconsin - Green Bay (1997); M.A. Modern Studies, University of Wisconsin - Milwaukee (2005). President Frost Marketing Communications, Inc.

Interests: The humanities as an applied critical thinking skill, interdisciplinary approaches to business success, empathy training, and epochal business cycles.

Gurtu, Amulya (<https://www.uwgb.edu/gurtua/>), Associate Professor of Supply Chain Management, M.S in engineering (1995), Bhopal university; MBA (2007) Western University; Ph. D., Industrial engineering (2014), Ryerson University, Toronto (Canada)

Interests: Optimizing supply chains, global operations and offshore outsourcing.

Huffcutt, Allen, Professor of Human Resource Management, B.S. (1982) Mechanical Engineering, University of Wisconsin Madison; M.S. (1989) Industrial & Organizational Psychology, University of North Texas; Ph.D., Industrial & Organizational Psychology (1992), Texas A&M University.

Interests: Modern behavioral employment interviewing (theory and practice), personality testing, personality structure, culture and its effects on companies and employees, mental processing and decision-making.

Murphy, Dianne, Assistant Professor, Organizational Behavior, B.S (1993) St. Norbert College; MBA (2008), University of Wisconsin-Milwaukee; Ph. D., Organizations and Strategic Management (2017), University of Wisconsin-Milwaukee

Interests: Diversity, Entrepreneurship, Culture, Mentoring, Identity, International Business.

Newaz, Md. Tarique (<https://www.uwgb.edu/directory/people/md-tarique-newaz/>), Assistant Professor of Marketing, M.A. in English Literature (2003), Jahangirnagar University, Bangladesh, MBA Marketing (2006), University of Dhaka, MS in Marketing Research (2015) Southern Illinois University, Ph. D., Marketing (2019), Texas Tech University

Interests: Marketing Strategy, Social Media Marketing, Branding, Marketing Research.

Pangarkar, Aniruddha (<https://www.uwgb.edu/directory/people/aniruddha-pangarkar/>), Assistant Professor of Marketing. B. Com (1996), University of Pune; M.B.A in International Management (2002), Thunderbird School of Global Management; Ph. D., Marketing (2018), Texas Tech University

Interests: International Marketing, International Business, Marketing Strategy, Corporate Social Responsibility, Services Marketing, and Consumer Behavior.

Radosevich, David (<https://www.uwgb.edu/management/faculty-staff/radosevd/>), Associate Professor, Business Administration (Management). B.A. (1994) Western Maryland College; Ph.D., Industrial/Organizational Psychology (1999) University at Albany, State University of New York.

Interests: Teaching interests include leadership development, human resource management, organizational behavior, and team building. Research interests include motivational processes, performance management, goal orientation, and the impact of technology on learning.

Kumar, Sampath (<https://www.uwgb.edu/management/faculty-staff/ranganas/>), Professor of Marketing. B.Com. (1993), M.B.A. (1996) Bharathiar University; M. Phil (2011) Alagappa University; Ph.D., Marketing/Research Methods (2008) University of Memphis.

Interests: Teaching interests include Marketing, Marketing research, Advertising, and Services marketing. Research interests include consumer behavior, advertising, services marketing and social marketing.

Sarkar, Piyal, Assistant Professor of Supply Chain Management. Bachelor of Technology (2014) from Haldia Institute of Technology, India; MBA , Operations Management (2018) from Indian Institute of Technology (ISM) Dhanbad, India; PhD (2022), Industrial Engineering (Supply chain Management) from Toronto Metropolitan University.

Teclezion, Mussie (<https://www.uwgb.edu/management/faculty-staff/teclezim/>), Associate Professor of finance, B.A. in Accounting (1999) University of Asmara, Eritrea; M.B.A. (2003) University of Illinois in Urbana-Champaign; Ph. D., Finance (2008) Southern Illinois University – Carbondale in 2008.

Interests: financial and investment policies of firms, geographic and industrial diversification strategies, mergers & acquisitions, and earnings management.

Thapa, Nichal (<https://www.uwgb.edu/directory/people/nichal-thapa/>), Assistant Professor, MBA (2005) Financial Management, Lamar University; Master of Philosophy in Management (2015), Tribhuvan University; Ph.D. Entrepreneurship and Innovation (2021), University of Missouri.

Interest: Entrepreneurship and Innovation, entrepreneurial finance.

Master of Public Administration

The University of Wisconsin-Green Bay's Master of Public Administration (MPA) degree is a professional degree that prepares students for a career in public and nonprofit service, including the development of technical skills and specialized expertise required of individuals working with public resources in the public or nonprofit sector. This includes a grounding in the theories and principles of public administration as well as applied and hands-on learning in public policy and management topics.

The curriculum is developed to include topics related to those working as a part of the policy process as well as the implementation of public policy with competencies in policy analysis, program evaluation, public budgeting and financial management, organizational behavior and management, human resources management, and ethics for public service. As such, it is tailored leaders and managers in public/governmental entities as well as nonprofit organizations who are major players in the delivery of public services and operate with similar missions, values, and purposes as their governmental counterparts and whose successful operation requires many of the same skills and competencies.

Program Learning Outcomes

Upon completion of their degree, an MPA has prepared students for upper-level management or policy positions in public and/or nonprofit service. This could include employment in governmental agencies, nonprofits, or private companies with social missions (such as benefit corporations or social enterprises), in positions such as policy analyst, executive director, city or county manager, budget analyst or development director. Therefore, upon graduation of the MPA program, students will have the ability to:

1. synthesize the major theories of the field to articulate how they inform a public service perspective;
2. collect, manage, evaluate, and apply data to make decisions and solve public and nonprofit problems;
3. utilize core budgeting and financial management skills to effectively advance the mission of public service organizations;
4. effectively and ethically communicate and interact with a diverse and changing workforce through the application of leadership and management theories and behaviors; and
5. embed leadership and management with the core values of the field which include social equity, inclusion, democratic accountability, professionalism, and ethics.

Admission Requirements

- Baccalaureate degree from a regionally accredited institution
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- UW System application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
- \$56.00 application fee
- Official transcripts from colleges and universities previously attended*
 - Official transcripts from colleges and universities previously attended
 - If you attended less than 9 credits you do not have to send an official transcript. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. The University of Wisconsin-Green Bay retains the right to request additional official transcripts from all/or additional postsecondary institutions of higher learning attended by an applicant.
- A personal statement that describes your interest in working in the public and nonprofit sector, your professional goals as they relate to this interest, and how you believe UW-Green Bay's MPA program can help you achieve these goals. Space for the personal statement is included in the online application.
- Resume is required for the Executive Track, only, and is optional for the General Track.
- Two letters of evaluation
- International students (<https://www.uwgb.edu/graduate/international-students/overview/>) will also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE (<http://www.ece.org/>))
 - World Education Services (WES (<http://www.wes.org/>))
 - Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

*Official electronic transcripts must be sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the transcript.

Emergency Management Degree Requirements

The 30-36 credit curriculum consists of a graduate core of six required courses (18 credits), a choice between areas of emphases (Public Management [Current], Nonprofit Management [current], or Emergency Management [Proposed]), and two tracks (Traditional or Executive).

Traditional: Students completing the Traditional Track will complete 36 credit hours of approved coursework consisting of an 18-credit hour core, with an additional 12 credit hours of elective classes (in area of concentration), a 3 credit-hour internship or applied practicum project, and a 3-credit capstone.

Executive: Students completing the Executive Track will complete 30 credit hours that will include 27 credits (an 18-credit core and 9 credits of electives), as well as a 3-credit capstone course.

Code	Title	Credits
Core Requirements		18
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	

PUB ADM 705	Public and Nonprofit Ethics and Leadership	
Required Capstone (All Students):		3
PUB ADM 706	Capstone Seminar	
Completion Pathway		6
Traditional Option:		
(must also complete 9 credits of electives)		
PUB ADM 539	Political and Policy Dimensions of Emergency Management	
PUB ADM 797	Internship in Public Service	
Executive Option:		
(must also complete 3 credits of electives)		
PUB ADM 539	Political and Policy Dimensions of Emergency Management	
PUB ADM 740	Applied Concepts for Practitioners	
Emergency Management Electives		3-9
PUB ADM 535	Principles and Practices of Emergency Management	
PUB ADM 536	Strategic Emergency Preparedness, Planning and Implementation	
PUB ADM 537	Disaster Response Operations and Management	
PUB ADM 538	Disaster Recovery	
Total Credits		30-36

Nonprofit Management Degree Requirements

The 30-36 credit curriculum consists of a graduate core of six required courses (18 credits), a choice between two emphases (Public Management or Nonprofit Management), and two tracks (Traditional or Executive).

Traditional: Students completing the Traditional Track will complete 36 credit hours of approved coursework consisting of an 18-credit hour core, with an additional 12 credit hours of elective classes (in either public or nonprofit management), a 3 credit-hour internship or applied practicum project, and a 3-credit capstone.

Executive: Students completing the Executive Track will complete 30 credit hours that will include 27 credits (an 18-credit core and 9 credits of electives), as well as a 3-credit capstone course.

Code	Title	Credits
Core Requirements:		18
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	
PUB ADM 705	Public and Nonprofit Ethics and Leadership	
Required:		3
PUB ADM 706	Capstone Seminar	
Completion Pathway		6
Traditional Option:		
(must complete 9 credits of electives)		
PUB ADM 720	Nonprofit Administration and Theory	
PUB ADM 797	Internship in Public Service	
Executive Option:		
(must complete 3 credits of electives)		
PUB ADM 720	Nonprofit Administration and Theory	
PUB ADM 740	Applied Concepts for Practitioners	
Nonprofit Management Electives		3-9
PUB ADM 628	Public and Nonprofit Program Evaluation	
PUB ADM 715	Community Development	
PUB ADM 725	Fund Development and Grant Writing	
PUB ADM 730	Nonprofit Boards and Governance	

PUB ADM 735	Strategic Planning	
PUB ADM 545	Human Resource and Risk Management	
Total Credits		30-36

Public Management Emphasis Degree Requirements

The 30-36 credit curriculum consists of a graduate core of six required courses (18 credits), a choice between two emphases (Public Management or Nonprofit Management), and two tracks (Traditional or Executive).

Traditional: Students completing the Traditional Track will complete 36 credit hours of approved coursework consisting of an 18-credit hour core, with an additional 9 credit hours of elective classes, 6 credit hours of required courses, and a 3-credit capstone.

Executive: Students completing the Executive Track will complete 30 credit hours that will include an 18-credit core, 6 credit hours of required courses, 3 credit hours of elective courses, as well as a 3-credit capstone course.

Code	Title	Credits
Core Requirements:		18
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	
PUB ADM 705	Public and Nonprofit Ethics and Leadership	
Required Capstone (All Students):		3
PUB ADM 706	Capstone Seminar	
Completion Pathway		6
Traditional Option:		
(must complete 9 credits of electives)		
PUB ADM 607	Service in the Public Sector	
PUB ADM 797	Internship in Public Service	
Executive Option:		
(must complete 3 credits of electives)		
PUB ADM 607	Service in the Public Sector	
PUB ADM 740	Applied Concepts for Practitioners	
Public Management Electives		3-9
ENV S&P 752	Environmental Policy and Administration	
POL SCI 505	Urban Politics and Policy	
POL SCI 606	State and Local Government	
PUB ADM 506	Regulatory Policy and Administration	
PUB ADM 514	Administrative Law	
PUB ADM 545	Human Resource and Risk Management	
PUB ADM 628	Public and Nonprofit Program Evaluation	
PUB ADM 710	Geographic Information Systems for Public Service	
PUB ADM 715	Community Development	
Total Credits		30-36

Progress to Degree

1. The candidate applies to the Master of Public Administration program by submitting the appropriate application materials.
2. The candidate is admitted to the Master of Public Administration program by the University of Wisconsin-Green Bay program's admission committee.
3. The student fulfills the degree requirements for the program.
4. The student is awarded a Master of Public Administration degree from the University of Wisconsin-Green Bay.

Faculty

Helpap, David, Associate Professor, Public and Environmental Affairs (Public Administration, Political Science). B.S., Political Science, University of Wisconsin-Green Bay; M.A., Political Science, University of Wisconsin-Milwaukee; Ph.D., Political Science, University of Wisconsin-Milwaukee. Teaching interests include public policy analysis, state and local government, public and nonprofit budgeting, and introduction to public administration.

Research interests include management practices of local governments (emphasis on budgeting and public good provision), rural politics and management, public policy making at the state and local levels, intergovernmental relations, and urban politics.

Kuenzi, Kerry (<https://www.uwgb.edu/public-environmental-affairs/faculty-staff/faculty/kerry-kuenzi/>), Associate Professor, Public and Environmental Affairs (Public Administration, Organizational Leadership). B.A./B.S., Political Science and Social Change and Development. Master of Public Administration, University of Colorado Denver, Ph.D., Public Affairs, University of Colorado Denver. Teaching interests include public policy, public and nonprofit management, fund development, and capstone.

Research interests in public and nonprofit management topics including career trajectories, nonprofit management education, DEI in the public and nonprofit sector, and collaborative governance.

Lora Warner (<https://www.uwgb.edu/public-environmental-affairs/faculty-staff/faculty/warnerl/>), Associate Professor, Public Administration. B.S. (1982) Hope College; M.Ed. (1984) University of Virginia; Ph.D. (1987) Virginia Commonwealth University.

Research Interests: Teaching interests include Public and Nonprofit Management, Philanthropy, Program Evaluation, Marketing/Fundraising Strategies, and Board of Directors. Research interests include nonprofit resilience, needs assessment, evaluations of programs, career development of women, and community quality of life studies.

Master of Science in Applied Biotechnology

Overview

The University of Wisconsin-Green Bay, University of Wisconsin-Madison, University of Wisconsin-Oshkosh, University of Wisconsin-Parkside, University of Wisconsin-Platteville, University of Wisconsin-Stevens Point, and University of Wisconsin-Whitewater have collaborated to offer a fully online master's degree program in Applied Biotechnology. The program represents a comprehensive, multidisciplinary curriculum that prepares students to advance their careers and pursue their academic ambitions through leadership and management positions within the growing biotechnology field. Defined core courses provide students with a solid foundation in biotechnology, leadership, ethics, research, communications, product development, quality control, and regulatory and compliance practices. In addition, the program offers three unique tracks to assist students in tailoring their coursework to meet their career goals: quality assurance and compliance; business management; and research and development. Students will develop advanced knowledge and skills that will enable them to serve an important function and role within the biotechnology workforce.

Learning Outcomes

- Demonstrate professional and scientific communication appropriate for biotechnology settings
- Demonstrate comprehensive understanding of organizational processes and product development pipelines
- Distinguish among diverse methods and technologies and their applications in biotechnology
- Demonstrate strategic leadership and decision-making skills necessary in biotechnology
- Appraise the current regulatory, quality control, and legal frameworks that impact biotechnology
- Demonstrate professional and ethical behavior that fosters positive and productive interactions in diverse biotechnology settings

Admission Requirements

Each student's prior academic background is evaluated by the University of Wisconsin – Green Bay program Chair. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

A completed application consists of a UW-Green Bay Graduate Application form (<https://apply.wisconsin.edu/>), resume, personal statement describing the applicant's interest in the degree (see below), two letters of evaluation or recommendation letters, official transcripts (undergraduate and graduate), and a \$56.00 application fee.

Minimum Admission to the Master of Science in Applied Biotechnology program requires:

- A baccalaureate degree from an accredited institution
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Prerequisite coursework in:
 - 2 semesters of college level Biology and/or Chemistry with lab
- Two letters of evaluation ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Applied-Biotechnology\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Applied-Biotechnology).pdf)) or recommendation letters (can be professional or academic)

- Resume: your resume may be uploaded as part of your application or can be emailed to gradstu@uwgb.edu
- Up to 1,000 word statement of personal intent describing decision to pursue this degree and what you believe you will bring to the biotechnology field.

International students will also need to provide the following documentation:

- A test of English proficiency (TOEFL or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
 - World Education Services (WES) <http://www.wes.org/>
- Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

The M.S. in Applied Biotechnology represents a fully online, asynchronous curriculum comprised of 31 credits to include 18 credits from six core courses, 9 credits from completion of one Area of Emphasis (Business Management, Quality Assurance and Compliance, OR Research and Development), 1 credit from a Capstone preparation course and 3 credits from a project-based Capstone course. Students may complete more than one Area of Emphasis.

Area of Emphasis (p. 56)

Students must complete requirements in one of the following areas of emphasis. Please select an emphasis option below for a full list of required courses:

- Business Management (p. 57)
- Quality Assurance and Compliance (p. 57)
- Research and Development (p. 57)

Progress to Degree

1. The candidate applies to the Master of Applied Biotechnology program by submitting an application, official transcripts, resume, a statement of intent, and two letters of recommendation to the University of Wisconsin-Green Bay Graduate School.
2. The candidate is admitted to the Master of Applied Biotechnology program by the University of Wisconsin-Green Bay program Chair.
3. The student completes an Official Declaration of Master's Degree (GR-1 Form) indicating the program emphasis of study.
4. The student fulfills the degree requirements for the program.
5. The student is awarded a Master of Applied Biotechnology degree from the University of Wisconsin-Green Bay.

Faculty Advisors

Grubisha, Lisa, Assistant Professor, Natural & Applied Sciences. Biology Program. Academic Director, Master of Science in Applied Biotechnology (ABT). B.S. (1988) University of Wisconsin-Milwaukee; M.S. (1998) Oregon State University; Ph.D. (2005) University of California-Berkeley

Fields of Interest: Microbiology, metagenomics, conservation genetics, population genomics, phylogenetics, fungal ecology and evolution, microbial diversity and function.

Nikolakakis, Kiel, Lecturer, Natural & Applied Sciences. Chemistry Program. BS. (2007) University of California - Santa Barbara; Ph.D. (2013) University of California - Santa Barbara.

Fields of Interest: Microbial symbiosis, protein biochemistry, chemical sensors, microbiology, proteomics, metabolic modeling, microbial cell-cell interactions

M.S. in Applied Biotechnology

Area of Emphasis

The Master of Science in Applied Biotechnology program is designed for students to understand the principles and techniques of biotechnology, including ethical, safety, and privacy concerns, intellectual property and patents, professional and technical communication, experimental design and analysis, and organizational leadership, all within the scope of the global biotechnology industry.

Students must complete requirements in one of the following areas of emphasis:

- Business Management (p. 57)
- Quality Assurance and Compliance (p. 57)
- Research and Development (p. 57)

Business Management

The Business Management emphasis will teach students marketing fundamentals and commercialization strategies for diverse areas of biotechnology, including pharmaceutical marketing, B2B marketing, and examine the importance of supply chain relevant to a variety of processes specific to biotechnology. Students will explore topics such as supply and distribution, sustainability, and project management within an international context. Students will also go in-depth with marketing case studies in diverse areas of biotechnology and learn how to apply Six Sigma methodologies.

Code	Title	Credits
Core Courses		18
ABT 700	Principles of Biotechnology	
ABT 705	Ethics, Safety, and Regulatory Environments in Biotechnology	
ABT 710	Professional and Technical Communication in Biotechnology	
ABT 715	Techniques in Biotechnology	
ABT 720	Experimental Design and Analysis in Biotechnology	
ABT 725	Leadership in Organizations	
Emphasis Courses		9
ABT 750	Biotechnology Marketing and Entrepreneurship	
ABT 755	Global Operations and Supply Chain Management	
ABT 760	Quality and Project Management	
Capstone		4
ABT 789	Pre-capstone	
ABT 790	Capstone	
Total Credits		31

Quality Assurance and Compliance

The Quality Assurance and Compliance emphasis is designed to teach students how to ensure quality standards are met, from discovery to production. Students will focus on quality control and validation in product design, development, and manufacturing. Examine key regulatory agencies and practices within the highly-regulated and diverse biotechnology industry. Students will learn how to read and SPO, deal with automation in QC, and navigate FDA and IDH regulations. Students will also review case studies of various biotech industries, product design, and clinical trial, and methods to ensure consumer and environmental protection.

Code	Title	Credits
Core Courses		18
ABT 700	Principles of Biotechnology	
ABT 705	Ethics, Safety, and Regulatory Environments in Biotechnology	
ABT 710	Professional and Technical Communication in Biotechnology	
ABT 715	Techniques in Biotechnology	
ABT 720	Experimental Design and Analysis in Biotechnology	
ABT 725	Leadership in Organizations	
Emphasis Courses:		9
ABT 735	Quality Control and Validation	
ABT 740	Regulatory Practice and Compliance	
ABT 745	Industrial Applications in Regulatory Affairs	
Capstone		4
ABT 789	Pre-capstone	
ABT 790	Capstone	
Total Credits		31

Research and Development

Students completing the Research and Development emphasis will explore strategies in evaluating and implementing new products within diverse areas of biotechnology including agriculture, industry, medicine, and the environment. Students will learn how to evaluate specific discovery and market value,

navigate patent, intellectual property, and licensing requirements, and balance business growth with innovation by applying computational methods, big data applications, and data analysis.

Code	Title	Credits
Core Courses		18
ABT 700	Principles of Biotechnology	
ABT 705	Ethics, Safety, and Regulatory Environments in Biotechnology	
ABT 710	Professional and Technical Communication in Biotechnology	
ABT 715	Techniques in Biotechnology	
ABT 720	Experimental Design and Analysis in Biotechnology	
ABT 725	Leadership in Organizations	
Required Courses		9
ABT 765	Assessing Innovation in Biotechnology	
ABT 770	Product Development	
ABT 775	Tools for Data Analysis	
Capstone		4
ABT 789	Pre-capstone	
ABT 790	Capstone	
Total Credits		31

Master of Science in Applied Leadership for Teaching and Learning

The University of Wisconsin-Green Bay's Master's Degree in Applied Leadership for Teaching and Learning recognizes the valuable contributions of experienced educators and their ability to engage in professional development within a community of learners. With this understanding as its foundation, the program provides experienced educators with the opportunity to advance their knowledge and skills and be recognized as leaders within their profession.

This 30-credit program includes a 21-credit core requirement as well as a nine-credit area of emphasis. As part of the core requirement, degree candidates will be required to complete a culminating project or thesis related to an educational, school or classroom-based line of inquiry. The core curriculum is based on the National Board of Professional Teaching Standards (NBPTS). The standards that undergird this program are the following:

- Teachers are committed to students and their learning.¹
- Teachers know the subjects they teach and how to teach those subjects to students.¹
- Teachers are responsible for managing and monitoring student learning.¹
- Teachers think systematically about their practice and learn from experience.¹
- Teachers are members of learning communities.¹
- Teachers understand system theory and how to initiate and sustain meaningful change.
- Teachers are knowledgeable about historical and contemporary educational reform efforts.

¹ NBPTS standards

The Applied Leadership degree is unique in many respects. It is a truly advanced degree program that does not include teacher certification. It recognizes the expertise of experienced educators working within a community of professional learners. Most importantly, this program prepares professionals to conduct educational-based research and use their knowledge of research to make data-based decisions in order to improve student learning.

The program is designed as a part-time program for educators who are actively employed in educational and professional settings (e.g., PK-12 classroom settings and/or business and industry training). Courses are offered on the weekends and during the summer. Students are admitted to the program each fall semester in cohort groups with a maximum of 20 students per group. This small group size enables close contact with the program's faculty and promotes the development of a sense of community over the course of the program.

Admission Requirements

Prerequisites

Minimum admission requirements are:

- A baccalaureate degree from an accredited institution.
- Two years of successful teaching experience is preferred, but not required.
- A minimum of a 3.0 grade point average (GPA).

Requirements

Each applicant's prior academic work and experience will be evaluated prior to admission. Applicants are expected to have college-level writing, oral communication and computer skills. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

The application process requires

- A completed online application (<https://apply.wisconsin.edu/homepage/>) form and the \$56 application fee.
- A writing sample/letter of application describing principal areas of academic interest, capabilities, experience, and reasons for pursuing the M.S. degree.
- Official undergraduate and graduate transcripts from previous colleges or universities attended, sent directly to UW-Green Bay from these institutions.
 - If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. The University of Wisconsin-Green Bay retains the right to request additional official transcripts from all/or additional postsecondary institutions of higher learning attended by an applicant.
- Please provide contact information for three references by emailing gradstu@uwgb.edu.

Undergraduate-Graduate Accelerated Program

Undergraduate students who have enrolled and completed graduate credits through the Professional Program in Education, may apply up to 9 credits to the master's program upon acceptance to the graduate program.

Currently enrolled undergraduate students may refer to the undergraduate catalog for more information. Track requirements include being fully admitted to the Education program with Junior status, holding a cumulative GPA of 3.25 and a faculty recommendation. An admission committee consisting of graduate faculty will review student applications for acceptance before enrollment may occur.

Applications must be submitted by October 1 or March 1 for participation in the following semester. Upon completion of an undergraduate degree, students should request admission to the graduate program, at which point up to 9 graduate credits will be applied to the degree requirements of the program. Graduate students will then adhere to all graduate student expectations and pay full graduate tuition fees. See the undergraduate catalog for a list of courses.

General Degree Requirements

The requirements for the Master of Science in Applied Leadership for Teaching and Learning consist of successfully completing a 21-credit core requirement and a nine-credit area of emphasis.

Students must maintain at least a B average to remain in the program and to graduate. A grade of C or better is required for course work to be counted toward graduation.

Core Requirement

A 15-credit set of core courses form the foundation for the degree. All students must complete the following:

Code	Title	Credits
Core Courses		15
EDUC 701	Reflective Inquiry	
EDUC 702	Approaches to Educational Inquiry	
EDUC 703	Contemporary Issues and Historical Contexts	
EDUC 704	Applied Educational Leadership	
Inquiry Project or Thesis		6
EDUC 799	Thesis, Thesis or Project	
Area of Emphasis		9
Select at least nine credits		
Total Credits		30

Each individual in the program is required to complete a culminating project or thesis related to an educational, school or classroom-based line of inquiry. Participants engage in activities relevant to the development, interpretation and dissemination of their research under the direct guidance of a graduate faculty adviser. In addition to the required faculty, professionals from outside the University may also serve on thesis committees.

Students usually enroll for two credits of project or thesis support during the summer of their first year. The additional four credits will be distributed over the fall, spring and summer of their second academic year.

Area of Emphasis

Each student selects an area of emphasis consisting of at least nine graduate credits. These credits may be completed at UW-Green Bay or at another institution or setting. It may be possible to establish a personal area of emphasis fitted to the career interests of the student. Such programs must conform to MSAL guidelines and be filed as a Program Plan approved by the student's academic adviser, program chair and the Associate Vice Chancellor for Graduate Studies.

Program requirements change from time to time. New graduate courses are added and others are dropped.

Pathway to teacher certification in Gr. K-9 Degree Requirements

Code	Title	Credits
Required courses:		
EDUC 704	Applied Educational Leadership	3
EDUC 705	Pathway to Understanding Literacy	2
EDUC 710	Practicum in Effective Instructional Skills	3
EDUC 772	Contemporary Educational Thought	4
EDUC 786	Current Issues and Trends in Curriculum and Assessment	2
EDUC 795	Special Topics (Equity, Pedagogy and ACT 31)	4
EDUC 795	Special Topics (Foundations of Reading Instruction)	3
EDUC 795	Special Topics (Numbers, Operations and Relations)	3
EDUC 799	Thesis, Thesis or Project (6 credits)	6
Total Credits		30

Progress to Degree

Steps Towards the Degree

1. Applicant is admitted to the graduate program.
2. After completion of at least 8 credits, the student develops a project proposal. The proposal is reviewed and approved by a project committee.
3. Student may register for project credits (EDUC 799) and work on the project.
4. The student files an *Application for Graduation* with the Registrar's Office through the Student Information System (SIS). The application must be completed and submitted to the Office of the Registrar prior to November 1 for fall semester graduates and April 1 for spring and summer semester graduates.
5. A professional project presentation takes place. Filing the *Approval of Thesis Defense or Project Presentation* (GR-4 Form) with the Graduate Studies Office indicates satisfactory completion of the professional project and presentation.
6. Graduate receives diploma.

Graduate Committee

It is important for Applied Leadership for Teaching and Learning students to select a thesis/project committee early. The program chair or an adviser for the student's degree program normally assists in this process.

A thesis committee is comprised of at least two faculty members approved by the program chair. One member is requested by the student to act as the major professor or chair of the committee. That person must be a graduate faculty member of the student's degree program. In addition to faculty members, students are encouraged to ask a person from outside of the University to join their committees.

A professional project adviser may be a single faculty member within the student's program.

The thesis committee or project adviser is responsible for supervising the student's program of study and should:

- guide the student in appropriate selection of graduate courses and specialization studies to ensure that the student is aware of all relevant materials necessary to completely understand the chosen field of study;
- determine whether the student has accumulated and demonstrated sufficient ability to engage in analytic processes of problem solving;

- make certain that the student's project is consistent with the degree, confronts the interdisciplinary relationships of the subject area, and focuses on problem solving methods.

If during the student's course of study, he or she wishes to change committee members or adviser, the student must explain why the change is necessary or desirable. If the change is acceptable to both outgoing and incoming professors, the student must notify the Graduate Studies Office in writing.

Faculty

Ashmann, Scott, Associate Professor, Education. B.S., University of Wisconsin-Green Bay; M.S., University of Wisconsin-Milwaukee; Ph.D., Michigan State University.

Fields of interest: the professional development of secondary science teachers, science teacher preparation, leadership issues in mathematics and science education.

Kaufman, Timothy, Associate Professor, Education and Program Chair, Graduate Program in Applied Leadership for Teaching and Learning. B.A., Elmhurst College; M.S., Southern Illinois University; Ph.D., Loyola University.

Fields of interest: literacy, school reform, serving the needs of "at-risk" and learners with learning disabilities.

Kiehn, Mark, Associate Professor, Education. B.A., Adams State College; M.M.E., Ph.D., University of Colorado-Boulder.

Fields of interest: creative thinking in the classroom, arts education for exceptional learners, classroom assessment, school curriculum implementation/ educational reform.

Leary, J P, Assistant Professor, Humanistic Studies - First Nation Studies. B.A., University of Wisconsin-Eau Claire; M.A., University of Oklahoma; Ph.D., University of Wisconsin-Madison.

Fields of Interest: indigenous education, curriculum theory and policy, history of education, social studies, professional development.

Poupart, Lisa, Associate Professor, Humanistic Studies-First Nations Studies. B.S., M.A., University of Wisconsin-Milwaukee; Ph.D., Arizona State.

Fields of interest: First Nations teaching and learning including Elder epistemology; decolonization and indigenous education, First Nations Studies in K-12 curriculum, historic trauma and generational healing.

Master of Science in Biodiversity Conservation and Management

The University of Wisconsin-Green Bay offers a single-campus collaborative online Master of Science degree program in Biodiversity Conservation and Management. The program represents a comprehensive, multidisciplinary curriculum that prepares students to advance their careers and pursue their academic ambitions through leadership and management positions within the biodiversity conservation field. Defined courses provide students with a solid foundation in conservation ecology, evolution, biodiversity, data analytics and visualization, spatial mapping, emerging conservation concepts and technologies, conservation leadership and community engagement, and conservation research, monitoring, design, and management. In addition, the program offers four stand-alone certificates, utilizing the courses in the full program curriculum, to assist students in tailoring their coursework to meet their career goals. Graduates of the program will gain the competencies required to manage conservation initiatives.

Learning Outcomes

Students completing the M.S. in Biodiversity Conservation and Management degree will have achieved the following learning outcomes:

- Conduct and communicate environmental research and monitoring.
- Critically evaluate ethical implications and relevance of conservation initiatives through multiple lenses.
- Interpret and comply with conservation regulations and policies.
- Cultivate and lead a collaborative and inclusive team representing diverse stakeholders.
- Design, implement and evaluate effective conservation projects.
- Integrate ecological information in conservation planning and actions.
- Adapt and apply innovative technology and ideas to conservation challenges.

Admission Requirements

Each student's prior academic background is evaluated by the UW-Green Bay program Chair. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

A completed application consists of a UW-Green Bay Graduate Application form (<https://apply.wisconsin.edu/>), resume, personal statement, two letters of evaluation or recommendation letters, official transcripts (undergraduate and graduate), and a \$56.00 application fee.

Minimum admission to the Master of Science in Biodiversity Conservation and Management program requires:

- A baccalaureate degree from an accredited institution
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Two letters of evaluation or recommendation letters (can be professional or academic)
- Resume
- Up to 1,000 word statement of personal intent describing your decision to pursue this degree and what you believe you will bring to the conservation field.

International students will also need to provide the following documentation:

- A test of English proficiency (TOEFL, Duolingo, or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org) (<https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.naces.org%2F&data=05%7C01%7CChoffmanm%40uwgb.edu%7Ca44514022cf64bbbe7bd08db10f02d91%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C638122396552808214%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C&sdata=rj4eKSaJs1y%2BVWndq%2Bjg45IOsp2yEjV7oT%2FHOLtBis%3D&reserved=0>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/> (<https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ece.org%2F&data=05%7C01%7CChoffmanm%40uwgb.edu%7Ca44514022cf64bbbe7bd08db10f02d91%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C638122396552808214%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C&sdata=myoweefj45NYoV7t870%2FqE5L41YpP2blrVj5YXHijFE%3D&reserved=0>)
 - World Education Services (WES) ([https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ece.org%2F&data=05%7C01%7CChoffmanm%40uwgb.edu%7Ca44514022cf64bbbe7bd08db10f02d91%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C638122396552808214%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C&sdata=zygb35DFmDbCkNPEpjTaf%2B5fGPuH6LMKlZC1SgdmsQ%3D&reserved=0">https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.wes.org/](https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ece.org%2F&data=05%7C01%7CChoffmanm%40uwgb.edu%7Ca44514022cf64bbbe7bd08db10f02d91%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C638122396552808214%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C&sdata=myoweefj45NYoV7t870%2FqE5L41YpP2blrVj5YXHijFE%3D&reserved=0)) ([https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.wes.org/](https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.wes.org%2F&data=05%7C01%7CChoffmanm%40uwgb.edu%7Ca44514022cf64bbbe7bd08db10f02d91%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C638122396552808214%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C&sdata=zygb35DFmDbCkNPEpjTaf%2B5fGPuH6LMKlZC1SgdmsQ%3D&reserved=0))
- Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

Code	Title	Credits
Required Courses:		31
BCM 700	Conservation Ecology	
BCM 705	Conservation Research and Monitoring	
BCM 710	Conservation Design and Management	
BCM 720	Human Dimensions of Conservation	
BCM 725	Evolution, Biodiversity, and Conservation	
BCM 730	Data Analytics and Visualization	
BCM 740	Conservation Leadership and Community Engagement	
BCM 745	Emerging Conservation Concepts and Technologies	
BCM 750	Spatial Analysis and Mapping	
BCM 790	Biodiversity Conservation and Management Capstone Prep	
BCM 795	Biodiversity Conservation and Management Capstone	
Total Credits		31

Faculty

Amy Carrozzino-Lyon, Restoration Scientist I, Natural & Applied Sciences. Academic Director, Master of Science in Biodiversity Conservation Management (BCM). B.S. (2006) Penn State; M.S. (2009) Virginia Tech; Ph.D. (2012) Virginia Tech.

Fields of interest: wetland ecology and conservation, fish and wildlife ecology and management, ecological restoration and monitoring, human dimensions of natural resources, environmental outreach and education, stakeholder engagement.

Forsythe, Patrick S., Professor, Natural and Applied Sciences (Biology). B.S. (2000), M.S. (2003) Eastern Illinois University, Ph.D. (2010) Michigan State University.

Fields of interest: fisheries biology and ecology with emphasis on ecosystems of the Great Lakes region; mating systems and early life history dynamics of fishes; behavioral ecology and species interactions; population/community ecology; landscape ecology; conservation biology; dynamic evolutionary processes that lead to adaptation.

Grubisha, Lisa C., Associate Professor, Natural and Applied Sciences (Biology). B.S. (1988) University of Wisconsin-Milwaukee, M.S. (1998) Oregon State University, Ph.D. (2005) University of California-Berkeley.

Fields of interest: Fungal ecology and evolution, Microbial diversity and function, Conservation Biology, Population Genetics, Phylogenetics.

Meinhardt, Daniel, Associate Professor, Natural and Applied Sciences (Biology). B.S. (1992) Southern Illinois University; Ph.D. (2002) University of Kansas.

Fields of interest: human anatomy and physiology, comparative vertebrate anatomy, and evolutionary biology.

Segre, Paolo, Assistant Professor, Natural & Applied Sciences. B.S. (2003) University of Illinois; M.S. (2006) University of Montana; Ph.D. (2015) University of British Columbia.

Fields of interest: movement ecology; conservation physiology; functional morphology; birds and mammals.

Stahlheber, Karen, Assistant Professor, Natural and Applied Sciences (Biology). B.A. Middlebury College; Ph.D. University of California Santa Barbara.

Fields of interest: natural ecosystem restoration; connections among species diversity in plant communities; ecosystem processes and human management.

Master of Science in Cybersecurity

The Master of Science in Cybersecurity represents a comprehensive, multidisciplinary curriculum that prepares students to advance their careers and pursue their academic ambitions through leadership and management positions within the cybersecurity field. The degree represents a fully online, asynchronous curriculum comprised of 34 credits to include 7 core courses, 3 track courses, and 2 capstone courses (a one-credit capstone preparation course and a three-credit capstone course) to satisfy degree requirements. UW-Green Bay, UW-La Crosse, UW-Oshkosh, UW-Parkside, UW-Platteville, UW-River Falls, UW-Stevens Point, and UW-Superior offer the program jointly. The program equips students with the skills needed to effectively develop, implement and maintain a security strategy within diverse organizations and industry sectors. Core courses provide students with a solid foundation in data and network security, compliance, strategic planning, program design and management, legal and ethical issues in cybersecurity, cryptography, risk management and technical communications. Students must complete one of four unique tracks which assist students in tailoring their coursework to meet their career goals: digital forensics, cyber response, governance and leadership, and security architecture. The curriculum was developed in alignment with defined requirements of the Center for National Centers of Academic Excellence in Cyber Defense (CAE-CD) and several established and recognized industry certifications.

Learning Outcomes

1. Analyze and resolve security issues in networks and computer systems to secure an IT infrastructure.
2. Design, develop, test and evaluate secure software.
3. Develop policies and procedures to manage enterprise security risks.
4. Evaluate and communicate the human role in security systems with an emphasis on ethics, social engineering vulnerabilities and training.
5. Interpret and forensically investigate security incidents.

Admission Requirements

Each student's prior academic background is evaluated by the UW-Green Bay program Chair. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

A completed application consists of a UW-Green Bay Graduate Application form (<https://apply.wisconsin.edu/>), resume, two letters of evaluation or recommendation letters, official transcripts (undergraduate and graduate), and a \$56.00 application fee.

Minimum Admission to the Master of Science in Cybersecurity program requires:

- A baccalaureate degree from an accredited institution
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Prerequisite coursework in Introduction to Computer Science (which must include significant programming content) and prerequisite coursework in Calculus or Statistics. Please contact an enrollment adviser for details.
- Two letters of evaluation or recommendation letters (can be professional or academic)
- Resume
- A personal statement describing the reasons behind your decision to pursue this degree and what you believe you will bring to the MS Cybersecurity program. Space for the personal statement is included in the online application.

International students will also need to provide the following documentation:

- A test of English proficiency (TOEFL or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)).
- UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
 - World Education Services (WES) <http://www.wes.org/>
- Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements (p. 65)

The Master of Science in Cybersecurity program is 100% online and offers four tracks of study to personalize student learning with tracks in Digital Forensics, Cyber Response, Governance & Leadership, and Security Architecture. The 34 credit program prepares students for careers in cybersecurity, protecting organizations, and important information in various industries.

Students must complete requirements in one of the following areas of emphasis:

- Digital Forensics (p. 65)
- Cyber Response (Defense, Incident & Attack Response) (p. 65)
- Governance & Leadership (Communication, Management, Policy, Compliance) (p. 66)
- Security Architecture (Systems, Software, Data) (p. 66)

Progress to Degree

Steps Toward the Degree

1. The candidate applies to the Master of Cybersecurity program by submitting an application, official transcripts, resume, statement of intent and two letters of reference to the University of Wisconsin-Green Bay.
2. The candidate is admitted to the Master of Cybersecurity program by the program Chair.
3. The student completes an Official Declaration of Master's Degree (GR-1 Form) indicating the area of emphasis they are completing.
4. The student fulfills the degree requirements for the program.
5. The student is awarded a Master of Cybersecurity degree from the University of Wisconsin-Green Bay.

Faculty

Nazim Choudhury. Assistant Professor, Resch School of Engineering (Computer Science). B.S. in Computer and Information Technology from Islamic University of Technology; Masters in Engineering Studies from University of Technology, Sydney; Ph.D. in Computer Science (2018) University of Sydney.

Omar Meqdadi. Assistant Professor, Resch School of Engineering (Computer Science). B.S. and M.S. degrees in Computer Engineering from Jordan University of Science and Technology, Jordan; Ph.D. in Computer Science from Kent State University.

Praneet Tiwari. Lecturer, Austin E. Cofrin School of Business. B.S. in Computer Science; M.S. in Computer Science from University of North Texas.

Michael Zorn, Academic Director, MS in Cybersecurity Program; Associate Dean, College of Science, Engineering and Technology; Professor, Natural & Applied Sciences. B.S. from UW-Green Bay; Ph.D. from UW-Madison.

M.S. in Cybersecurity

Area of Emphasis

Students must complete requirements in one of the following areas of emphasis:

- Digital Forensics (p. 65)
- Cyber Response (Defense, Incident & Attack Response) (p. 65)
- Governance & Leadership (Communication, Management, Policy, Compliance) (p. 66)
- Security Architecture (Systems, Software, Data) (p. 66)

Digital Forensics

Digital Forensics is the scientific investigation methods used to collect, preserve, and analyze data stored on electronic media so that it can withstand legal review. The skills students learn include computer criminology, network forensics, digital evidence investigation techniques, and forensic iconology. Digital forensics is a program option commonly selected by students in law enforcement or the military.

Code	Title	Credits
Core Courses		21
CYB 700	Fundamentals of Cybersecurity	
CYB 703	Network Security	
CYB 705	Sociological Aspects of Cybersecurity	
CYB 707	Cybersecurity Program Planning and Implementation	
CYB 710	Introduction to Cryptography	
CYB 715	Managing Security Risk	
CYB 720	Communication in Cybersecurity	
Digital Forensics Emphasis		9
CYB 725	Computer Forensics and Investigations	
CYB 730	Computer Criminology	
CYB 735	Network Forensics	
Capstone Courses		4
CYB 789	Cybersecurity Pre Capstone	
CYB 790	Cybersecurity Capstone	
Total Credits		34

Cyber Response

Cyber Response is an organized approach to monitoring, detecting, and responding to security events through each state of their lifecycle. Skills students will learn include threat identification, management, and prevention, security infrastructure, incident remediation, and active defense techniques. Cyber Response is a common track for students in System Administrator positions.

Code	Title	Credits
Core Courses		21
CYB 700	Fundamentals of Cybersecurity	
CYB 703	Network Security	
CYB 705	Sociological Aspects of Cybersecurity	
CYB 707	Cybersecurity Program Planning and Implementation	
CYB 710	Introduction to Cryptography	
CYB 715	Managing Security Risk	
CYB 720	Communication in Cybersecurity	
Cyber Response Emphasis (Defense, Incident & Attack Response)		9
CYB 740	Incident Response and Remediation	
CYB 745	Secure Operating Systems	
CYB 750	Offensive Security & Threat Management	
Capstone Courses		4
CYB 789	Cybersecurity Pre Capstone	

Total Credits**34**

Governance & Leadership

Governance & Leadership is the framework for mitigating risk by assuring that information security strategies align with business objectives, and are consistent with relevant laws and regulations. Skills students will learn include executive leadership and communication, security administration, cybersecurity management, and risk management. Governance & Leadership is a track commonly selected by students in executive-level leadership or business-minded careers.

Code	Title	Credits
Core Courses		21
CYB 700	Fundamentals of Cybersecurity	
CYB 703	Network Security	
CYB 705	Sociological Aspects of Cybersecurity	
CYB 707	Cybersecurity Program Planning and Implementation	
CYB 710	Introduction to Cryptography	
CYB 715	Managing Security Risk	
CYB 720	Communication in Cybersecurity	
Governance & Leadership Emphasis (Communication, Management, Policy, Compliance)		9
CYB 755	Security Administration	
CYB 760	Cybersecurity Leadership and Team Dynamics	
CYB 765	Cybersecurity Management	
Capstone Courses		4
CYB 789	Cybersecurity Pre Capstone	
CYB 790	Cybersecurity Capstone	
Total Credits		34

Security Architecture

Security Architecture is a system's confidentiality, integrity, and availability in relation to an enterprise's overall system architecture and security process. Skills students will learn include modern cryptography, foundations of engineering secure applications, cyber-physical systems, and secure cloud computing. Security Architecture is commonly selected by students in experienced technologist careers.

Code	Title	Credits
Core Courses		21
CYB 700	Fundamentals of Cybersecurity	
CYB 703	Network Security	
CYB 705	Sociological Aspects of Cybersecurity	
CYB 707	Cybersecurity Program Planning and Implementation	
CYB 710	Introduction to Cryptography	
CYB 715	Managing Security Risk	
CYB 720	Communication in Cybersecurity	
Security Architecture Emphasis		9
CYB 770	Security Architecture	
CYB 775	Applied Cryptography	
CYB 780	Software Security	
or CYB 785	Cyber Physical System Security	
Capstone Courses		4
CYB 789	Cybersecurity Pre Capstone	
CYB 790	Cybersecurity Capstone	
Total Credits		34

Master of Science in Data Science

The University of Wisconsin - Green Bay, the University of Wisconsin – Eau Claire, the University of Wisconsin - La Crosse, the University of Wisconsin – Oshkosh, the University of Wisconsin – Stevens Point, and the University of Wisconsin – Superior in collaboration with the University of Wisconsin – Extension are offering a Master's of Science in Data Science. This master's program is entirely online and will teach you how to harness the power of big data using the latest tools and analytical methods. The program focuses on how to clean, organize, analyze, and interpret structured and unstructured data, deriving knowledge and communicating your discoveries clearly to stakeholders. It is a 12-course, 36 credit program and is taught by expert faculty.

This program will prepare you to how to realize value from big data and make better decisions. The insight gained could help organizations public, private or non-profit in enhancing customer engagement, optimizing operations, identifying and preventing fraud, and generating new sources of revenue among others. The program offerings are relevant for virtually any industry- health care, retail, marketing, manufacturing, transportation, communication, education, insurance, finance, security, law enforcement, and more.

Admission Requirements

- Baccalaureate degree from a regionally accredited institution
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- UW System application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
- \$56.00 application fee
- Prerequisite courses: Recent coursework in elementary statistics, introductory computer programming and introduction to databases. Relevant work experience can be considered in lieu of this coursework. Contact the Chair of the MS in Data Science Program for details.
- Official transcripts from colleges and universities previously attended*
 - Official transcripts from colleges and universities previously attended
 - If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. The University of Wisconsin-Green Bay retains the right to request additional official transcripts from all/or additional postsecondary institutions of higher learning attended by an applicant.
- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this degree and what you believe you will bring to the data science field. Space for the personal statement is included in the online application.
- Resume
- Two letters of evaluation ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Data-Science\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Data-Science).pdf))**
- MSDS Questionnaire (http://uwgreenbay.ca1.qualtrics.com/jfe/form/SV_43pAC2VwLpZ3sJ7/): Applicants must complete this questionnaire
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE (<http://www.ece.org/>))
 - World Education Services (WES (<http://www.wes.org/>))
 - Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

*Official electronic transcripts must be sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the transcript.

**The Data Science letter of evaluation is an electronic form the applicant initiates and sends to two references. The references must complete the form and email directly to the Office of Graduate Studies: gradstu@uwgb.edu. Information on this process will be provided to the applicant after the UW System application has been received. Traditional letters of recommendation are not required.

Degree Requirements

Code	Title	Credits
Core Curriculum		
DS 700	Foundations of Data Science	3
DS 705	Statistical Methods	3
DS 710	Programming for Data Science	3
DS 715	Data Warehousing	3
DS 730	Big Data: High-Performance Computing	3
DS 735	Communicating About Data	3
DS 740	Data Mining	3

DS 745	Visualization and Unstructured Data Analysis	3
DS 760	Ethics of Data Science	3
DS 776	Deep Learning	3
DS 780	Data Science and Strategic Decision Making	3
DS 785	Capstone	3
Total Credits		36

Progress to Degree

1. The candidate applies to the Master of Science in Data Science program by submitting the appropriate application materials.
2. The candidate is admitted to the Master of Science in Data Science program by the University of Wisconsin-Green Bay program Chair.
3. The student fulfills the degree requirements for the program.
4. The student is awarded a Master of Science in Data Science degree from the University of Wisconsin-Green Bay.

Faculty

Choi, Joe, Assistant Professor, Data Science Program. MS. Syracuse University; Ph.D. University of Colorado.

Fields of Interest: data science and analytics, economics of information systems, business analytics, and self-driving vehicles.

Kumar, Sampath, Professor. Marketing Department. Data Science Program. BS. (1993) Bharathiar University, India; MBA. (1996) Bharathiar University, India; Ph.D. (2008) University of Memphis; M.Phil. (2011) Alagappa University.

Fields of Interest: e-services, nonprofit marketing, sustainability, supply chain management and advertising.

Praneet Tiwari, MS, Lecturer. Data Science Program. MS. University of Northern Texas.

Fields of Interest: data science, information technology, cybersecurity.

Master of Science in Environmental Science and Policy

Program Overview

The University of Wisconsin-Green Bay's Environmental Science and Policy (ES&P) program provides outstanding professional training for students with interest in the scientific and/or public policy aspects of today's environmental challenges. The curriculum prepares graduates for positions in scientific, technical, and administrative organizations and agencies. The program's core focuses on the identification and analysis of environmental issues, and on developing innovative interdisciplinary approaches and solutions to problems. Students pursuing the M.S. should first seek to select one of three Degree Tracks that best matches their current needs and future professional ambitions: **Thesis, Internship, or Course-Based**.

The ES&P program also offers four Areas of Emphasis within each Degree Track: **Ecosystems Studies, Environmental Technology and Analysis, Environmental Policy and Administration**, and a **Personal Program of Study**. While all Areas of Emphasis seek to integrate the sciences with policy and administration, students choose to specialize in one area depending on career interests. Each emphasis has a practical orientation that engages the student in real-world problems and issues, emphasizing skill sets necessary for solving critical environmental challenges. Although one emphasis is the Personal Program of Study, our M.S. degree allows for and encourages students to design their own program around a core of required courses, regardless of their Area of Emphasis.

Our Master of Science degree fits the needs of both part-time and full-time students, and may be completed following either a thesis or non-thesis (Internship or Course-Based) degree plan. Most graduate courses in the program are offered at other times convenient for working individuals. Also, students benefit from the mix of perspectives and experiences held by the various participants in a course: Full-time students gain from the practical knowledge of working professionals, who are in turn challenged by the current theoretical knowledge of those with recent undergraduate degrees. Students like our small class sizes and the close association with faculty. Full-time students with all prerequisites often complete the program in two years, while part-time students usually take three to five.

Our program features faculty who are widely published in the professional literature, active in externally funded research, and committed to excellence in teaching. The faculty associated with the program firmly believe that environmental policy must be based on good science, but also that environmental science is ineffective unless it can be translated into sound policy decisions. The UW-Green Bay Environmental Science and Policy graduate program is closely connected with national, state, and local agencies, providing students with opportunities to become engaged with, and contribute to, meaningful scientific research and policy formulation. Indeed, many graduates of the program are now professionals in these agencies. The University offers modern and well-equipped facilities that support research and study in the areas of environmental science and policy. Office and laboratory computers throughout campus enable access to advanced geographic information system (GIS), statistical, and modeling software.

Field sites available for research include five University-managed natural areas, and a permanent UW-Green Bay forest research site in northern Wisconsin (Wabikon Forest Dynamics Plot), which is managed by the U.S. Forest Service as part of the Smithsonian Institution's Global Earth

Observatory Network. UW-Green Bay researchers have established successful ongoing collaborations with regional governmental agencies and conservation organizations, including the U.S. Fish and Wildlife Service, U.S. Forest Service, U.S. National Park Service, U.S. Environmental Protection Agency, Wisconsin Department of Natural Resources, U.S. Department of Agriculture, U.S. Geological Survey, The Nature Conservancy, and NEW Water (formerly Green Bay Metropolitan Sewerage District), as well as local governments and regional businesses and industries.

The UW-Green Bay Cofrin Library collection is strong in all areas of environmental studies, but particularly so in environmental policy and administration. The library provides easy access to many pertinent journals for ES&P students, and interlibrary loans are readily accessible from the broader UW System when sources are not available locally.

Switching Between Thesis, Internship and Course-Based Tracks

Students wishing to switch between Thesis, Internship, and Course-Based Tracks must amend their GR forms accordingly and, pending committee approval, can apply earned credits interchangeably toward degree completion. However, all course substitutions are subject to the approval of the Graduate Committee, Environmental Science & Policy (ES&P) Graduate Program Chair, and Associate Vice Chancellor for Graduate Studies and Research. All other requirements must meet the specifications highlighted above under the "Thesis Track", "Internship Track" or "Course-based Track" catalog sections.

Accelerated Bachelor/Master Program

Credits earned from undergraduate courses cannot be directly applied toward the graduate degree. However, the UW-Green Bay Accelerated Bachelor/Master Program in Environmental Science and Policy provides a mechanism for exceptional students to begin working on their Master's Degree during their last year of completing their Bachelor's degree in either Environmental Science or Environmental Policy and Planning. The goal of the Accelerated Program is to encourage high performing students in the above undergraduate programs to continue their graduate studies at UW-Green Bay. Undergraduate students are encouraged to discuss the Accelerated Program with the Environmental Science & Policy Program Chair (or other program advisors) before achieving senior status.

Admission Requirements

Students wishing to enter the Environmental Science and Policy (ES&P) graduate program may apply at any time. However, applications are reviewed by the Admissions Committee once in the fall and once in the spring semester only. Priorities for research and teaching assistantships are given to students who apply by October 1 (for enrollment the following spring semester), and March 1 (for fall semester enrollment). All students are encouraged to gain a better understanding of the culture and educational environment at UW-Green Bay by visiting the campus. Graduate School staff can help arrange meetings with potential advisors, attend a graduate class, meet with other graduate students, and tour our facilities.

Minimum admission requirements for the UW-Green Bay Environmental Science & Policy Master's Degree Program:

- A baccalaureate degree from an accredited institution.
- A 3.0 GPA (on a 4.0 scale) for the final two years of study.
- Completion of an undergraduate introductory statistics course, or equivalent.
- Two letters of recommendation or evaluation:
 - *Preferred:* One letter from a faculty advisor, and one from an employer.
 - *Alternate option:* Two letters from faculty advisors.
 - Applicants are welcome to use the letter of evaluation form ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Environmental-Science-and-Policy\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Environmental-Science-and-Policy).pdf)) or can request traditional reference letters.
- A 200-300 word Statement of Interest in the program. In a cover letter, applicants may describe their qualifications, scientific interests, research experiences, and potential faculty advisors (if seeking the Thesis Track)
- Selection of desired Degree Track (Thesis, Internship, or Course-based)
 - Students interested in the Thesis Track need to speak with and identify in the Statement of Interest an advisor willing to supervise the thesis *at the time of application.*
 - Students interested in the Internship and Course-based Tracks must contact the Chair of the ES&P Graduate Program regarding internship opportunities, expectations, and program details *at the time of application.*
- Graduate Record Examination scores are **NOT** required for application to the Environmental Science and Policy Graduate Program.
- As a proof of English proficiency, international students are required to submit a minimum TOEFL iBT score of 79, a minimum IELTS score of 6.5 overall band, or a minimum Duolingo score of 110 (from a test date within two years). TOEFL and Duolingo scores must be submitted electronically to UW-Green Bay from them directly. IELTS unofficial scores can be emailed to gradstu@uwgb.edu. The Office of Graduate Studies will verify official scores through the IELTS website.

Note that each Area of Emphasis (Ecosystems Studies, Environmental Technology and Analysis, Public Policy and Administration, and the Personal Program of Study) requires different skills and preparation. Therefore, prerequisite courses appropriate to the Area of Emphasis are required for admission.

Each applicant's prior academic background is evaluated by the program's Admissions Committee. Applicants who do not meet the minimum requirements may be admitted if their academic record and letters of reference indicate potential for successful completion of the program. However, these students will likely be admitted on a "provisional" basis, and could have additional requirements as part of their academic plan in order to compensate for missing course or program prerequisites. Individuals with a bachelor's degree who wish to enroll in graduate courses without pursuing a degree may enroll as special students. Undergraduate students currently enrolled in UWGB Environmental Science & Policy programs may earn undergraduate and graduate credit concurrently (see the Accelerated Program (p. 33) page).

Thesis Track

The Thesis Track is designed for students who wish to pursue advanced research opportunities in the broad realm of environmental science and policy or related disciplines. This Track should be considered by students whose career goals will ultimately require formal and dedicated research training from a hypothesis-driven framework. Students will consult with their Major Advisor and Thesis Committee to determine a specific Area of Emphasis once the Thesis Track has been selected. Note students are initially admitted to the Environmental Science & Policy (ES&P) Program under the Course-based Track unless an advisor from the ES&P graduate faculty has agreed to supervise the student's thesis. Students are encouraged to contact the ES&P Program Chair to assist in this process. Internship and Course-based Track students may switch to the Thesis Track if a project develops through on-campus interactions and an ES&P graduate faculty member agrees to advise that student.

Thesis Track (31 total credits)

All Thesis Track students accepted into the Environmental Science and Policy program are required to successfully complete the following set of core courses. Those who lack appropriate prerequisites may need to take additional courses to strengthen their background before taking a core class. Electives counting toward the degree are selected from the student's Area of Emphasis for a minimum of 16 credits. Selected elective courses must be unduplicated from the program's Core Requirements, and are in addition to thesis credits (see Registration for Thesis Credit below). Thesis students should enroll for a minimum of six thesis credits (ENV S&P 799) that coincide with major research activities, including writing and thesis defense preparation.

Students must select and complete an Area of Emphasis: (p. 77)

- Ecosystems Studies (p. 78)
- Environmental Policy and Administration (p. 80)
- Environmental Technology and Analysis (p. 81)
- Personal Program of Study (p. 83)

Progress to Degree:

1. Selection of the Thesis Committee (p. 70)
2. Thesis Proposal (p. 70)
3. Registration for Thesis Credit (p. 71)
4. Thesis Defense (p. 71)
5. Thesis Document Preparation (p. 71)
6. Thesis Document Deposition (p. 71)

Selection of the Thesis Committee

The student submits an Official Declaration of Master's Degree (GR-1 Form) to the Office of Graduate Studies no later than the end of the semester in which the first six graduate credits are completed. This confirms the student's area of emphasis in the program, their intention to pursue a thesis track, and pairs a student with a major professor/thesis adviser. Thesis students should begin to develop a thesis committee and thesis proposal in collaboration with their major professor.

Thesis Track students should select a Thesis Committee as early as possible (i.e., during the first or second semester). The Committee is responsible for supervising the student's program of study and should: 1) guide the student in selection of elective courses, 2) determine whether the student has developed and implemented a research project with the necessary rigor, and 3) make certain that the student's project is consistent with the degree and interdisciplinary context of the subject area. Thesis Committees must have at least three members, with at least two faculty from accredited universities, and where the Major Advisor is an ES&P graduate faculty member. Committee members from outside an accredited university should have a PhD or M.S. with significant work experience. Any exception to these guidelines must be approved by the ES&P Program Chair. If, during the student's course of study, he or she wishes to change committee members or advisors, the student must explain why the change is necessary or desirable. If the change is acceptable to both outgoing and incoming Committee members, the student must notify the Office of Graduate Studies in writing.

Thesis Proposal

Thesis Track students are expected to develop a thesis proposal with the committee's assistance. The thesis proposal is a formal document that provides an overview of the planned study. It must include an explanation of the research problem, issue, or situation to be addressed, its relevance or application, and the methods and resources that will be used in completing the project. On or before the successful completion of twenty-one credits

of course work, the student prepares the proposal, using the *Guidelines for Preparing the Proposal* provided by the Office of Graduate Studies. A copy of the *Guidelines* and *Approval of Thesis or Project Proposal* (GR-2 Form) are available on the Office of Graduate Studies website www.uwgb.edu/graduate (<http://www.uwgb.edu/graduate/>). The thesis proposal must be successfully defended to the graduate committee in both oral and written formats. Once approved, a copy of the approved proposal and the signed GR-2 Form are sent to the Associate Vice Chancellor for Graduate Studies and Research for final approval and inclusion in the student's official file. Approval of the thesis proposal places the student into candidacy for the degree.

Registration for Thesis Credit

Thesis Track students must take a minimum of 6 thesis credits in addition to the program core and electives. Students may only register for thesis credits with an approved proposal on file. Enrollment for thesis credits may be for one to six credits per term and may be spread over several terms as appropriate. *A student must be registered for a minimum of one thesis credit or the thesis continuation course (ES&P 693) during the term in which a thesis defense is scheduled.*

Thesis Defense

The thesis defense is an open event attended by the candidate's graduate committee and other interested individuals. The defense helps the committee to judge whether the student has adequately understood and seriously attempted to solve a significant problem. To schedule the thesis defense, the student must file the *Request for Thesis Defense/Project Presentation* (GR-3 Form) with the Office of Graduate Studies at least two weeks in advance of the proposed date. After a satisfactory defense, the student will initiate the *Approval of Thesis Defense or Project Presentation* (GR-4 Form) to seek committee approval and signatures for the student's records. A dissenting signature must be accompanied by an explanation from the dissenting member. A candidate is considered to have passed his or her thesis defense only after all issues have been resolved and the completed GR-4 Form is returned to the Office of Graduate Studies.

Thesis Document Preparation

The thesis is a formal document and must be prepared to conform to UW-Green Bay library requirements and graduate program standards. In preparing the thesis document, students should carefully follow the *Style and Format Requirements for the Master of Science Thesis*. Guidelines can be found under the Student Resources (<https://www.uwgb.edu/graduate/students/thesis-project/>) web page. It is the student's responsibility to prepare and present the final document in an acceptable format. Several writers' guides and style manuals are available for guidance.

Thesis Document Deposition

1. Upon satisfactory completion of the thesis defense, the student then has 20 calendar days after the last day of classes to submit their final thesis/project document to the Office of Graduate Studies and 42 calendar days after the last day of classes for all other graduation requirements to be completed and verified.
2. The Office of Graduate Studies will review the thesis for style and formatting. The Associate Vice Chancellor for Graduate Studies and Research will sign the title page or return the document for further revisions.
3. The candidate is required to supply a digital copy of their thesis that will be archived in the Cofrin Library and posted to the library website. A properly formatted title page and one signed Grant of Permission and Copyright form is required for archiving purposes.
4. The Office of Graduate Studies will arrange for the manuscript to be printed and bound at the student's request (optional). The candidate is responsible for thesis printing, binding and shipping costs. These fees must be paid (by check, cash, or credit card) to the Office of Graduate Studies prior to binding.
5. Diplomas are not awarded until all degree requirements are met. This includes certification by the Associate Vice Chancellor for Graduate Studies and Research that the thesis conforms to all UW-Green Bay library requirements, that the graduate program standard thesis defense has taken place and that the candidate has paid any thesis-related fees.

Internship Track

The Internship Track M.S. is designed for students whose career goals require postgraduate education and conceptual training in environmental science and policy and related fields, but not formal research experience or training. The Internship Track is appropriate for students seeking applied experience in the field or laboratory, generally outside of the university setting. Examples of students that should consider this option include those seeking to blend environmental science and policy with sustainable business applications, outreach and education, policy development and environmental regulation, promotion of clinical environmental health and regulation of environmental contaminants, environmental consulting, invasive species management, ecosystem restoration or landscape design.

Internship Track graduate students are expected to locate, pursue and complete an internship in a setting most aligned with their future career goals. The internship must incorporate a significant independent project to complement coursework. Examples of hosts for internship-based projects include local business, federal agencies (Fish and Wildlife Service, Geological Survey) or non-profit organizations. Internship Track students are encouraged to explore various internship opportunities, internship partners, and expected project outcomes with the ES&P Graduate Program Chair.

Internship Track (34 total credits)

Internship Track students accepted into the Environmental Science and Policy program are required to successfully complete the following set of core courses. Those who lack appropriate prerequisites may need to take additional courses to strengthen their background before taking a core

class. Electives counting toward the degree can be selected from the selected area of emphasis (e.g., Ecosystem Studies, Environmental Technology and Analysis) for a minimum of 16 credits. Selected elective courses must be unduplicated from the program's Core Requirements and in addition to internship credits. Internship Track students should enroll for a minimum of 6 internship credits that coincide with internship activities. Successful completion of the internship, committee approval of achieved internship objectives and outcomes, and a successful public oral defense of the internship experience will result in the awarding of the Master's of Science degree.

Students must select and complete an Area of Emphasis: (p. 77)

- Ecosystems Studies (p. 78)
- Environmental Policy and Administration (p. 80)
- Environmental Technology and Analysis (p. 81)
- Personal Program of Study (p. 83)

Progress to Degree:

1. Selection of the Internship Committee (p. 72)
2. Internship Proposal (p. 72)
3. Registration for Internship Credit (p. 72)
4. Internship Project Defense (p. 72)
5. Internship Document Preparation (p. 73)
6. Internship Document Deposition (p. 73)

Selection of the Internship Committee

The student submits an Official Declaration of Master's Degree (GR-1 Form) to the Office of Graduate Studies no later than the end of the semester in which the first six graduate credits are completed. This confirms the student's area of emphasis and their intention to pursue the internship track.

Environmental Science and Policy Internship Track students should select a committee during the first or second semester. The internship committee is responsible for supervising the student's program of study and should: 1) guide the student in selection of courses, 2) determine whether the student has selected or completed an internship with the appropriate rigor, and 3) make certain that the student's internship is consistent with the degree and confronts the interdisciplinary dimensions of the subject area. The Internship Track committee is expected to consist of three individuals: the main internship supervisor (external or internal to UWGB), one member of the ES&P graduate faculty, and the Chair of the ES&P Graduate Program.

Internship Proposal

Internship Track students are expected to develop a proposal with the committee's assistance. The internship proposal is a formal document that provides an overview of the planned project. It must include an explanation of the problem, issue, or situation to be addressed, its relevance or application, and the methods and resources that will be used in completing the project. On or before the successful completion of twenty-one credits of course work, the student prepares the proposal, using the *Guidelines for Preparing the Proposal* provided by the Office of Graduate Studies. A copy of the *Guidelines* and *Approval of Thesis or Project Proposal* (GR-2 Form) are available on the Office of Graduate Studies website www.uwgb.edu/graduate/ (<http://www.uwgb.edu/graduate/>). The internship proposal must be successfully defended to the graduate committee in both oral and written formats. Once approved, a copy of the approved proposal and the signed GR-2 Form are sent to the Associate Vice Chancellor for Graduate Studies and Research for final approval and inclusion in the student's official file. Approval of the thesis proposal places the student into candidacy for the degree.

Registration for Internship Credit

Internship Track students must take a minimum of six internship credits in addition to the program core and electives. Students may only register for internship credits with an approved project proposal on file. Ideally, the duration of an internship should be part-time (10-20 hours per week) for a full academic calendar year or full time (30-40 hours per week) during a single summer semester. Enrollment for internship credits should not exceed three credits per semester during the regular academic year or six credits for a summer long internship.

Internship Project Defense

Successful completion of the Internship Track M.S. involves two essential requirements. First, the student must satisfactorily complete a public-presentation of the internship project to be attended by the candidate's graduate committee and other interested individuals. The defense permits the committee to ascertain whether the student has adequately processed course requirements and has meaningfully achieved the goals of the project-based internship. To schedule the internship defense, the student must file the *Request for Thesis Defense/Project Presentation* (GR-3 Form) with the Office of Graduate Studies at least one week in advance of the proposed date. The internship project defense should be scheduled during one of the academic terms unless other specific arrangements are acceptable to all parties. After a satisfactory defense, the student will initiate the *Approval of Thesis Defense or Project Presentation* (GR-4 Form) to seek committee approval and signatures for the student's records. Second, students must

complete a final report to be reviewed by the committee before the defense. After a satisfactory defense of both oral and written materials, the major professor and committee members sign the form and return it to the Office of Graduate Studies. A dissenting signature must be accompanied by an explanation from the dissenting member. A candidate is considered to have passed his or her internship defense only after all issues have been resolved and the completed GR-4 Form is returned to the Office of Graduate Studies.

Internship Document Preparation

The internship project (i.e., technical report, website, multimedia tool, public outreach and educational documents, data analysis, etc.) should be converted into a formal document that conforms with UW-Green Bay library requirements and graduate program standards. In preparing the internship project document, students should attempt to follow the Style and Format Requirements for the Master's of Science Thesis (<https://www.uwgb.edu/graduate/students/thesis-project/>). The student is responsible for working with the Office of Graduate Studies to prepare and present the final document in an acceptable format. Several writers' guides and style manuals are commercially available. Students should also carefully follow the guidelines provided by the internship committee.

Internship Document Deposition

1. Upon satisfactory completion of the internship defense, the student then has 20 calendar days after the last day of classes to submit their final internship project to the Office of Graduate Studies and 42 calendar days after the last day of classes for all other graduation requirements to be completed and verified.
2. The Office of Graduate Studies will review the internship project for style and formatting. The Associate Vice Chancellor for Graduate Studies and Research will sign the title page or return the document for further revisions.
3. The candidate is required to supply a digital copy of their internship that will be archived in the Cofrin Library and posted to the library website. A properly formatted title page and one signed Grant of Permission and Copyright form is required for archiving purposes.
4. The Office of Graduate Studies will arrange for the internship project to be printed and bound at the student's request (optional). The candidate is responsible for printing, binding and shipping costs. These fees must be paid (by check, cash, or credit card) to the Office of Graduate Studies prior to binding.
5. Diplomas are not awarded until all degree requirements are met. This includes certification by the Associate Vice Chancellor for Graduate Studies and Research that the internship conforms to all UW-Green Bay library requirements, that the graduate program standard internship defense has taken place and that the candidate has paid any internship-related fees.

Course-based Track

The Course-based Track is designed to be the most flexible pathway towards earning the Environmental Science and Policy Master's Degree. This track is particularly appropriate for professionals who are already employed in primary or secondary education (e.g., high school biology) or applied environmental science or public policy fields. A Master's degree obtained via the Course-based Track will be particularly valuable for individuals interested in teaching opportunities at the community college level; development of advanced skills in environmental consulting, geographic information technology, environmental data analysis, etc.; and a deeper understanding of environmental policy and policy implementation. Course-based Track students may further wish to build a more competitive foundation for pursuing related careers in business sustainability, ecological restoration and various medical fields.

Course-based Track (37 total credits)

Course-based students must fulfill the following core requirements. Electives counting toward the degree may be selected from any area of emphasis for a minimum of 17 credits. Course-based students may also seek to further personalize their degree in the areas of education, business, engineering or mathematics. Thus, Course-based students may substitute a maximum of 6 elective credits (i.e., two 3 credit classes) from other University of Wisconsin – Green Bay campus programs. Elective course substitutions must be approved by the ES&P Graduate Chair and the courses cannot be duplicated from the program's Core Requirement. There is no formal defense or written exam required to earn the Master's of Science degree under this option. However, Course-based students are encouraged to seek elective credits through independent research or internship opportunities with graduate faculty.

Students pursuing the Course-based Track are not required to form a committee of advisors. However, Course-based Track students are encouraged to speak with the ES&P Graduate Chair (or any other member of the ES&P graduate faculty) for development of the course-based program.

Students must select and complete an Area of Emphasis: (p. 77)

- Ecosystems Studies (p. 78)
- Environmental Policy and Administration (p. 80)
- Environmental Technology and Analysis (p. 81)
- Personal Program of Study (p. 83)

Progress to Degree

1. The candidate is admitted to the ES&P graduate program.
2. The student submits an Official Declaration of Master's Degree (GR-1 Form) to the Office of Graduate Studies no later than the end of the semester in which the first six graduate credits are completed. This confirms the student intention to pursue the Course-based Track and alerts the ES&P Graduate Chair of this decision.
3. The Course-based student completes 37 credit hours, 9 credits from the program core and 28 elective credits from any area of emphasis.
4. The student registers to graduate and the degree is awarded and graduate receives diploma.

Area of Emphasis (p. 77)

One of the primary goals of the Environmental Science and Policy (ES&P) graduate program is to prepare technically competent and creative individuals for advanced professional positions in the public or private sectors. Individuals pursuing such career objectives will focus on course work in the emphases of Ecosystems Studies or Environmental Technology and Analysis. Another objective of the ES&P graduate program is to prepare highly skilled and imaginative individuals for management and policy-making positions in government, nonprofit organizations, and the private sector. Individuals with such career objectives will focus on environmental policy course work in the emphasis of Environmental Policy and Administration. Students will be prepared to deal with a variety of environmental problems and to pursue further graduate work in this or related areas. An additional option is to develop a "personal program of study" fitting to the specific career interests of the student. In addition to the general core requirements described above, students will select a program of study from one of the areas of emphasis described below.

Requirements

Area of emphases and credit loads are described in detail below (credits are unduplicated by the program core). Note that some undergraduate courses are cross-listed as graduate courses and require only graduate status to enroll. It is strongly recommended that a student speak with the professor assigned to the course prior to enrolling to ensure that the student is adequately prepared to succeed in the course. Personal programs of study must conform to Environmental Science and Policy program guidelines and be approved in advance by the student's graduate committee, the Environmental Science and Policy program chair, and the Associate Vice Chancellor for Graduate Studies & Research.

- Ecosystems Studies (p. 78)
- Environmental Policy and Administration (p. 80)
- Environmental Technology and Analysis (p. 81)
- Personal Program of Study (p. 83)

Faculty

Bandara, Dhanamalee, Assistant Professor, Natural and Applied Sciences (Mathematics). B.S. University of Peradeniya; M.S., Ph.D. Texas Tech University

Chen, Franklin, Associate Professor, Natural and Applied Sciences (Chemistry). B.A. (1970) National Taiwan University (Taiwan); Ph.D. (1977) Princeton University.

Fields of interest: organic contaminant remediation; rock erosion effects (tidal wave and bubble implosion effects on rock surfaces); mesoporous materials with gas phase contaminant adsorption properties; polymeric electrolytes with potential industrial applications; sonochemistry that may enhance catalytic ability.

deHart, Pieter A.P., Professor, Natural and Applied Sciences (Biology) and Associate Vice Chancellor for Graduate Studies and Research. B.S. (2000) University of Rhode Island; M.A. (2002) Boston University; Ph.D. (2006) University of Alaska

Fields of interest: marine biology; conservation biology; population ecology; marine mammal ecology; ichthyology; Arctic biology; ecology of the Amazon River; climate change dynamics; stable isotope ecology; food webs and trophic interactions.

Dornbush, Mathew, Associate Professor, Natural and Applied Sciences (Biology) and Dean of the Austin E. Cofrin School of Business. B.A. (1998) Augustana College; M.S. (2001), Ph.D. (2005) Iowa State University.

Fields of interest: soil ecology; plant-soil microbial interactions; soil microbial ecology; ecosystem carbon cycling; plant ecology; invasive species; restoration ecology.

Draney, Michael L., Professor, Natural and Applied Sciences (Biology). B.S. (1989) New Mexico State University; M.S. (1992), Ph.D. (1997) Univ. of Georgia.

Fields of interest: inventory, monitoring and assessment techniques for terrestrial and wetland invertebrates, taxonomy, and conservation of spiders and ground-dwelling arthropods.

Fermanich, Kevin J., Professor, Natural and Applied Sciences (Geoscience). B.S. (1985) UW-Stevens Point; M.S. (1988), Ph.D. (1995) UW-Madison.

Fields of interest: nonpoint pollution; soil management; watershed management, groundwater, contaminant fate and transport; vadose zone processes; community environmental monitoring.

Forsythe, Patrick S., Professor, Natural and Applied Sciences (Biology). B.S. (2000), M.S. (2003) Eastern Illinois University, Ph.D. (2010) Michigan State University.

Fields of interest: fisheries biology and ecology with emphasis on ecosystems of the Great Lakes region; mating systems and early life history dynamics of fishes; behavioral ecology and species interactions; population/community ecology; landscape ecology; conservation biology; dynamic evolutionary processes that lead to adaptation.

Grubisha, Lisa C., Associate Professor, Natural and Applied Sciences (Biology). B.S. (1988) University of Wisconsin-Milwaukee, M.S. (1998) Oregon State University, Ph.D. (2005) University of California-Berkeley.

Fields of interest: Fungal ecology and evolution, Microbial diversity and function, Conservation Biology, Population Genetics, Phylogenetics.

Gunn, Stefan, Assistant Professor, Natural and Applied Sciences (Engineering). B.S. University of Lome; B.S. Bellevue University; M.S., Ph.D. Ohio State University

Helpap, David, Associate Professor, Public and Environmental Affairs (Political Science). B.S. (2006) Political Science, University of Wisconsin-Green Bay; M.A. (2008), Ph.D. (2012) Political Science, University of Wisconsin-Milwaukee.

Fields of interest: state and local government; urban politics; brownfield redevelopment; public management and budgeting; public policy

Holly, Michael, Assistant Professor, Natural and Applied Sciences (Biology). B.S. Michigan State University; M.S., Ph.D. UW-Madison

Fields of interest: agricultural waste management; stormwater management; nonpoint source pollution; farm system modeling; environmental fate and treatment of anthropogenic chemicals

Howe, Robert W., Barbara Hauxhurst Cofrin Professor, Natural and Applied Sciences (Biology); Director, Cofrin Center for Biodiversity. B.S. (1974) Notre Dame; M.S. (1977), Ph.D. (1981) UW-Madison.

Fields of interest: terrestrial ecology and conservation biology; ecological indicators; bird population dynamics; population monitoring; landscape ecology; conservation design residential development; disease ecology; black bear ecology; evolutionary ecology.

Intemann, Jeremy J., Assistant Professor, Natural and Applied Sciences (Chemistry). B.S. (2006) University of Northern Iowa, Ph.D. (2012) Iowa State University.

Fields of interest: synthesis of conjugated polymers and small molecules for use in organic electronics.

Katers, John F., Professor, Natural and Applied Sciences (Engineering) and Dean of the College of Science, Engineering, and Technology. B.S. (1991), M.S. (1993) UW-Green Bay; Ph.D. (1996) Marquette.

Fields of interest: waste management; recycling, pollution prevention, renewable energy, water and waste water treatment.

Luczaj, John, Professor, Natural and Applied Sciences (Geoscience). B.S. (1993) University of Wisconsin-Oshkosh; M.S. (1995) University of Kansas; Ph.D. (2000) Johns Hopkins University.

Fields of interest: fluid inclusion in minerals; water-rock interaction in sedimentary rock; groundwater contamination; karst geology and hydrogeology; stratigraphy of Paleozoic sedimentary rocks.

Mahfuz, Mohammad Upal, Assistant Professor, Natural and Applied Sciences (Engineering Technology). B.S. (2002) Bangladesh University of Engineering and Technology (BUET), Bangladesh, M.S. (2008) University of Calgary, Canada, M.Engg. (2005) Asian Institute of Technology, Thailand, Ph.D. (2014) University of Ottawa, Canada.

Fields of interest: nano scale communication systems, wireless communication and positioning systems, emerging and sustainable technologies.

Malone, Shawn, Assistant Professor, Natural and Applied Sciences (Geoscience). Ph.D. University of Iowa

Fields of interest: tectonic processes; whole rock petrography and geochemistry; heavy mineral analysis to sandstone provenance.

Meinhardt, Daniel, Associate Professor, Natural and Applied Sciences (Biology). B.S. (1992) Southern Illinois University; Ph.D. (2002) University of Kansas.

Fields of interest: human anatomy and physiology, comparative vertebrate anatomy, and evolutionary biology.

Phoenix, Laurel, Associate Professor, Public and Environmental Affairs (Planning). B.S. (1992), M.S. (1994) Colorado at Boulder; Ph.D. (2001) SUNY College of Environmental Science and Forestry.

Fields of interest: water resources management; drinking water quality; anti-environmentalism; water and waste water infrastructure; rural environmental planning.

Stahlheber, Karen, Assistant Professor, Natural and Applied Sciences (Biology). B.A. Middlebury College; Ph.D. University of California Santa Barbara.

Fields of interest: natural ecosystem restoration; connections among species diversity in plant communities; ecosystem processes and human management.

Stoll, John R., Professor, Public and Environmental Affairs (Economics). B.S. (1973) UW-Green Bay; M.S. (1977), Ph.D. (1980) Kentucky.

Fields of interest: natural resource and environmental economics; quantitative methods; nonmarket valuation methodology; economics of recreation and leisure; cost-benefit analysis, regional economics, fisheries economics, value of nonconsumptive resource usage.

Terry, Patricia A., Professor, Natural and Applied Sciences (Engineering). B.S. (1989), M.S. (1991) Texas-Austin; Ph.D. (1995) University of Colorado-Boulder.

Fields of interest: general water remediation; environmental separations; ion exchange processes; removal of heavy metals, chromates, phosphates, and nitrates from water.

Wefferling, Kier, Assistant Professor, Natural and Applied Sciences (Biology). B.S., Ph.D. UW-Milwaukee

Weinschenk, Aaron C., Associate Professor, Public and Environmental Affairs. B.A., B.S. (2007) University of Wisconsin-Green Bay, M.A. (2009), Ph.D. (2013) University of Wisconsin-Milwaukee,

Fields of interest: American Government and Politics; Political Behavior; Campaigns and Elections; Political Psychology; Voting Behavior; Political Participation; Statistics; Research Design and Methodology.

Wheat, Elizabeth, Associate Professor, Public and Environmental Affairs (Political Science). B.A. (2002) Psychology, Alma College; M.P.A. (2004) Comparative Environmental Policy, Indiana University; Ph.D. (2013) Political Science, Western Michigan University.

Fields of interest: environmental law, environmental justice, civil rights, wildlife smuggling, international organizations.

Wolf, Amy, Professor, Natural and Applied Sciences (Ecology). B.S. (1989), M.S. (1993) UW-Green Bay; Ph.D. (1998) University of California-Davis.

Fields of interest: conservation biology, plant-animal interactions, restoration ecology, plant population ecology, ornithology; pollination ecology of rare plants, butterfly conservation and monitoring, population genetics of rare plants, invasive wetland plants, conservation of native bees.

Zorn, Michael E., Professor, Natural and Applied Sciences (Chemistry). B.S. (1993) UW-Green Bay; Ph.D. (1997) UW-Madison.

Fields of interest: development of photocatalytic and catalytic methods for degradation of environmentally relevant compounds; development of enhancement of experimental methods (including sensors) for the analysis of environmental samples.

Emeriti Faculty

Day, Harold Jack, Professor, Natural and Applied Sciences (Engineering). B.S. (1952), M.S. (1953), Ph.D. (1963) UW-Madison.

Fields of interest: water resources, fluid mechanics, hydrology and related applications of engineering to society and technology; regional water quality and associated land management and flood plain management; resource management.

Harris, Hallet J., Professor, Natural and Applied Sciences (Biology). B.A. (1961) Coe College; M.S. (1965), Ph.D. (1966) Iowa State.

Fields of interest: animal and wetland ecology; management of coastal areas; wildlife management; ecological risk assessment.

Kraft, Michael E., Herbert Fisk Johnson Professor, Public and Environmental Affairs (Political Science). B.A. (1966) UC-Riverside; M.A. (1967), Ph.D. (1973) Yale.

Fields of interest: American politics and government; public policy analysis; Congress; environmental policy and politics in the U.S.; sustainable communities; politics of nuclear waste disposal; business and environmental policy; environmental information disclosure.

Moran, Joseph M., Professor, Natural and Applied Sciences (Earth Science). B.A. (1965), M.S. (1967) Boston College; Ph.D. (1972) UW-Madison.

Fields of interest: nature of climatic change, air pollution meteorology; applications of paleoclimatic reconstruction techniques to Glacial-age evidence; environmental implications of current climatic changes; quaternary climatology; geology.

Niedzwiedz, William R., Professor, Public and Environmental Affairs (Geography). B.S. (1969), M.S. (1972) Massachusetts; Ph.D. (1981) Virginia Polytechnic.

Fields of interest: geographic information systems; aerial photo interpretation; coastal management; conservation design of landscapes; environmental impact.

Sager, Paul E., Professor, Natural and Applied Sciences (Biology). B.S. (1959) Michigan; M.S. (1963), Ph.D. (1967) UW-Madison.

Fields of interest: ecology of aquatic communities including nutrient studies in the phytoplankton of freshwater lakes; eutrophication of lakes; ecological effects of nutrient enrichment and water quality deterioration; limnology.

Scheberle, Denise L., Professor, Public and Environmental Affairs (Political Science). B.S. (1982), M.P.A. (1984) University of Wyoming; Ph.D. (1991) Colorado State University.

Fields of interest: environmental policy and law; policy implementation and formation; federal-state relationships in environmental programs; public administration; intergovernmental relations; public policy.

Stieglitz, Ronald D., Professor, Natural and Applied Sciences (Earth Science-Geology). B.S. (1963) UW-Milwaukee; M.S. (1967), Ph.D. (1970) Illinois.

Fields of interest: environmental geology; stratigraphic analysis; sedimentary geology; applications of geology to land use problems; ground water resources.

Wenger, Robert B., Professor, Natural and Applied Sciences (Mathematics). B.S. (1958) Eastern Mennonite; M.A. (1962) Pennsylvania State; Ph.D. (1969) Pittsburgh.

Fields of interest: application of mathematical models to environmental problems such as solid waste management and water quality management; ecosystem risk assessment and graph-theoretic approaches to the study of ecosystem stressors.

Adjunct Faculty

Carrozzino-Lyon, Amy, Research Specialist

Houghton, Christopher, Assistant Research Scientist. B.S. (2004) UW-Stevens Point; M.S. (2006) UW-Milwaukee; Ph.D (2015) UW-Milwaukee

Fields of interest: community ecology of Lake Michigan fishes, invasive species interactions, habitat classification and utilization by fish, and remote sensing.

Medland, Vicki, Associate Director, Cofrin Center for Biodiversity (Biology). B.S. (1984) UW-Madison; M.S. (1989) New Mexico State University; Ph.D. (1997) University of Georgia.

Fields of interest: wetland ecology, evolutionary and behavioral ecology of aquatic invertebrate and zooplankton.

Reed, Tara, Adjunct Associate Professor, Natural and Applied Sciences (Biology). B.A. (1980) Whitworth; M.S. (1995) Oregon State; Ph.D. (1999) UW-Madison.

Fields of interest: impacts of anthropogenic activities and exotic invasions on aquatic ecosystem; changes in the Green Bay ecosystem following zebra mussel invasion; evaluating the changes in macroinvertebrate community structure downstream following dam removal.

Robinson, Patrick, Co-Director & Environmental Studies Specialist, UWEX Environmental Resources Center; Affiliate Cofrin Center for Biodiversity. B.S. (1994), M.S. (1996) UW-Green Bay; Ph.D. (2011) UW-Madison

Fields of interest: fresh water estuaries, wetlands, integration of social science into ecological research and management.

Warwick, Jessica, Lecturer, Biology

Webb, Kenneth, Associate Researcher

M.S. in Environmental Science and Policy

Area of Emphasis

One of the primary goals of the Environmental Science and Policy (ES&P) graduate program is to prepare technically competent and creative individuals for positions in the public or private sectors. Individuals with such career objectives will focus on environmental science course work in the emphases of Ecosystems Studies or Environmental Technology and Analysis. Another objective of the ES&P graduate program is to prepare highly skilled and imaginative individuals for management and policy-making positions in government, nonprofit organizations and the private sector. Individuals with such career objectives will focus on environmental policy course work in the emphasis of Environmental Policy and Administration. Students will be prepared to deal with a variety of environmental problems and to pursue further graduate work in similar or related areas. A fourth option is to develop a "personal program of study" more fitting to the career interest of the student. In addition to the general core requirements described above, students will select a program of study from one of the areas of emphasis described below.

Areas of Emphasis and Requirements

Area of emphases and credit loads are described in detail below (credits are unduplicated by the program core). Note that some undergraduate courses are cross-listed as graduate courses and require only graduate status to enroll. It is strongly recommended that a student speak with the professor assigned to the course prior to enrolling to ensure that the student is adequately prepared to succeed in the course. Personal programs of study must conform to Environmental Science and Policy program guidelines and be approved in advance by the student's graduate committee, the Environmental Science and Policy program chair, and the Associate Vice Chancellor for Graduate Studies. These programs must include the entire 18-credit program core requirements, at least one quantitative course ENV S&P 755 and include a minimum of 34 total credits. It is possible, even necessary depending on area requirements, that students will include one or two four-credit statistics courses in their academic program. In those cases, only seven credits would be needed in one semester which could be satisfied by ENV S&P 715 or ENV S&P 795, or an independent study or internship. If a regular course is selected, the academic program would include a total of 36 credits.

Students must complete requirements in one of the following areas of emphasis:

- Ecosystems Studies
- Environmental Policy and Administration
- Environmental Technology and Analysis
- Personal Program of Study

Ecosystems Studies

Students who select the Ecosystems Studies emphasis may study general features of ecosystems such as nutrient regeneration, productivity, or trophic relationships. They may also focus on specific questions related to endangered species, predation and competition. Natural, managed, and disturbed ecosystems are examined in classroom and field activities. Studies on aquatic systems take advantage of the University's location on Green Bay, participation in the University of Wisconsin Sea Grant Program, and the on-campus Cofrin Center for Biodiversity. The University's proximity to large areas of northern forests and the Door County Peninsula provides convenient locations for the study of diverse ecosystems. The Ecosystems Studies area of emphasis prepares students to:

- design and conduct scientific investigations;
- collect, evaluate, and interpret data;
- make responsible decisions to implement appropriate technologies and strategies to solve environmental problems; and
- effectively communicate the results of environmental studies to other scientists, decision makers and the general public.

Graduates typically work as scientists, environmental specialists, or project managers with industry, commercial laboratories, engineering firms, or government agencies, where their work involves analysis, research, consulting, compliance, or enforcement. Students who pursue the Ecosystems Studies area of emphasis are expected to have completed biology courses beyond introductory courses, typically the equivalent to a minor or major in biology (taken elsewhere or prior to entrance). These courses should include an ecology course.

Ecosystems Studies

Emphasis Prerequisites

Students who pursue the Ecosystems Studies area of emphasis are expected to have completed biology courses beyond introductory courses, typically the equivalent to a minor or major in biology (taken elsewhere or prior to entrance). These courses should include an ecology course.

Code	Title	Credits
General Core Requirements		9
ENV S&P 701	Perspectives in Environmental Science and Policy	
Choose one of the following repeatable courses(2 credits)		
ENV S&P 702	Stable Isotopes in the Environment	
or ENV S&P 715	Seminar in Ecology and Evolution	
or ENV S&P 795	Special Topics	
Environmental Science		
ENV S&P 740	Ecology and Management of Ecosystems	
or ENV S&P 767	Environmental Technology and Analysis	
Public Policy		
ECON 713	Environmental Economics and Sustainability	
or ENV S&P 731	Freshwater and Marine Policy & Law	
or ENV S&P 732	Wildlife Law and Policy	
or ENV S&P 752	Environmental Policy and Administration	
Required Quantitative Course		4

ENV S&P 755	Environmental Data Analysis	
Choose one of the following required ecology courses:		3
BIOLOGY 669	Conservation Biology	
ENV S&P 740	Ecology and Management of Ecosystems	
ENV S&P 743	Ecology and Analysis of Communities and Landscapes	
Additional Courses - complete 9 credits		9
Choose any combination from the courses listed here or above.		
Biology:		
BIOLOGY 510	Plant Biodiversity	
BIOLOGY 511	Plant Physiology	
BIOLOGY 512	Mycology	
BIOLOGY 520	Field Botany	
BIOLOGY 522	Environmental Microbiology	
BIOLOGY 542	Ornithology	
BIOLOGY 543	Mammalogy	
BIOLOGY 555	Entomology	
BIOLOGY 557	Marine Biology	
BIOLOGY 565	Aquatic Invertebrates	
BIOLOGY 601	Fish and Wildlife Population Dynamics	
BIOLOGY 602	Advanced Microbiology	
BIOLOGY 649	Wetland Ecology	
Environmental Science:		
ENV SCI 520	The Soil Environment	
ENV SCI 530	Hydrology	
ENV SCI 601	Stream Ecology	
ENV SCI 603	Limnology	
GEOSCI 670	Glacial Geology & Landscapes	
Environmental Policy and Planning:		
ECON 713	Environmental Economics and Sustainability	
ENV S&P 752	Environmental Policy and Administration	
EPP 579	Natural Resource Policy, Law, and Administration	
POL SCI 578	Environmental Law	
POL SCI 580	Global Environmental Politics and Policy	
PUB ADM 522	Environmental Planning	
Math and Statistics:		
MATH 529	Applied Regression Analysis	
MATH 630	Design of Experiments	
Seminar and Special Topics:		
ENV S&P 715	Seminar in Ecology and Evolution	
ENV S&P 795	Special Topics	
ENV S&P 702	Stable Isotopes in the Environment	
Completion Track - Select one of the following (Thesis, Internship, or Course Based):		6-12
Thesis: (6 credits)		
ENV S&P 799	Thesis	
Internship: (9 credits)		
ENV S&P 763 & ENV S&P 797	Capstone in Environmental Science and Policy and Internship	
Course Based: (12 credits)		
ENV S&P 763	Capstone in Environmental Science and Policy	
ENV S&P 715 or ENV S&P 795	Seminar in Ecology and Evolution Special Topics	
ENV S&P 740	Ecology and Management of Ecosystems	

or ENV S&P 743 Ecology and Analysis of Communities and Landscapes
 or ENV S&P 767 Environmental Technology and Analysis

3-5 additional elective credits

Total Credits

31-37

Environmental Policy and Administration

Students who select the Environmental Policy and Administration emphasis may study the characteristics and operation of government institutions; organizational policy, design and evaluation; and substantive policies in regulation, environmental protection, science and technology, and energy and natural resources. Courses emphasize environmental problem analysis and planning, policy analysis and formulation, environmental law and implementation, program evaluation, statistical analysis and the application of social science research methods to environmental issues. Studies benefit from interaction with the Center for Public Affairs and the Cofrin Center for Biodiversity.

The Environmental Policy and Administration area of emphasis prepares students to:

- identify and analyze policy-relevant problems of major importance;
- collect, assess, and interpret policy-relevant data;
- design, evaluate, and implement strategies and programs for addressing such problems; and
- effectively communicate the results of policy analyses and evaluations to diverse audiences, including environmental scientists, policy makers, and the general public.

Graduates typically enter governmental agencies at the national, state or local level, or nonprofit organizations, where their work involves policy analysis, planning, or administration. Some prefer positions in legislative bodies, environmental organizations, or industry where administrative or analytical work is combined with politics, public relations, education or advocacy.

Emphasis Prerequisites

Students who pursue Environmental Policy and Administration come from a variety of undergraduate backgrounds such as economics, engineering, environmental planning, environmental policy, political science, public administration, sociology, or more traditional science disciplines. The appropriate undergraduate course preparation is dictated by the prerequisites for the courses to be included in a program of study and the thesis topic area. It would normally be expected that students would have the equivalent of one year of undergraduate course work in political science, public administration, or economics.

Code	Title	Credits
General Core Requirements		9
ENV S&P 701	Perspectives in Environmental Science and Policy	
Choose one of the following repeatable courses (2 credits)		
ENV S&P 702	Stable Isotopes in the Environment	
or ENV S&P 715	Seminar in Ecology and Evolution	
or ENV S&P 795	Special Topics	
Environmental Science		
ENV S&P 740	Ecology and Management of Ecosystems	
or ENV S&P 767	Environmental Technology and Analysis	
Public Policy		
ECON 713	Environmental Economics and Sustainability	
or ENV S&P 731	Freshwater and Marine Policy & Law	
or ENV S&P 732	Wildlife Law and Policy	
or ENV S&P 752	Environmental Policy and Administration	
Required Courses - complete 6 credits:		6
ECON 713	Environmental Economics and Sustainability	
ENV S&P 752	Environmental Policy and Administration	
Administrative Organizations and Processes - complete 3 credits:		3
EPP 578	Environmental Law	
EPP 579	Natural Resource Policy, Law, and Administration	
POL SCI 610	Intergovernmental Relations	
PUB ADM 514	Administrative Law	
Public Policy - choose 3 credits:		3
ECON 713	Environmental Economics and Sustainability	

EPP 551	Water Resources Policy and Management
EPP 579	Natural Resource Policy, Law, and Administration
POL SCI 516	Congress: Politics and Policy
POL SCI 578	Environmental Law
POL SCI 580	Global Environmental Politics and Policy
PUB ADM 506	Regulatory Policy and Administration
PUB ADM 522	Environmental Planning
Additional Courses	4
Select any combination from the courses listed here or above.	
Research Methods:	
ENV S&P 755	Environmental Data Analysis
MATH 630	Design of Experiments
Environmental Science	
ENV S&P 724	Hazardous and Toxic Materials
ENV S&P 740	Ecology and Management of Ecosystems
ENV S&P 743	Ecology and Analysis of Communities and Landscapes
ENV S&P 767	Environmental Technology and Analysis
ENV SCI 505	Environmental Fate and Transport
ENV SCI 518	Pollution Control
ENV SCI 523	Pollution Prevention
ENV SCI 660	Resource Management Strategy
ENV SCI 633	Ground Water: Resources and Regulations
Environmental Planning and Geographic Information Systems:	
EPP 650	Advanced Geographic Information Systems
Seminar and Special Topics:	
ENV S&P 715	Seminar in Ecology and Evolution
ENV S&P 795	Special Topics
Completion Track (Thesis, Internship, or 12 additional elective credits):	6-12
Thesis: (6 credits)	
ENV S&P 799	Thesis
Internship: (9 credits)	
ENV S&P 763 & ENV S&P 797	Capstone in Environmental Science and Policy and Internship
Course Based: (12 credits)	
ENV S&P 763	Capstone in Environmental Science and Policy
ENV S&P 715 or ENV S&P 795	Seminar in Ecology and Evolution Special Topics
ENV S&P 740 or ENV S&P 743 or ENV S&P 767	Ecology and Management of Ecosystems Ecology and Analysis of Communities and Landscapes Environmental Technology and Analysis
3-5 additional elective credits	

Total Credits**31-37****Environmental Technology and Analysis**

Students who select the Environmental Technology and Analysis emphasis may study concepts of: environmental modeling and remediation; municipal, industrial, and agricultural waste transformation, utilization and disposal; alternative energy systems and energy efficiency; or chemical, biological and geological aspects of ground or surface water systems. Students may be involved with evaluating alternative technologies and strategies for effective planning and policy implementation for the future. Principles and techniques of quantitative and qualitative analysis are applied to problems of supply, distribution, and utilization of natural resources and to the optimization of treatment and management costs in the context of public agencies, consulting firms and industries.

The Environmental Technology and Analysis area of emphasis prepares students to:

- design and conduct scientific investigations;
- collect, evaluate, and interpret data;
- make responsible decisions to implement appropriate technologies and strategies to solve environmental problems; and
- effectively communicate the results of environmental studies to other scientists, decision makers and the general public.

Graduates typically work as scientists, environmental specialists, or project managers with industry, commercial laboratories, engineering firms, or government agencies, where their work involves analysis, research, consulting, compliance, or enforcement.

Code	Title	Credits
General Core Requirements		9
ENV S&P 701	Perspectives in Environmental Science and Policy	
Choose one of the following repeatable courses (2 credits)		
ENV S&P 702	Stable Isotopes in the Environment	
or ENV S&P 715	Seminar in Ecology and Evolution	
or ENV S&P 795	Special Topics	
Environmental Science		
ENV S&P 740	Ecology and Management of Ecosystems	
or ENV S&P 767	Environmental Technology and Analysis	
Public Policy		
ECON 713	Environmental Economics and Sustainability	
or ENV S&P 731	Freshwater and Marine Policy & Law	
or ENV S&P 732	Wildlife Law and Policy	
or ENV S&P 752	Environmental Policy and Administration	
Required Quantitative Course:		4
ENV S&P 755	Environmental Data Analysis	
Additional Courses - 12 credits		12
Choose any combination of the following courses listed below:		
Chemistry		
CHEM 520	Thermodynamics and Kinetics	
CHEM 522	Thermodynamics and Kinetics Laboratory	
CHEM 530	Biochemistry	
CHEM 531	Biochemistry Laboratory	
CHEM 602	Advanced Organic Chemistry	
CHEM 603	Advanced Organic Chemistry Laboratory	
CHEM 613	Instrumental Analysis	
Environmental Science:		
BIOLOGY 522	Environmental Microbiology	
ENV SCI 505	Environmental Fate and Transport	
ENV SCI 518	Pollution Control	
ENV SCI 520	The Soil Environment	
ENV SCI 523	Pollution Prevention	
ENV SCI 530	Hydrology	
ENV SCI 535	Water and Waste Water Treatment	
ENV SCI 615	Solar and Alternate Energy Systems	
ENV SCI 660	Resource Management Strategy	
ENV SCI 633	Ground Water: Resources and Regulations	
ENV SCI 664	Atmospheric Pollution and Abatement	
ENV S&P 724	Hazardous and Toxic Materials	
ENV S&P 740	Ecology and Management of Ecosystems	
ENV S&P 767	Environmental Technology and Analysis	
GEOSCI 621	Geoscience Field Trip	
GEOSCI 632	Hydrogeology	
GEOSCI 670	Glacial Geology & Landscapes	

Environmental Policy and Planning:

ECON 713	Environmental Economics and Sustainability
ENV S&P 752	Environmental Policy and Administration
EPP 551	Water Resources Policy and Management
EPP 579	Natural Resource Policy, Law, and Administration
POL SCI 578	Environmental Law
POL SCI 580	Global Environmental Politics and Policy

Math and Statistics

MATH 529	Applied Regression Analysis
MATH 630	Design of Experiments

Seminar and Special Topics:

ENV S&P 715	Seminar in Ecology and Evolution
ENV S&P 795	Special Topics
ENV S&P 702	Stable Isotopes in the Environment

Completion Track (Thesis, Internship, or 12 additional elective credits):**6-12****Thesis: (6 credits)**

ENV S&P 799	Thesis
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Internship: (9 credits)

ENV S&P 763 & ENV S&P 797	Capstone in Environmental Science and Policy and Internship
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Course Based: (12 credits)

ENV S&P 763	Capstone in Environmental Science and Policy
ENV S&P 715 or ENV S&P 795	Seminar in Ecology and Evolution Special Topics
ENV S&P 740 or ENV S&P 743 or ENV S&P 767	Ecology and Management of Ecosystems Ecology and Analysis of Communities and Landscapes Environmental Technology and Analysis

3-5 additional elective credits

Total Credits**31-37****Personal Program of Study**

Personal programs of study must conform to Environmental Science and Policy program guidelines and be approved in advance by the student's graduate committee, the Environmental Science and Policy program chair, and the Associate Vice Chancellor for Graduate Studies and Research. These programs must include the entire 18-credit program core requirements, at least one quantitative course ENV S&P 755 ([http://catalog.uwgb.edu/search/?P=ENV S&P 755](http://catalog.uwgb.edu/search/?P=ENV%20S&P%20755)) and include a minimum of 34 total credits.

It is possible, even necessary depending on area requirements, that students will include one or two four-credit statistics courses in their academic program. In those cases, only seven credits would be needed in one semester which could be satisfied by ENV S&P 715 ([http://catalog.uwgb.edu/search/?P=ENV S&P 715](http://catalog.uwgb.edu/search/?P=ENV%20S&P%20715)) or ENV S&P 795 ([http://catalog.uwgb.edu/search/?P=ENV S&P 795](http://catalog.uwgb.edu/search/?P=ENV%20S&P%20795)), or an independent study or internship. If a regular course is selected, the academic program would include a total of 36 credits.

Code	Title	Credits
General Core Requirements		9
ENV S&P 701	Perspectives in Environmental Science and Policy	
Choose one of the following repeatable courses (2 credits)		
ENV S&P 702 or ENV S&P 715 or ENV S&P 795	Stable Isotopes in the Environment Seminar in Ecology and Evolution Special Topics	
Environmental Science		
ENV S&P 740 or ENV S&P 767	Ecology and Management of Ecosystems Environmental Technology and Analysis	
Public Policy		
ECON 713 or ENV S&P 731	Environmental Economics and Sustainability Freshwater and Marine Policy & Law	

or ENV S&P 732	Wildlife Law and Policy	
or ENV S&P 752	Environmental Policy and Administration	
Required:		3
ENV S&P 755	Environmental Data Analysis	
Pre-approved individual courses: ¹		13
Personal programs of study must conform to Environmental Science and Policy program guidelines and be approved in advance by the student's graduate committee, the Environmental Science and Policy program chair, and the Associate Vice Chancellor for Graduate Studies and Research.		
Completion Track (Thesis, Internship, or 12 additional elective credits):		6-12
Thesis: (6 credits)		
ENV S&P 799	Thesis	
Internship: (9 credits)		
ENV S&P 763 & ENV S&P 797	Capstone in Environmental Science and Policy and Internship	
Course Based: (12 credits)		
ENV S&P 763	Capstone in Environmental Science and Policy	
ENV S&P 715	Seminar in Ecology and Evolution	
or ENV S&P 795	Special Topics	
ENV S&P 740	Ecology and Management of Ecosystems	
or ENV S&P 743	Ecology and Analysis of Communities and Landscapes	
or ENV S&P 767	Environmental Technology and Analysis	
3-5 additional elective credits		
Total Credits		31-37

¹ If ENV S&P 755 is completed, only 12 additional credits of pre-approved coursework is required.

Master of Science in Health & Wellness Management

The Master of Science degree in Health and Wellness Management program will equip students with the competencies required to successfully promote and advance the health and well-being of defined groups of people, to effectively lead wellness programs and to conduct research in the discipline. The degree is designed to prepare professionals to assume senior leadership positions in the wellness management field and is unique from other programs in that it has an increased emphasis on management and leadership competency development and focuses on all dimensions of personal and organizational wellness. Over the past 30 years, wellness has developed into a primary business strategy as these programs, when managed effectively, have documented successes in addressing key business issues such as health care cost containment, productivity, absenteeism, and risk management. The program features a multidisciplinary curriculum that draws on psychology, health, nursing/healthcare, communication and management sciences.

Program Learning Outcomes

Graduates of the HWM program will be able to:

- Demonstrate familiarity with best practices in behavior change facilitation, including the evaluation of lifestyle coaching plans.
- Demonstrate knowledge of ethical and legal issues relevant to health policy and clinical practice.
- Analyze the interrelations among health providers and key stakeholders and understand how these interrelations influence public health systems.
- Determine the impact of current wellness initiatives on an organization's healthcare costs and develop strategic and project management plans to improve the programs.
- Demonstrate an understanding of business marketing, including market analysis, evaluation, communication, and promotion.
- Examine customer needs and apply a system approach in successfully addressing those needs.
- Integrate health informatics, information technology, and communication strategies in the design, implementation, evaluation, and replication of best practices to improve program performance.

Admission Requirements

Each applicant's prior academic work and experience will be evaluated prior to admission. Applicants are expected to have college-level writing, oral communication and computer skills. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

To apply, you will need:

- Baccalaureate degree from a regionally accredited institution
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- UW System application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
- \$56.00 application fee
- Official transcripts from all colleges and universities previously attended*
- A personal statement of up to 1,000 words describing your decision to pursue this degree and what you believe you will bring to the Health and Wellness field. Space for the personal statement is included in the online application.
- Resume: your resume may be uploaded as part of your application or can be emailed to gradstu@uwgb.edu
- Two letters of evaluation ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Health-and-Wellness-Management\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Health-and-Wellness-Management).pdf))
 - The Health and Wellness Management letter of evaluation ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Health-and-Wellness-Management\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Health-and-Wellness-Management).pdf)) is an electronic form the applicant initiates and sends to two references. The references must complete the form and email directly to the Office of Graduate Studies: gradstu@uwgb.edu (gradstud@uwgb.edu). Information on this process will be provided to the applicant after the UW System application has been received. Traditional letters of recommendation are not required.
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
 - World Education Services (WES) <http://www.wes.org/>
 - Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

*Official electronic transcripts must be sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the transcript.

**The MS in Health & Wellness Management letter of evaluation is an electronic form the applicant initiates and sends to two references. The references must complete the form and email directly to the Office of Graduate Studies: gradstu@uwgb.edu. Information on this process will be provided to the applicant after the UW System application has been received. Traditional letters of recommendation are not required.

Degree Requirements

Code	Title	Credits
HWM 700	Contemporary Health and Wellness Perspectives	3
HWM 705	Strategic Management for Wellness Managers	3
HWM 710	Research and Data Analysis for Wellness Programs	3
HWM 715	Professional Communication for Wellness Managers	3
HWM 725	Evidence-based Practices in Health and Wellness	3
HWM 730	Holistic Aspects of Health	3
HWM 750	Planning and Evaluation for Wellness Managers	3
HWM 755	Health Policy and Action	3
HWM 770	Human and Group Behavior	3
HWM 787	Capstone Preparation Course	1
HWM 790	Health and Wellness Management Capstone	3
Total Credits		31

Progress to Degree

Steps Toward the Degree

1. The candidate applies to the Master Health and Wellness Management program by submitting an application, all required application materials to the University of Wisconsin-Green Bay.
2. The candidate is admitted to the Master of Health and Wellness Management program by the program Chair.
3. The student fulfills the degree requirements for the program.
4. The student is awarded a Master of Health and Wellness Management degree from the University of Wisconsin-Green Bay.

Faculty

Dr. Myunghee Jun PhD, RN, Associate Professor and Academic Director of the Master of Science in Health and Wellness Management. Nursing. BSN (1981), MSN (1995) & Ph.D. (1994) Seoul National University, South Korea.

Fields of interest: Research Methodology, Health Promotion and Management, and Global Health.

Dr. Christine Vandenhouten PhD, RN, APHN-BC, CPH, Professor, Chair of Nursing and Health Studies, and Academic Director of the Bachelor of Science in Health Information Management & Technology. BSN (1986) Marian University, Fond du Lac, WI; MSN (1991) University of Wisconsin-Oshkosh; Ph.D. (2008) Marquette University, Milwaukee, WI.

Fields of interest: Health Policy, Healthcare Finance, Program Assessment and Evaluation, Emotional intelligence/leadership styles, Community/public health, global health, Interprofessional healthcare, Leadership on Boards of Directors.

Dr. Lori A. Thompson PhD, Instructor, Founder of Envision Associates. Therapeutic Recreation. B.A. (1986); Health Education and community Health administration. M. A. (1991) University of Northern; Education. Ph.D. (2010) North Dakota State University.

Fields of interest: Assessment, Evaluation, Comprehensive Qualitative and Quantitative Research Skills, Institutional Analysis, Training and Development, and Interpersonal Skills in Education, Business, Non-Profit, and Government Entities.

Master of Science in Management

The University of Wisconsin-Green Bay's Master of Science in Management program is an innovative, advanced study of the management process and its outcomes. The program, offered through UW-Green Bay's Austin E. Cofrin School of Business, prepares effective leaders and strategic decision-makers for the region's businesses, nonprofit organizations, and government agencies.

The program has two tracks – The first track, General Management, is well-suited for students desiring a well-rounded management education but does not require a prior business degree. The General Management track has a variety of electives students may choose from to customize their degree based on their professional and educational goals. The second track, Sports Management, is geared toward organizational management and leadership in athletics.

Students in the program are managers from a variety of organizations, both large and small, as well as individuals who wish to enter the management profession. This program provides students, with the knowledge and critical thinking skills needed to lead and succeed in complex and dynamic organizations. Students who have experienced success in the workplace find that additional education enhances their professional profile and affords new professional opportunities. The program develops leaders who will take on new management challenges and make a positive difference in their workplace and community.

Leadership, innovation, strategic thinking, sustainable stewardship, global thinking, and effective communication are the program's cornerstones. Students experience an exciting array of courses in marketing strategy, data science and decision-making, leadership, managing sustainable and responsible organizations, and human resources practices. Critical thinking and problem-solving are emphasized through the program's content and pedagogy, which incorporates both theoretical and applied approaches to developing the skills for life-long learning.

The Master of Science in Management is created with students' needs in mind. Students have the convenience of small classes and the opportunity to work closely with dedicated faculty who will challenge students to perform at the highest levels. All instructors are experienced teachers with doctorate degrees or industry experts with decades of experience. They also have wide-ranging community involvement and professional and international experience.

Convenient scheduling is one of the program's key features. Many graduate students work full-time and pursue their graduate studies on a part-time basis. Master of Science in Management courses are offered in the evening or online. While the program is structured to accommodate part-time students, those seeking full-time education are also served.

Students have the ability to complete the program within 12-18 months.

Admission Requirements

All courses are taught under the assumption that students have the necessary background and preparation to succeed in the program. A well-prepared student may enter the program with an understanding of and an undergraduate competency level in management, marketing, finance, accounting, and statistics. Although not required, students can demonstrate their competency by completing undergraduate or foundation courses in the five areas or by passing competency exams. The program adviser will review these options with prospective students to ascertain the student's level of competency.

Admission requirements for the Master of Science in Management program closely follow the University-wide policy for admission to graduate programs. These requirements include:

- A bachelor's degree from an accredited institution.

- A 3.0 grade point average on a 4.0 scale.
- International applicants (<https://www.uwgb.edu/graduate/international-students/overview/>) must be prepared to provide evidence of English Proficiency. Full admission to the graduate school requires one of the following test scores:
 - Test of English as a Foreign Language (<https://www.ets.org/toefl/>) (TOEFL) - minimum score of 79 iBT (or 550 on the PBT).
 - International English Language Testing System (<https://www.ielts.org/>) (IELTS) - minimum composite score of 6.5
 - Duolingo English Test (<https://englishtest.duolingo.com/>) - minimum score of 110
- International applicants must also provide a course-by-course Evaluation of Foreign Credentials from Educational Credential Evaluators (ECE) for an application to be considered. International applicants who meet English Proficiency and academic admission requirements will be admitted, but must also show evidence of financial resources adequate to provide for their educational expenses before an I-20 will be provided.

Applicants who do not meet the 3.0 grade point average requirement or who have other deficiencies may be admitted on a provisional basis.

Required Application Material

- A completed application form (<https://apply.wisconsin.edu/>) and the current fee.
- A 200-300 word statement describing principal areas of academic interest, capabilities, experience, and reasons for pursuing the M.S. degree.
- Resume: your resume may be uploaded as part of your application or can be emailed to gradstu@uwgb.edu
- Official undergraduate and graduate transcripts from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.
 - Electronic transcripts can be sent to: uwgb@uwgb.edu (uwgb@uwgb.edu)
 - Hard copy transcripts can be mailed to:

UW-Green Bay

Office of Graduate Studies
2420 Nicolet Drive
Green Bay, WI 54311
- International students will also need to provide the following documentation:
 - a. A test of English proficiency (TOEFL, IELTS, or Duolingo English Test)
 - b. Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org ([http://www.naces.org/](http://www.naces.org))). UW-Green Bay recommends one of the following evaluation services:
 - World Education Services (WES) <http://www.wes.org/>
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
- Two letters of evaluation (<https://www.uwgb.edu/UWGBCMS/media/management/files/Letter-of-Evaluation-MS-in-Management.pdf>) from persons who can assess the prospective student's academic potential. Applicants must fill out the first two sections of the form, save, and send to each evaluator. Each evaluator must fill out the remaining sections and send directly to the Office of Graduate Studies email gradstu@uwgb.edu or mail to:

UW-Green Bay

Office of Graduate Studies
2420 Nicolet Drive
Green Bay, WI 54311

Special Track for Accounting Undergraduate Students

The Analytics for Accountants track follows the admission procedures and guidelines for Accounting undergraduate admissions as well as for the Master of Science in Management program.

Special Students

Persons holding a bachelor's or higher-level degree who wish to enroll in courses but do not want to pursue a Master of Science in Management degree may enroll as special students. Graduate credit will be awarded provided that the student registers in graduate-level courses as a graduate special student and pays appropriate fees.

General Emphasis Degree Requirements

The 31-credit curriculum consists of a graduate core of five required courses (15 credits) and then a choice between two tracks- Track A is a general management track better suited for students without a business background. Track B is a sports management track, geared toward organizational management and leadership in athletics. A four-credit, hands-on professional project is the capstone of the program's academic experience for both tracks

Code	Title	Credits
Management Core		15
HRM 700	Strategic Human Resource Management	
MGMT 730	Leading the Self	
MGMT 759	Sustainable Management	
MKTG 745	Business and Marketing Strategy	
SCM 780	Advanced Project Management	
Capstone Experience		4
MGMT 796	Professional Project	
Elective Credits		12
BUSAN 570	Data Science for Managers	
BUSAN 635	Foundations of Strategic Information Management	
FIN 646	Advanced Corporation Finance	
MKTG 624	Research Methods	
Total Credits		31

The Dual Degree program with Kedge, allows students to graduate from both UWGB and Kedge Business School in France. Detailed information can be found here: <https://www.uwgb.edu/management/study-abroad-france/bordeaux-degree-partnership/>

Dual Degree with KEDGE BS

Code	Title	Credits
Management Core		16
BUSAN 570	Data Science for Managers	
BUSAN 635	Foundations of Strategic Information Management	
MGMT 730	Leading the Self	
MGMT 759	Sustainable Management	
MGMT 798	Independent Study	
MKTG 745	Business and Marketing Strategy	
Complete one of the following at KEDGE BS Bordeaux Campus: ¹		15
Finance Track		
Global Management Track		
Marketing Track		
Purchasing & Supply Chain Track		
Total Credits		31

¹ Successful completion must include a Master Thesis and Grand Oral defense graded by KEDGE BS (<https://student.kedge.edu/>)

Sports Management Emphasis Degree Requirements

Code	Title	Credits
Management Core		15
HRM 700	Strategic Human Resource Management	
MGMT 730	Leading the Self	
MGMT 759	Sustainable Management	
MKTG 745	Business and Marketing Strategy	
SCM 780	Advanced Project Management	
Capstone Experience		4
MGMT 796	Professional Project	

Elective Credits **12**

General MGMT Electives (Select 1)	
BUSAN 570	Data Science for Managers
BUSAN 636	Analysis & Design of Business Information Systems
FIN 646	Advanced Corporation Finance
MKTG 624	Research Methods
Sports MGMT Electives (Select 3)	
AT 651	Clinical Exercise Sciences
AT 750	Athletic Training Administration
AT 789	Athletic Training Research Seminar
EDUC 616	Principles of Coaching
EDUC 617	Philosophy of Athletics and Coaching
EDUC 618	Organization and Administration of Athletics
EDUC 619	Field Experience in Coaching
NUT SCI 670	Advanced Nutrition for Sport and Fitness
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology
PSYCH 730	Sport Sociology

Total Credits **31**

Faculty

Bansal, Gaurav, Professor, Business Administration (MIS/Statistics). B.E. (1996) University of Gorakhpur; M.B.A. (2002) Kent State University; Ph.D., MIS (2008) University of Wisconsin-Milwaukee.

Interests: Teaching interests include introduction to management information systems, e-commerce, business statistics, database management systems, and web development. Research interests include internet information privacy and security, internet trust, e-commerce, and data mining.

Carr, Tara: Teaching Professor of Management and Entrepreneurship. B.S. Business Administration (HR and Labor Relations), Bowling Green State University (1999); MBA, Saginaw Valley State University (2004).

Interests: Leadership, strategic planning, small business management

Chandna, Vallari, Associate Professor of Management. Law degree, BA.LL.B-Honors (2007) RSTMN University, M.B.A in Organizational Behavior and Human Resources (2011) University of North Texas, Ph.D., Organizational theory (2016) University of North Texas.

Interests: Digital entrepreneurship, new organizational forms (temporary organizations), degrowth, sustainability, individual and organizational issues in start-ups, and inter-organizational relationships

Clarke, Heather, Associate Professor of Human Resources, Ph.D., Memorial University

Gurtu, Amulya, Associate Professor of Supply Chain Management, M.S in engineering (1995), Bhopal university; MBA (2007) Western University; PhD In Industrial engineering (2014) Ryerson University, Toronto (Canada)

Interests: Optimizing supply chains, global operations and offshore outsourcing

Murphy, Dianne, Assistant Professor, Organizational Behavior, B.S (1993) St.Norbert College; MBA (2008), University of Wisconsin-Milwaukee; PhD , Organizations and Strategic Management (2017), University of Wisconsin-Milwaukee

Interests: Diversity, Entrepreneurship, Culture, Mentoring, Identity, International Business

Newaz, Md. Tarique, Assistant Professor of Marketing, M.A. in English Literature (2003), Jahangirnagar University, Bangladesh, MBA Marketing (2006), University of Dhaka, MS in Marketing Research (2015) Southern Illinois University, PhD in Marketing, Texas Tech University

Pangarkar, Aniruddha, Assistant Professor of Marketing, MBA from Thunderbird School of Global Management, Ph.D. in Marketing from the Texas Tech University

Interests: Firms facing a product-harm crisis, the antecedents of minimalistic consumption and a typology of these consumers along with how firms can engage and target such diverse consumer groups, and luxury brands

Radosevich, David, Associate Professor, Business Administration (Management). B.A. (1994) Western Maryland College; Ph.D., Industrial/Organizational Psychology (1999) University at Albany, State University of New York.

Interests: Teaching interests include leadership development, human resource management, organizational behavior, and team building. Research interests include motivational processes, performance management, goal orientation, and the impact of technology on learning. Member: Society for Industrial/Organizational Psychology, and American Psychological Association.

Kumar, Sampath, Professor of Marketing and Chair, Masters of Management Program. M.B.A. (1996) at Bharathiar University; M.Phil (2011) at Alagappa University; and Ph.D. in Marketing (2008) at the University of Memphis.

Interests: Teaching interests include Marketing, Marketing research, Advertising, and Services marketing. Research interests include consumer behavior, advertising, services marketing, and non-profit marketing.

Teclezion, Mussie, Associate Professor of finance, B.A. in Accounting (1999) University of Asmara, Eritrea; M.B.A. (2003) University of Illinois in Urbana-Champaign; Ph.D. in Finance (2008) Southern Illinois University – Carbondale in 2008.

Interests: financial and investment policies of firms, geographic and industrial diversification strategies, mergers & acquisitions, and earnings management

Tiwari, Praneet, Lecturer, Data Science. Bachelor's Degree in Engineering- Computer Science (2006), RSTMN University, M.S. Computer Science with a specialization in Data Analysis and Management, (2010) University of North Texas

Master of Science in Nursing Leadership and Management

The MSN Leadership and Management is intended for RNs holding a bachelor's degree in nursing. This master's degree provides advanced coursework in leadership and management to improve care at multiple levels across the continuum of health care settings. The curriculum will provide students with knowledge and skills to improve outcomes in areas of quality processes, cost savings, and patient satisfaction. Core content within the curriculum includes leadership, fiscal management, evaluative methods, information systems, health care policy, communication, and organizational behavior. Didactic and practicum courses will comprise the curriculum. Practicum experiences will be arranged with health care facilities in students' geographic areas. More information, admission requirements, required application materials and applications can be found on the UW-Green Bay Graduate Studies website.

The curriculum consists of 13 graduate-level courses delivered via a part-time model. Students can complete the program in 6 terms over two years taking two courses each term. Alternatively, they can progress taking one or two classes per term and complete the program over three or four years. (Consult with a Nursing Adviser.) Degree completion requirements include 34 credits of coursework including 9 credits of practicum/project (378 hours). Practicum experiences will be arranged with health care facilities close to students' homes or work sites. The final practicum includes a master's leadership project identified in collaboration with a health care setting. Master's projects will be presented to peers, local stakeholders, and the student's project committee and summarized in a professional poster.

The MSN Leadership and Management program prepares the graduates to:

1. Integrate knowledge of sciences and humanities as a basis for leadership and nursing practice.
2. Apply concepts of organizational and systems leadership in decision making in the health care environment.
3. Enact a nurse leader role in safety and quality improvement in the health care environment.
4. Apply research evidence in nursing leadership and practice to enhance care and improve outcomes of nursing.
5. Utilize informatics and health care technologies to enhance care and outcomes of nursing.
6. Intervene at the systems level through policy, fiscal management, and advocacy to influence the health care environment.
7. Communicate and collaborate as a member and leader of inter professional teams to optimize health care delivery.
8. Analyze the role of nurse leader to reduce health disparities and promote population health.
9. Evaluate personal growth as a professional nurse leader.
10. Influence health care outcomes through master's level nursing practice, cognizant of environmental sustainability.

The MSN Leadership and Management Program Outcomes and curriculum are aligned with the American Association of Colleges of Nursing (AACN) Essentials of Masters Education (2011); American Organization of Nurse Leaders (AONL) Competencies (2015); Institute of Healthcare Improvement (IHI) Quadruple Aim; Quality and Safety Standards in Nursing Education (QSEN); Quantum Leadership Principles; and the University of Wisconsin - Green Bay Institutional Learning Outcomes.

Admission Requirements

Admission requirements for the MSN Leadership and Management program closely follow the University-wide policy for admission to graduate programs. The requirements include:

- A 3.0 grade point average (measured on a 4.0 scale) or higher on a Bachelor of Science in Nursing degree transcript from a program accredited by a professional nursing organization (e.g., National League for Nursing Accrediting Commission [NLNAC] or Commission on Collegiate Nursing Education [CCNE]).

- Evidence of receiving a grade of "C" or better in a college-level inferential statistics course within the past 5 years. An inferential statistics course is available online from UW-Green Bay for potential applicants.
- No entrance exams required (e.g., GRE, MAT).

Required application materials for the MSN Leadership and Management program. Submit the following to the UW-Green Bay Graduate Office:

- Complete and submit the UW System application (<https://apply.wisconsin.edu/>) which will be forwarded to UW-Green Bay Graduate Studies.
- Application deadlines: Students interested in beginning fall semester – Priority Deadline is preceding March 1 with Final Deadline of July 1. Students interested in beginning spring semester – Priority Deadline is preceding October 1 with Final Deadline of December 1.
- A 200-300 written statement describing academic interest in leadership & management, nursing strengths and capabilities, knowledge of online technology (computer use, online course work, etc.), reasons for pursuing a MSN degree, and description of where you see yourself in five years.
- Official transcripts from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.
- An additional requirement for your application is the Letters of Evaluation. The MSN Program requires two letters of evaluation from persons who can assess your academic potential. Applicants must fill out the first two sections of the form, save, and send to each evaluator. Each evaluator must fill out the remaining sections and **send directly** to the Office of Graduate Studies email, gradstu@uwgb.edu, or mail to:

UW-Green Bay
Office of Graduate Studies
2420 Nicolet Drive
Green Bay, WI 54311

Evaluation Letter (<https://www.uwgb.edu/UWGBCMS/media/MSN/files/letter-of-evaluation-ms-in-nursing-leadership-and-management-in-health-systems.pdf>)

Please note that Letters of Evaluation will not be accepted from the applicant. The forms must be sent to us directly from the evaluator.

- Curriculum vitae or resume: This may be uploaded as a part of your application or can be emailed to gradstu@uwgb.edu
- Copy of current, unencumbered U.S. RN license
- A professional photo of yourself or one of you at your job will be required upon admission to the MSN program. UWGB will use the photo for education and marketing purposes.

International Students

In addition to the application materials listed above, international students will also need to provide the following documentation:

- A test of English proficiency (TOEFL, IELTS, or Duolingo)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - World Education Services (WES) <http://www.wes.org/>
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>

Upon admission to the program, you will need to provide the following to the coordinator of the MSN Leadership and Management:

- Professional photo of yourself or one of you at your job (headshot) will be required upon admission to the MSN program. UWGB will use the photo for education and marketing purposes.

Special Students

Persons holding a bachelor's or higher-level degree who wish to enroll in courses but do not want to pursue a MSN in Leadership and Management degree may enroll as special students. Graduate credit will be awarded provided that the student registers in graduate-level courses as a graduate special student and pays appropriate fees.

Degree Requirements

The 34-credit curriculum consists of 13 graduate courses. Students in the program are required to earn a grade of "B" or better in all required courses. The program is delivered via a part-time model. Students can complete the program in 6 semesters (fall I, spring I, summer I, fall II, spring II, summer II) with two courses offered each semester. A master's professional project is the capstone of the program's academic experience. The master's leadership project is in lieu of a thesis.

Three practicum/project courses (9 credits) are required and in total amount to 378 practicum hours.

Code	Title	Credits
NURSING 734	Evaluation and Evidence-Based Practice	3
NURSING 737	Leadership in Complex Systems	3
NURSING 741	Theories of Organizational Behavior and Nursing Leadership	3
NURSING 745	Health Economics and Policy	3
NURSING 750	Human Resource Management	3
NURSING 755	Program Planning for Population Health	2
NURSING 760	Informatics for Nursing Leaders	3
NURSING 770	Practicum I: Leadership and Management Practices - Quality and Safety	2
NURSING 772	Practicum II: Leadership and Management Practices - Change, Culture and Communication	2
NURSING 774	Practicum III: Transition to Leadership and Management Roles	2
NURSING 780	Financial Management for Nurses	3
NURSING 785	Environmental Sustainability for Nurse Leaders	2
Complete 3 credits of NURSING 790		3
NURSING 790	MSN Leadership Project	
Total Credits		34

Progress to Degree

Steps Toward the Degree

1. Applicant is admitted to the MSN graduate program.
2. Students successfully complete all MSN courses, according to policies of the Graduate Studies Office.
3. The MSN student develops a leadership project proposal with his or her MSN Project Chair (UW Green Bay MSN faculty member and N790 Leadership Project instructor). Leadership projects are usually completed in the MSN practicum sites during the final year of the MSN program and practicum courses.
4. After approval of the MSN student's project proposal by his or her Project Committee (comprised of the Project Chair, the practicum site mentor and a project content expert), the MSN student designs and implements the project. Project data and outcomes are also analyzed by the MSN student. The Project Committee guides the student through these processes.
5. The MSN student prepares and presents a professional project summary to his or her Project Committee, interested practicum or project site individuals, and MSN student peers.
6. After the Project Committee approves successful completion and presentation of the professional project, the MSN student applies for conferral of the MSN degree to the Registrar's Office through the Student Information System (SIS).
7. The MSN degree is awarded and the MSN graduate receives his or her diploma. Graduating MSN students (in a cohort model) are encouraged to participate in the May graduation ceremonies, usually completing the final practicum and courses in the following summer semester, with actual diplomas received upon completion of these courses in August.

Faculty/Advisors

Micolichek, Nicole, Nursing Advisor, B.A. St. Norbert's College; M.A. Michigan State University

Hale, Marguerite (Margie), Lecturer, Nursing. B.S.N., University of Wisconsin-Green Bay; M.S.N./M.B.A., Grand Canyon University, Phoenix, AZ.

Fields of Interest: enhancing students' understanding and application of business principles in nursing practice, based on her current role as a hospital Chief Nursing Officer.

Hopkinson, Susan, Assistant Professor, Nursing, B.S.N. Marquette University, Milwaukee, WI; M.S.N., Marymount University, Arlington, VA; Ph.D., University of Maryland, Baltimore, MD.

Hovarter, Rebecca, Associate Teaching Lecturer, Nursing. B.S.N., University of Wisconsin-Green Bay; M.S.N. and DNP, University of Minnesota-Twin Cities, MN.

Fields of interest: public health, health equity, social determinants of health

Liphart Rhoads, Jenna, Assistant Professor, Nursing. B.S.N., Saint Francis Medical Center College of Nursing, Peoria, IL; M.S., Northern Illinois University, DeKalb, IL; Ph.D., Capella University, MN.

Fields of interest: assessment and evaluation methods, emotional intelligence, stress, nursing education, military veteran higher education students.

Jun, Myunghee, Associate Professor, Nursing, B.S.N., M.S.N., Ph.D., University of Seoul National University, Seoul, Korea.

Fields of interest: nursing management and leadership, cultural diversity in nursing, oncology nursing, genetic nursing education

Vandenhouten, Christine, Associate Professor, Nursing, B.S.N., Marian College, Fond du Lac, WI; M.S.N., University of Wisconsin-Oshkosh; Ph.D., Marquette University, Milwaukee, WI.

Fields of interest: assessment and evaluation methods, emotional intelligence/leadership styles, community/public health, global health.

Master of Science in Nutrition and Integrated Health

The University of Wisconsin-Green Bay's Master of Science in Nutrition and Integrated Health program provides an evidence-based education to prepare the next generation of nutrition experts. Dietary and lifestyle factors are at the heart of prevention and treatment of the major chronic diseases prevalent within our local and global populations, and professionals are needed to provide integrated nutrition and lifestyle medicine to help individuals and communities reclaim their health. Food systems and nutrition-related health problems are increasingly complex and require nutrition experts with more interdisciplinary and functional nutrition knowledge to be effective members of healthcare teams in clinical settings, and to address community, public health and food system challenges.

Our program has two tracks:

1. Master of Science Track:

This route is for those interested in continuing and enhancing their education by obtaining a master's degree in nutrition and integrated health.

This track is designed for persons who have a bachelor's degree and are interested in obtaining an advanced degree in nutrition. This track is also designed for those who already have their RDN credential and are interested in enhancing their nutrition/dietetics knowledge and skills with a master's degree.

2. Combined RDN and Master of Science Track:

This route is for those interested in completing a master's program and the integrated supervised experiential learning that culminates in earning a master's degree and eligibility to take the Commission on Dietetic Registration Examination for Dietitians to obtain the RDN credential. After successful accreditation through The Accreditation Council for Education in Nutrition and Dietetics (ACEND),* this program will begin in fall 2023.

*The Accreditation Council for Education in Nutrition and Dietetics (ACEND) released the *Future Education Model Accreditation Standards* for programs in nutrition and dietetics (see www.eatrightpro.org/FutureModel (<https://www.eatrightpro.org/acend/accreditation-standards-fees-and-policies/future-education-model-standards-and-templates/>)). These accreditation standards integrate didactic coursework with supervised experiential learning in a competency-based curriculum designed to prepare nutrition and dietetics practitioners for future practice.

The University of Wisconsin-Green Bay's Master of Science in Nutrition and Integrated Health has been granted Candidacy for Accreditation Status in spring 2022 from the ACEND to open a new and innovated program to prepare Registered Dietitian Nutritionists (RDNs). This innovative program combines master's coursework with over 1,000 hours of supervised practicum (also known as supervised experiential learning) in professional settings, including community/public health, food service and clinical settings. The program grants a Master of Science degree and prepares students to sit for the RDN credentialing exam.

Please see the program webpage, <https://www.uwgb.edu/nutrition-and-integrated-health/> for up-to-date information concerning all aspects of the Master of Science in Nutrition and Integrated Health.

Admission Requirements

A maximum of 24 students will be admitted into the program each year.

Each student's prior academic background is evaluated by the University of Wisconsin – Green Bay program Chair. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

Minimum Admission to the Master of Science in Nutrition and Integrated Health program requires:

- A baccalaureate degree from an accredited institution
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Prerequisite coursework with a grade of C or better in:
 - Biology with a lab
 - General Chemistry I with a lab
 - General Chemistry II with a lab
 - Organic Chemistry or Bio-Organic Chemistry with a lab
 - Biochemistry or Nutritional Biochemistry
 - Human Anatomy and Physiology with a lab
 - General or Introductory Psychology
 - Human Nutrition*

- Introductory Statistics
- Microbiology with a lab
- Genetics/Human Genetics*
- Food Science/Food Chemistry with a lab*

*Upon admission into the master's program, up to **two** of these courses may be taken in the first year.

Required Application Material

1. UW System application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
2. \$56.00 application fee
3. **Official Transcripts** from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.
 - a. Electronic transcripts can be sent to: uwgb@uwgb.edu (uwgb@uwgb.edu)
 - b. Hard copy transcripts can be mailed to:

UW-Green Bay Admissions
2420 Nicolet Drive
Green Bay, WI 54311
4. Two letters of evaluation or recommendation letter with at least one letter from an academic reference. Each reference letter must come directly from the reference and be **sent directly** to the Office of Graduate Studies email, gradstu@uwgb.edu
5. Resume: please include all work and volunteer experiences. Your resume may be uploaded as part of your application or can be emailed to gradstu@uwgb.edu
6. Personal Statement: (maximum of 1000 words). Please describe your professional goals, interest in the nutrition field and interest in pursuing a graduate degree. Please include the following; (1) descriptions of experiences (work, volunteer, or personal) that have influenced your decision to pursue a career in nutrition/dietetics, and (2) your strengths and areas in need of improvement. There is space for your statement on your application or it can be emailed to gradstu@uwgb.edu

International students (<https://www.uwgb.edu/graduate/international-students/overview/>) will also need to provide the following documentation:

- A test of English proficiency (TOEFL, IELTS (<https://www.uwgb.edu/graduate/international-students/overview/>), or Duolingo (<https://englishtest.duolingo.com/applicants/>))
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (www.naces.org (<http://www.naces.org/>)). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) <http://www.ece.org/>
 - World Education Services (WES) <http://www.wes.org/>

Steps to Apply:

1. Complete the UWGB online Graduate Application form (<https://apply.wisconsin.edu/>) and pay the \$56 application fee
2. Send Official transcripts to the UWGB Admissions office
3. Submit two letters of evaluation or recommendation letters
4. Submit a personal statement (if not included with your application)
5. Submit a resume or CV (if not included with your application)

MS Degree Requirements

Code	Title	Credits
Required Courses:		
NUT SCI 621	Community and Public Health Nutrition	3
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	3
NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach	3
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture	3
NUT SCI 712	Culinary Medicine	3
NUT SCI 750	Nutrient Metabolism Across the Lifespan	3
NUT SCI 753	Biostatistics and Research Methods	3
NUT SCI 754	Nutritional Epidemiology	3
NUT SCI 787	Medical Nutrition Therapy III: An Integrative and Functional Approach	3

NUT SCI 796	Special Topics in Nutrition	3
NUT SCI 799	Capstone Project, Thesis	3
Elective		3
Total Credits		36

MS/RDN

As a program accredited by The Accreditation Council for Education in Nutrition and Dietetics (ACEND), classroom learning is integrated with supervised practicum experiences that assist students in demonstrating competency across seven areas (foundational knowledge in food and nutrition-related sciences; client/patient services; food systems management; community and population health nutrition; leadership, business, management and organization; critical thinking, research and evidence-informed practice; and core professional behaviors).

The 47 credit program consists of 10 graduate courses (32 credits) and 5 supervised practicum courses (15 credits) that in total provide over 1000 practicum hours in the required professional settings of clinical, community/public health and food service required for RD/RDN credentialing.

Code	Title	Credits
Required Courses:		
NUT SCI 612	Supervised Experiential Learning Practicum I - Food Service & Systems (4 credits required)	4
NUT SCI 621	Community and Public Health Nutrition	3
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	3
NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach	3
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture	3
NUT SCI 712	Culinary Medicine	3
NUT SCI 750	Nutrient Metabolism Across the Lifespan	3
NUT SCI 753	Biostatistics and Research Methods	3
NUT SCI 754	Nutritional Epidemiology	3
NUT SCI 721	Supervised Experiential Learning Practicum - Community Nutrition	4
NUT SCI 786	Supervised Experiential Learning Practicum - Medical Nutrition Therapy Long-term Care	2
NUT SCI 787	Medical Nutrition Therapy III: An Integrative and Functional Approach	3
NUT SCI 788	Supervised Experiential Learning Practicum - Medical Nutrition Therapy Inpatient	3
NUT SCI 789	Supervised Experiential Learning Practicum - Medical Nutrition Therapy Outpatient	2
NUT SCI 799	Capstone Project, Thesis	3
Total Credits		45

Progress to Degree

1. Prospective student submits an admission application and is recommended for admission.
2. Applicant is admitted to the Nutrition and Integrated Health graduate program.
3. The student develops a Capstone project or thesis which is defined in consultation with the program faculty and adviser.
4. The student files an *Application for Graduation* with the Registrar's Office through the Student Information System (SIS). The application must be completed and submitted to the Office of the Registrar in the fall semester for spring and summer semester graduates.
5. Upon successful completion of the Capstone project or thesis and all other graduation requirements, the degree is awarded and graduate receives diploma.

Faculty

Le Zhu, PhD, RDN

Dr. Zhu instructs courses in areas of Food Science, Community Nutrition, and Ethnic Studies, and serves as the faculty adviser for UWGB-Food Recovery Network student organization. Her research revolves around food chemistry such as iron fortification and bioavailability studies. She is also involved in Public Health research, examining various tools to help promote healthy donations to food pantries as one piece of the puzzle in alleviating food insecurity.

Sara Wagner, MS, RDN

Sara Wagner, MS, RDN, is the director of the undergraduate dietetics program at the University of Wisconsin Green Bay, where she teaches courses in medical nutrition therapy and foodservice. Ms. Wagner teaches using cutting-edge research, encouraging students to elevate the role of the nutrition professional by providing personalized and evidence-based care. Wagner is currently researching self-care practices and markers of well-being in dietetic professionals.

Heather Masters, MS, RDN, CD

Heather Masters, MS, RDN, CD coordinates the scheduling of all supervised experiential learning rotation sites with Registered Dietitians within the community ensuring all program curriculum meet the standards of the Accreditation Council for Education in Nutrition & Dietetics (ACEND) as well as remains relevant to prepare our interns to be competitive entry-level professionals. An essential portion of Heather's role includes intern recruitment, advisement, evaluation and counseling in coordination with our Registered Dietitian Preceptors and University Faculty and Staff.

Heather's has extensive experience with behavior change counseling in relation to wellness, sports nutrition, weight and chronic disease management demonstrated while practicing within the clinical outpatient setting as well as during her work as a Registered Dietitian and Certified Personal Trainer in the health and fitness field.

Heather's nutrition philosophy focuses on integrative nutrition and wellness promoting quality nutrition in addition to maintaining health through functional movement.

Debra Pearson, PhD, RDN

Debra Pearson is an Associate Professor and the Chair of the Master of Science in Nutrition and Integrated Health Program at UW-Green Bay, and Adjunct Associate Professor at Medical College of Wisconsin. She received her PhD in Nutritional Sciences from the University of California-Davis. Her fields of interest include nutrigenomics, phytochemicals and heart disease, the effect of agricultural practices on the nutrient profile of foods and she is currently doing research on vitamin D, omega-3 fats and ovarian cancer. She teaches courses in nutrigenomics, advanced nutrient metabolism, life cycle nutrition, biochemistry and culinary medicine. She is passionate about moving the dietetics profession forward in delivering evidence-based integrative, dietary and lifestyle nutrition medicine to improve human health.

Master of Science in Sport, Exercise, and Performance Psychology

The master's program in Sport, Exercise, and Performance Psychology at UW Green Bay is designed to fulfill the needs of students who would like to have a master's degree as their final degree as well as those who would like to pursue a doctoral degree in the future. Here are the main features of the program:

- It has two tracks:
 - Applied (<https://www.uwgb.edu/sport-exercise-and-performance-psychology/program-overview/applied-track/>): Prepares students to work in applied sport, exercise, and/or performance psychology careers, providing foundation courses and practicum opportunities to progress toward becoming Certified Mental Performance Consultant® (<https://appliedsportpsych.org/certification/>) (CMPC). (39 credit hours)
 - Course-Based (<https://www.uwgb.edu/sport-exercise-and-performance-psychology/program-overview/thesis-track/>): Equips students with knowledge and skills in mental performance that can be applied to careers with performance-oriented individuals. Provides opportunity for foundation courses aligned with the Certified Mental Performance Consultant® (<https://appliedsportpsych.org/certification/>) (CMPC) and individualized coursework in areas like coaching, leadership, and group facilitation. (39 credit hours)
- The learning outcomes (<https://www.uwgb.edu/sport-exercise-and-performance-psychology/program-overview/learning-outcomes/>) are in line with the knowledge areas and tasks identified by the Association for Applied Sport Psychology (<https://appliedsportpsych.org/certification/certification-program-candidate-handbook/>) (AASP) as central for competent work in SEPP.
- The program is housed in the Psychology Department (<https://www.uwgb.edu/psychology/>), which has multiple faculty (<https://www.uwgb.edu/psychology/contact/>) specialized in various areas: counseling psychology, developmental psychology, neuroscience, aging, school psychology, social psychology, health psychology, etc. Information and contact information for the SEPP faculty can be found on the SEPP Contact Us Page (<https://www.uwgb.edu/sport-psych/contact/>).

Admission Requirements

A maximum of 20 students will be admitted to the program each year. While we may admit part-time students, priority will be given to full-time students. Applicants must have a cumulative GPA of 3.0 or higher to apply, although applicants with a GPA lower than 3.0 may be admitted under probation. In such case, the student will need to maintain a GPA of 3.0 or higher during their first 9 credits in the program.

The following documents will be needed to complete the application:

- **Official Transcripts** from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international university for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.
- **Statement of interest** (max. 1000 words) answering the prompt: "Describe your professional goals within the field of sport, exercise, and performance psychology that you hope to attain, what you have done to pursue them thus far, and how you believe that UWGB's master's program in Sport, Exercise, and Performance Psychology can help you to reach them." Please also indicate in your statement which track you would like to pursue. Students on the thesis track should also indicate two options of advisors that they would prefer to work with on their theses.
- At least **two letters of recommendation** (preferably completed by at least one faculty member). Applicants are required to provide the name and contact information of two individuals who can speak directly to the applicant's potential success in a graduate program. When you complete the application, please make sure you have their names and contact information. You will need to send the SEPP Evaluation Form (<https://>

[www.uwgb.edu/UWGCMS/media/Sport-Exercise-and-Performance-Psychology/Letter-of-Evaluation-\(M-S-in-Sport,-Exercise,-Performance-Psychology\).pdf](http://www.uwgb.edu/UWGCMS/media/Sport-Exercise-and-Performance-Psychology/Letter-of-Evaluation-(M-S-in-Sport,-Exercise,-Performance-Psychology).pdf)) to these individuals, so they can complete the form and send it, together with your letter of recommendation, to the Office of Graduate Studies (gradstu@uwgb.edu). It is the responsibility of the applicant to ensure that their references have completed and submitted the SEPP Evaluation Form and letter of recommendation by the application deadline.

- **Resume** including experiences relevant to sport, exercise, performance, psychology, research, and other related activities.
- **International students** must follow the standard procedures for [international students application](#), which includes taking an English proficiency test (TOEFL or IELTS), submitting course by course transcript evaluations for any institution attended outside of the U.S.

Deadlines

Review of completed applications (including letters of recommendation) will begin on the priority date of **February 1st**. Applications will continue to be reviewed if there are still available spots in the program, up to **June 1st**. Incomplete applications will not be reviewed.

Degree Requirements (p. 97)

- Students will complete 39 credits on either the Applied Track or the Course-Based Track. Each track's curriculum guide can be found in the SEPP Handbook of students' catalog year and can also be viewed here: [Applied Track](#); [Course-Based Track](#)
- In the last semester of the program, SEPP students will complete a program required culminating project (in the PSYCH 790 course) that will be presented at an end of the year SEPP event (in May). These culminating projects will be evaluated by SEPP faculty and must be approved by SEPP faculty as a degree requirement.

Progress to Degree

1. The candidate applies to the Master of Science in Sport, Exercise, and Performance Psychology (SEPP) program by completing all application requirements.
2. The candidate is admitted to the Master of Science in SEPP program.
3. During the first semester of study, the student completes the Official Declaration of Master's Degree (GR-1 Form) indicating track of study (Applied or Course-Based).
4. The student fulfills the degree requirements for the SEPP program.
 - a. This includes one SEPP course in the summer between the first year and the second year.
 - b. This includes a program required culminating project and presentation to be completed in the last semester of the program. Filing the Approval of Thesis Defense or Project Presentation (GR-4 Form) with the Graduate Studies Office indicates satisfactory completion of the culminating project.
5. The student is awarded a Master of Science in SEPP degree from the University of Wisconsin-Green Bay.

Faculty

The faculty in the M.S. in Sport, Exercise, and Performance Psychology (SEPP) represent a wide range of teaching, practice, and research experiences. The faculty offers students opportunities to utilize course-based knowledge to inform performance-oriented careers, like coaching and athletic administration; apply what they learn in SEPP practicum experiences to progress toward becoming a Certified Mental Performance Consultant®; and prepare for further doctoral studies. Contact information and biographies for faculty and staff are available on the program website (<https://catalog.uwgb.edu/graduate/graduate-programs/sepp-ms/#facultyadvisorstext>).

M.S. in Sport, Exercise, and Performance Psychology

Students must complete requirements in one of the following program tracks:

- Applied (<https://www.uwgb.edu/sport-exercise-and-performance-psychology/program-overview/applied-track/>) Track: Prepares students to work in applied sport, exercise, and/or performance psychology careers, providing the foundation courses and practicum opportunities to progress toward becoming Certified Mental Performance Consultant® (<https://appliedsportpsych.org/certification/>) (CMPC).
- Course-Based (<https://www.uwgb.edu/sport-exercise-and-performance-psychology/program-overview/thesis-track/>) Track: Equips students with knowledge and skills in mental performance that can be applied to careers with performance-oriented individuals. Provides opportunity for foundation courses aligned with the Certified Mental Performance Consultant® (<https://appliedsportpsych.org/certification/>) (CMPC) and individualized coursework in areas like coaching, leadership, and group facilitation.

Applied Track

Code	Title	Credits
Required Courses:		39
PSYCH 605	Applied Psychological Statistics and Methods	

PSYCH 610	Counseling Microskills
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology
PSYCH 625	Theoretical Orientations
PSYCH 627	Professional Ethics in Psychology
PSYCH 721	Applied Sport and Performance Psychology
PSYCH 730	Sport Sociology
PSYCH 738	Psychology of Injury
PSYCH 740	Multicultural Psychology
PSYCH 786	Pre-Practicum
PSYCH 787	Practicum I
PSYCH 788	Practicum II
PSYCH 790	Special Topics and Projects

Total Credits**39****Required Culminating Project Process:**

1. In their last semester of study, Applied Track students will complete a culminating project (in PSYCH 790) that requires students to reflect on and knowledge and experience gained throughout their practicum courses and applied consulting work. The project includes a paper and a poster. The poster will be presented at the end of the year SEPP event.
2. A GR4 form that is approved by the student's SEPP faculty advisor and by Graduate Studies. Filing the Approval of the Project Presentation (GR-4 Form) with the Graduate Studies Office indicates satisfactory completion of the culminating project.
3. The Registrar's Office confers the student's degree once the following materials are submitted: Final grades entered for all courses that demonstrate degree requirements are fulfilled and completed GR4 form.

Course-Based Track

Code	Title	Credits
Required Courses:		30
PSYCH 605	Applied Psychological Statistics and Methods	
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 625	Theoretical Orientations	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 730	Sport Sociology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
PSYCH 790	Special Topics and Projects	
Choose 9 credits of electives:		9
AT 561	Health Promotion Through the Lifespan	
AT 745	Interprofessional Education Seminar	
BUSAN 570	Data Science for Managers	
EDUC 616	Principles of Coaching (Education is adding EDUC 616, 617 and 618 to their graduate curriculum this catalog year)	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
HWM 700	Contemporary Health and Wellness Perspectives	
HWM 705	Strategic Management for Wellness Managers	
HWM 715	Professional Communication for Wellness Managers	
HWM 720	Exercise and Nutrition in Health and Disease	
HWM 730	Holistic Aspects of Health	
HWM 740	Health Systems and Policy for Wellness Managers	
HWM 750	Planning and Evaluation for Wellness Managers	

HWM 760	Wellness Law
HWM 770	Human and Group Behavior
MGMT 589	Organizational Behavior
MGMT 652	Teams
MGMT 730	Leading the Self
NUT SCI 621	Community and Public Health Nutrition
NUT SCI 712	Culinary Medicine
PSYCH 544	Dying, Death, and Loss
PSYCH 635	Psychopathology
SOC WORK 540	Strengths-Based Group Facilitation
SOC WORK 542	Psychopharmacology
SOC WORK 683	SELECTED TOPICS
SOC WORK 724	Motivational Interviewing
SOC WORK 727	Psychopathology in Clinical Social Work
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work

Total Credits**39****Required Culminating Project Process:**

1. In their last semester of study, Course-Based Track students will complete a culminating project (in PSYCH 790) that requires students to reflect on milestone learning/knowledge experiences that provided them the opportunity to demonstrate, apply, and accomplish the SEPP program learning outcomes. Additionally, students will reflect on how their acquired SEPP program learning outcomes will inform their future career. The Culminating Project includes a paper and a poster. The poster will be presented at the end of the year SEPP event.
2. A GR4 form that is approved by the student's SEPP faculty advisor and by Graduate Studies. Filing the Approval of the Project Presentation (GR-4 Form) with the Graduate Studies Office indicates satisfactory completion of the culminating project.
3. The Registrar's Office confers the student's degree once the following materials are submitted: Final grades entered for all courses that demonstrate degree requirements are fulfilled and completed GR4 form.

Master of Science in Sustainable Management

The University of Wisconsin-Green Bay, the University of Wisconsin-Oshkosh, the University of Wisconsin-Parkside, the University of Wisconsin-Stout and the University of Wisconsin-Superior have collaborated to offer an online master's degree program in Sustainable Management. The master's degree in Sustainable Management is appropriate for students with an existing bachelor's degree in a range of disciplines and the desire to continue their education in this developing field. The interdisciplinary nature of this degree encourages students to examine sustainability from different perspectives and the curriculum ensures that students gain a comprehensive understanding of the ways in which changing human activities affect our natural, social and economic environments.

Admission Requirements

Each student's prior academic background is evaluated by the Chair at the University of Wisconsin-Green Bay. Students with a GPA of 3.0 or greater will be admitted to the program. Students with a GPA above 2.5 may be considered for provisional admission by an Admissions Committee consisting of representatives from all the participating campuses, although additional verification of academic record and potential could be requested.

- A bachelor's degree in any discipline from a regionally or nationally accredited university and a minimum grade point average (GPA) of 3.0. *Students with a GPA less than 3.0 may be considered for a provisional admission and should connect with Student Services for more information.*
- UW System application form (apply.wisconsin.edu (<https://apply.wisconsin.edu/>))
- \$56.00 application fee
- Official transcripts from all postsecondary institutions of higher learning from which 9 or more credits have been attempted are required. If you attended less than 9 credits you do not have to send an official transcript unless the courses completed were pre-requisites for the program. Study abroad transcripts are not required if a student attended an international University for one or fewer semesters. NOTE: If you attended UW-Green Bay you do not have to send UW-Green Bay transcripts.*
- Resume: your resume may be uploaded as part of your application or can be emailed to gradstu@uwgb.edu
- Two letters of evaluation ([https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-\(M-S-in-Sustainable-Management\).pdf](https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Sustainable-Management).pdf))** or letters of recommendation (can be professional or academic).
- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this degree, your short- and long-term career goals, and the value you believe you will add to the learning experience of your fellow students. Space for the personal statement is included in the online application.
- International students will also need to provide the following documentation:

- A test of English proficiency (TOEFL or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UW-Green Bay recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<http://www.ece.org>)
 - World Education Services (WES)

*Official electronic transcripts must be sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the transcript.

**Letters of evaluation are to be initiated by the applicant and sent to two references. The reference must complete the form and email directly to the Office of Graduate Studies: gradstu@uwgb.edu. Traditional letters of recommendation are not required, but will be accepted directly from the reference.

Degree Requirements

Students who are adequately prepared when they enter the program may earn the degree by satisfactorily completing a minimum of 34 credits of course work, which includes 1 credit for a capstone preparation course and 3 credits for a capstone project. Those who lack appropriate prerequisites may need to take additional courses to strengthen their backgrounds. Credits earned in undergraduate courses cannot be applied toward the graduate degree in Sustainable Management.

All students in the Sustainable Management program are required to complete a core curriculum of 24 credits, the capstone preparation course and the capstone course. The remaining 6 credits can be selected from a group of specialty track electives based on the student's areas of interest.

Code	Title	Credits
Core Curriculum		24
SMGT 700	Cultural and Historical Foundations of Sustainability	
SMGT 710	The Natural Environment	
SMGT 720	Applied Research and the Triple Bottom Line	
SMGT 730	Policy, Law and the Ethics of Sustainability	
SMGT 740	Economics of Sustainability	
SMGT 750	The Built Environment	
SMGT 760	Geopolitical Systems: Decision Making for Sustainability on the Local, State and National Level	
SMGT 770	Leading Sustainable Organizations	
Speciality Electives - choose two of the following courses:		6
SMGT 699	Travel Course	
SMGT 780	Corporate Social Responsibility	
SMGT 782	Supply Chain Management	
SMGT 784	Sustainable Water Management	
SMGT 785	Waste Management and Resource Recovery	
SMGT 786	Climate Change	
Capstone Experience		4
SMGT 790	Capstone Preparation Course	
SMGT 792	Capstone Project	
Total Credits		34

Progress to Degree

Steps Toward the Degree

1. The candidate applies to the Master of Sustainable Management program by submitting an application, official transcripts, resume, statement of intent and two letters of reference to the University of Wisconsin-Green Bay.
2. The candidate is admitted to the Master of Sustainable Management program by the program Chair.
3. The student fulfills the degree requirements for the program.
4. The student is awarded a Master of Sustainable Management degree from the University of Wisconsin-Green Bay.

Faculty/Advisers

Chandna, Vallari, Assistant Professor, Business Administration (Management). BA.LL.B-Honors (2007); MBA. (2011) University of North Texas; Ph.D. (2016) University of North Texas.

Fields of Interest: Teaching interests include Organizational Behavior, Strategic Management, Entrepreneurship, Business Policy (capstone), Leadership and Human Resources Management. Research interests include virtual entrepreneurship, new organizational forms (temporary organizations),

degrowth, sustainability, individual and organizational issues in start-ups, and inter-organizational relationships. Currently a Board Member for Southwest Academy of Management serving as a Representative-at-Large. (EMBI) and Track Chair for the upcoming International Conference on Entrepreneurship & Family Business (ICEFB).

Holly, Michael, Assistant Professor, College of Science and Technology (Environmental Engineering Technology). Academic Director, Master of Science in Sustainable Management (SMGT) B.S. Michigan State University; M.S., Ph.D. UW-Madison

Fields of Interest: Agricultural waste management; stormwater management; nonpoint source pollution; farm system modeling; environmental fate and treatment of anthropogenic chemicals.

Tiwari, Praneet, Lecturer, Data Science. Bachelors Degree in Engineering- Computer Science (2006), RSTMN University, M.S. Computer Science with a specialization in Data Analysis and Management, (2010) University of North Texas.

Wheat, Elizabeth, Associate Professor, Public and Environmental Affairs (Political Science). B.A. (2002) Alma College, M.P.A. (2004) Indiana University, Ph.D. (2013) Western Michigan University.

Fields of Interest: Teaching interests include environmental law and policy; global environmental politics; natural resources; constitutional law; and global politics. Research interests include environmental law at the U.S. Court of Appeals; wildlife smuggling; environmental justice; environmental policy, particularly endangered species and water policy; and policy analysis.

Master of Social Work

The MSW program prepares students for advanced practice social work in a variety of fields of practice. The curriculum is founded on the program's mission and goals and emphasizes social justice advocacy, leadership, and social work with, and on behalf of, vulnerable families. The program offers a full-time curriculum which can be completed in two calendar years for students entering at the Generalist level or one year for students entering at the Specialized level. A part-time program is also available which can be completed in nine semesters for students entering at the Generalist level or five semesters for students entering at the Specialized level. A key element of the program is the opportunity for students to integrate and apply their classroom learning in a field internship setting.

Admission Requirements

The program seeks applicants who have demonstrated academic potential for graduate study, readiness and suitability for advanced-level social work, and who are able to articulate a commitment to social work. In addition, the program seeks applicants with demonstrated human services experience and sensitivity to multi-cultural practice, social justice, and leadership/advocacy.

Required Qualifications

To be considered for admission to the MSW program, the following criteria must be met:

1. An undergraduate degree from a regionally accredited university by the time classes start.
2. A 3.0 grade point average (GPA), measured on a 4.0 scale. GPA is based on the last 60 credits taken in bachelor's degree studies or graduate level course work. Consistent with Graduate Studies policy, students from schools not using a grading system will be evaluated on an individual basis. Students who do not meet the 3.0 GPA requirement or who have other deficiencies may be admitted on a provisional basis. Provisionally admitted students who receive at least a B grade in courses totaling nine credits of graduate work, after acceptance, will be fully admitted.
3. An academic background in the liberal arts with completion of a minimum of 12 credits in the social sciences. Examples include coursework within or across the following disciplines: psychology, sociology, anthropology, economics and political science.
4. A total of four prerequisite courses are required and include one course from each of the following areas: Biological Life Sciences, Lifespan Development, Statistics, and Research Methods. Students without a BSW degree who are applying for admission to the Generalist Program must have completed all prerequisites prior to the start of the program. Students who have a BSW degree are considered to have met all four prerequisites.
5. International students must provide evidence of English proficiency. Please see the Graduate Studies website for more information.
6. To be considered for admission, applicants with social work degrees from international universities must substantiate their academic credentials via the Council on Social Work Education (CSWE) International Social Work Degree Recognition and Evaluation Service (ISWDRES). Information is available here: <https://cswe.org/Centers-Initiatives/Initiatives/International-Degree-Review.aspx>

Preferred Qualifications

In addition to meeting the required admissions qualifications noted above, applicants with the following qualifications will be given preference for admission.

1. Demonstrated post-high school human services-related experience. Examples include paid employment, volunteer work, and internships.
2. Written communication that demonstrates clear and succinct conceptualization of ideas, application of critical thinking, the ability to coherently communicate and organize ideas, and the ability to write using correct grammar, spelling and syntax.
3. Commitment to social justice, advocacy, and multicultural practice on behalf of vulnerable and oppressed populations.

The Graduate Record Examination (GRE) is not required.

Additional Admission Information

The MSW program admits students once per year. Applications and specific instructions for submission are posted on the MSW program website in August with applications due on or before December 1. Applicants are encouraged to review the MSW program website for specific admission dates, fees, and application submission requirements.

Degree Requirements

For program applicants who do not have a Bachelor of Social Work degree, 56 credits are required for graduation. This includes a 26-credit two-semester Generalist curriculum (fall and spring), and a 30-credit three-semester Specialized curriculum (summer, fall and spring). Applicants with a BSW degree may receive advanced standing status in the MSW Program if they meet one of the following two options described below.

Part-Time Option

Students entering the Generalist Program complete the part-time option in four years. Students entering with advanced standing complete the part-time option in two years.

As a program accredited by the Council on Social Work Education, classroom and field activities assist students in the MSW Program to attain practice competency in nine different areas with demonstration of skill and learning across the dimensions of knowledge, values, skills, and cognitive-affective integration. The competencies listed below are the learning objectives for the program.

Competency 1: Demonstrate Ethical and Professional Behavior

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Competency 3: Engage Anti-Racism, Diversity and Equity and Inclusion (AEDI) in Practice

Competency 4: Engage in Practice-informed Research and Research-informed Practice

Competency 5: Engage in Policy Practice

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Code	Title	Credits
Generalist Curriculum Requirements: ¹		26
SOC WORK 700	Gateway to the Profession of Social Work	
SOC WORK 701	Contemporary Social Work Ethics	
SOC WORK 702	Generalist Practice I	
SOC WORK 704	Generalist Practice II	
SOC WORK 707	Human Behavior and the Social Environment	
SOC WORK 711	Foundations of Social Welfare	
SOC WORK 712	Field I	
SOC WORK 713	Seminar I	
SOC WORK 714	Field II	
SOC WORK 715	Seminar II	
Specialized Curriculum Requirements:		30
SOC WORK 716	Field III	
SOC WORK 717	Seminar III	
SOC WORK 718	Field IV	
SOC WORK 719	Capstone Seminar	

SOC WORK 720	Diversity, Social Justice & Advocacy
SOC WORK 721	Advanced Practice: Multi-Level Family Systems
SOC WORK 728	Advanced Policy: Leadership, Advocacy and Practice
SOC WORK 731	Research for MSW Practice
Electives (Choose six credits from the following list):	
SOC WORK 540	Strengths-Based Group Facilitation
SOC WORK 542	Psychopharmacology
SOC WORK 723	Trauma Informed Care
SOC WORK 544	Grant Writing for Success
SOC WORK 596	SPECIAL TOPICS
SOC WORK 683	SELECTED TOPICS
SOC WORK 699	Travel Course
SOC WORK 722	Social Work Management & Supervision in the Social Services
SOC WORK 727	Psychopathology in Clinical Social Work
SOC WORK 735	Emerging Issues in Child Welfare
SOC WORK 737	Crisis Intervention
SOC WORK 747	Clinical Theories for Mental Health Practice
SOC WORK 749	Contemporary Interventions in Social Work Practice
SOC WORK 751	Social Work Practice in Schools
SOC WORK 753	Strengths-Based Leadership and Supervision
SOC WORK 757	Social Work Practice in the Criminal Justice System
SOC WORK 761	Overview of Wisconsin DPI School Social Work Standards
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work
SOC WORK 777	Forensic Social Work: Policy and Practice
SOC WORK 795	Special Topics
SOC WORK 798	Independent Study
EDUC 552	Social and Family Influences on Development and Learning
MGMT 589	Organizational Behavior
PSYCH 544	Dying, Death, and Loss

Total Credits
56

- ¹ Generalist Curriculum Requirements may be met if one of the following criterion is met:
- OPTION ONE:** BSW degree from a baccalaureate social work program accredited by the Council on Social Work Education (CSWE) or those recognized by the International Social Work Degree Recognition and Evaluation Service. BSW degree must be obtained within seven years of the year of admission to the UW-Green Bay MSW program.
- OPTION TWO:** Must meet all three of the following criteria:
1. BSW degree from a CSWE-accredited program,
 2. Current Wisconsin Social Work certification (training certificate excluded), and
 3. Post-BSW social work practice experience equivalent to three full-time years (approximately 6,240 hours). Work experience must be obtained within 10 years of the year of admission to the MSW Program.

Applicants are responsible for providing evidence of meeting the criteria in Option [Two](#).

Progress to Degree

Steps Toward the Degree

1. Prospective student submits an admission application and is recommended for admission.
2. Applicant is admitted to the Master of Social Work graduate program.
3. The student develops a Capstone project which is defined in consultation with the program faculty and adviser.
4. The student files an *Application for Graduation* with the Registrar's Office through the Student Information System (SIS). The application must be completed and submitted to the Office of the Registrar in the fall semester for spring and summer semester graduates.

5. Upon successful completion of the Capstone project the instructor files the *Approval of Thesis Defense or Project Presentation* (GR-4 Form) with the Office of Graduate Studies.
6. Degree is awarded and graduate receives diploma.

Curriculum Guide

Course	Title	Credits
First Year		
Fall		
Generalist Curriculum		
SOC WORK 700	Gateway to the Profession of Social Work	2
SOC WORK 702	Generalist Practice I	3
SOC WORK 711	Foundations of Social Welfare	3
SOC WORK 712	Field I	4
SOC WORK 713	Seminar I	1
Credits		13
Spring		
Generalist Curriculum		
SOC WORK 701	Contemporary Social Work Ethics	3
SOC WORK 704	Generalist Practice II	3
SOC WORK 707	Human Behavior and the Social Environment	2
SOC WORK 714	Field II	4
SOC WORK 715	Seminar II	1
Credits		13
Second Year		
Summer		
Specialized Curriculum		
SOC WORK 728	Advanced Policy: Leadership, Advocacy and Practice	3
Elective		3
Credits		6
Fall		
Specialized Curriculum		
SOC WORK 716	Field III	5
SOC WORK 717	Seminar III	1
SOC WORK 720	Diversity, Social Justice & Advocacy	3
SOC WORK 721	Advanced Practice: Multi-Level Family Systems	3
Credits		12
Spring		
Specialized Curriculum		
SOC WORK 718	Field IV	5
SOC WORK 719	Capstone Seminar	1
SOC WORK 731	Research for MSW Practice	3
Elective		3
Credits		12
Total Credits		56

Faculty

Faculty members in the MSW Program represent a wide range of teaching, practice, and research experiences. Contact information and biographies for faculty and staff are available on the program website at: <https://www.uwgb.edu/social-work/faculty-staff/>

Tohoro (Francis) Akakpo, Associate Professor & MSW Program Chair. MPA, University of Michigan - Flint, MSW, University of Michigan - Ann Arbor, Ph.D., Michigan State University.

Angela Baerwolf, Assistant Professor. BS and MSW, University of Wisconsin - Madison, DSW, University of St. Thomas.

Sara Greenwood, Assistant Teaching Professor & MSW Field Coordinator. BA, University of Michigan, MSW, University of Michigan School of Social Work.

Joan Groessl, Associate Professor & Social Work Department Chair. MSW, University of Wisconsin - Milwaukee, Ph.D., Marian University.

Emily Jahnke, Assistant Teaching Professor. BSW, University of Wisconsin - Green Bay, MSW, University of Wisconsin - Milwaukee.

Heather Lawrence, Assistant Teaching Professor & Child Welfare Coordinator. BSW and MSW, University of Wisconsin - Green Bay.

Stephanie Rhee, Associate Professor. BA, Seoul Women's University, MA, Korea University, MA, Case Western Reserve University, MSSA, Case Western Reserve University, Ph.D. University of Kentucky.

Jolanda Sallmann, Associate Professor & BSW Program Chair. MSW, University of Wisconsin - Milwaukee, Ph.D., University of Wisconsin - Madison.

Jennifer Schanen-Materi, Associate Teaching Professor & BSW Field Coordinator. BSW and MSW, University of Wisconsin - Green Bay.

Justine Terzinski, Assistant Teaching Professor. BS, University of Wisconsin - Eau Claire, MSW, University of North Dakota.

Cary Waubanascum Hawpetoss, Assistant Professor. BA, Alverno College, MSW, University of Wisconsin - Green Bay, Ph.D. University of Minnesota - Twin Cities.

Certificate Programs

A certificate program is a sequence of courses that provide specialized knowledge and skills for personal enrichment, professional advancement, or career change. All graduate certificate applicants, including those currently enrolled in a UW-Green Bay graduate degree program, must apply for admission. Minimum eligibility includes a baccalaureate degree from a regionally accredited institution, however each certificate program may require additional information or have additional criteria for admission.

Graduate Certificate Options

Please refer to each of the following certificate program pages for specific admissions and program requirements.

- Applied Bioinformatics Certificate (p. 106)
- Biodiversity and Conservation Science Certificate (p. 106)
- Climate Leadership Certificate (p. 107)
- Coaching Certification (p. 108)
- Conservation Data Management Analysis (p. 109)
- Conservation Leadership, Policy, and Management Certificate (p. 110)
- Data Science Certificate (p. 110)
- Emergency Management, Planning and Administration Certificate (p. 111)
- ESG Certificate (p. 112)
- Foundations of Biodiversity Conservation and Management Certificate (p. 113)
- Foundations of Health and Wellness Certificate (p. 114)
- Improving Health with Data and Policy Certificate (p. 115)
- Leadership in Health and Wellness Certificate (p. 115)
- Nursing Leadership/Management Certificate (p. 116)
- Nutrition and Integrated Health Certificate (p. 117)
- School Social Work Certificate (p. 118)
- Sustainability & Wellbeing Certificate (p. 119)

Program Guidelines

Graduate certificates are designed to complement graduate or professional programs of study, and must require a minimum of 9 graduate credits.

The certificate must be associated with a UW-Green Bay graduate degree program, and must include a minimum of three tenured faculty members. The committee can be an existing Executive Committee, such as a budgetary unit or department, or can be developed among interested faculty. The committee must meet at least once a year and forward copies of minutes for all meetings to the Provost's Office.

The Executive Committee must appoint an advisor for the certificate or have the Graduate Program Chair from the associated graduate degree serve that function. The advisor or chair advises students and performs necessary administrative tasks such as admissions decisions and approving substitutions.

Certificate Completion

Students must earn a minimum of a 3.0 Grade Point Average in the certificate courses and must earn one half of the total required credits at UW-Green Bay.

The Registrar's office transcribes certificates earned on an academic record when a student completes a degree simultaneously with a certificate. The Registrar's office does not transcribe a certificate on the academic record for students who do not earn a degree, but who complete a series of classes that are a part of a certificate program.

Academic departments are responsible for printing and awarding a certificate of completion. Additionally, when professional licensures or certifications are earned through a Certificate, students must contact their academic department to authorize or confirm completion with granting agencies.

Students may contact the Office of Graduate Studies for a Certificate Verification Letter if a UW-Green Bay confirmation of completion is needed for employment purposes.

Applied Bioinformatics Certificate

The Graduate Certificate in Applied Bioinformatics will provide students with relevant training to gain entry into professional bioinformatics positions. The curriculum consists of four, three-credit, online courses that are designed for students to process biological data from scientific research, such as large-scale genomics and other molecular and biological datasets, using computation and analysis tools. Students will gain proficiency in applied statistics, machine learning, data visualization, programming, and other techniques that aid in scientific discovery. Please note this program is 100% online.

Code	Title	Credits
Required Courses:		
ABT 720	Experimental Design and Analysis in Biotechnology (Required)	3
ABT 730	Python for Bioinformatics (Required)	3
ABT 780	Bioinformatic Inquiry (Required)	3
ABT 785	Applications of Bioinformatics (Required)	3
Total Credits		12

Admission Requirements

- Bachelor's degree from a regionally accredited institution, including at least one General Biology course with lab.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Applied Bioinformatics Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Applied Bioinformatics Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Biodiversity and Conservation Science Certificate

The Graduate Certificate in Biodiversity and Conservation Science will provide students with the fundamentals of conservation ecology, as well as the key principles of evolution and biodiversity underlying the challenges and opportunities related to conservation. Additionally, through this three, three-credit online course curriculum, students will learn specific current and future concepts and technologies to pursue conservation in practice. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 700	Conservation Ecology	3
BCM 725	Evolution, Biodiversity, and Conservation	3
BCM 745	Emerging Conservation Concepts and Technologies	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (grastu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (TOEFL, Duolingo, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Biodiversity and Conservation Science Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Biodiversity and Conservation Science Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at grastu@uwgb.edu.

Climate Leadership Certificate

The Graduate Certificate in Climate Leadership focuses on the principles of sustainability, climate science and leadership. Students will learn the fundamentals of sustainability and climate science in management, behavior and development of organizations, and the principles of corporate social responsibility. This program is 100% online.

Code	Title	Credits
Required Courses:		
SMGT 700	Cultural and Historical Foundations of Sustainability	3
SMGT 770	Leading Sustainable Organizations	3
SMGT 786	Climate Change	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.

- International students will also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Climate Leadership Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Climate Leadership Certificate program.
3. Student fulfills the program course requirements.
4. Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Coaching Certification

Coaching Certification

The coaching certification program consists of a minimum of 18 credits to prepare students for coaching responsibilities and is approved by the Wisconsin Department of Public Instruction for athletic coaching preparation for the public schools of Wisconsin. Youth-sport coaches are encouraged to acquire similar training.

Students desiring certification may normally complete requirements within two academic years, but it is wise to begin coaching certification coursework early. Completion of the coaching certification program is noted on your transcript if it is completed at the same time as a degree program.

Some coaching certification courses are appropriate for interdisciplinary study and many students select individual courses without completing the entire program. Persons already teaching and/or coaching may take courses to expand their personal and professional background.

Since many of the following courses are dual-listed at the undergraduate and graduate levels, some students may opt to use select courses to satisfy degree requirements in various graduate programs. Students should consult with their graduate program advisor for approval.

UW-Green Bay's coaching certification program is consistent with the recommendations of the National Council of State High School Coaches, the National Association of Girls and Women in Sport, and the American Alliance of Health, Physical Education, Recreation, and Dance.

Code	Title	Credits
First Aid/CPR Requirement		0-3
HUM BIOL 116	First Aid and Emergency Care Procedures (or faculty approved external certification)	
Required Courses:		18
HUM BIOL 102 or BIOLOGY 201	Introduction to Human Biology Principles of Biology: Cellular and Molecular Processes	
HUM BIOL 210	Prevention and Treatment of Athletic Injuries	
EDUC 616	Principles of Coaching	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
EDUC 619	Field Experience in Coaching	
Total Credits		18-21

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students will also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Coaching Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Coaching Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Conservation Data Management Analysis

The Graduate Certificate in Conservation Data Management and Analysis will provide students with relevant training to gather, process, and analyze data related to conservation, including the specifics behind variable types of data collected in the field. Additionally, through this three, three-credit online course curriculum, learners will gain the skills and practice to spatially analyze and map conservation data for most effective implementation. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 705	Conservation Research and Monitoring	3
BCM 730	Data Analytics and Visualization	3
BCM 750	Spatial Analysis and Mapping	3

Total Credits **9**

Admission Requirements

- Bachelor's degree from a regionally accredited institution.

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (grastu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (TOEFL, Duolingo, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Conservation Data Management and Analysis certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Conservation Data Management and Analysis certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Conservation Leadership, Policy, and Management Certificate

The Graduate Certificate in Conservation Leadership, Policy, and Management will provide students with a deep understanding of many dimensions of conservation, including human and cultural elements, and cover the best principles toward practical conservation design and implementation. Additionally, through this three, three-credit online course curriculum, learners will hone the most effective techniques to lead diverse teams and engage the community to yield the most sustainable impact of conservation efforts. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 710	Conservation Design and Management	3
BCM 720	Human Dimensions of Conservation	3
BCM 740	Conservation Leadership and Community Engagement	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (gradstu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (TOEFL, Duolingo, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Conservation Leadership, Policy, and Management certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Conservation Leadership, Policy, and Management certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Data Science Certificate

The Graduate Certificate in Data Science will serve as an additional and early credential for Master of Science in Data Science degree-seeking students as well as a freestanding certificate program for non-degree (i.e. certificate-only) students who may or may not elect to pursue the full masters degree following completion of the certificate.

This program will help working professionals like management analysts, computer and information research scientists, statisticians, database administrators, computer systems analysts, market research analysts, marketing specialists and others who require increased competency in this specialty area. Please note, this program is 100% online.

Code	Title	Credits
Required Courses:		
DS 700	Foundations of Data Science	3
DS 710	Programming for Data Science	3
DS 715	Data Warehousing	3
DS 735	Communicating About Data	3
DS 740	Data Mining	3
Total Credits		15

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- A resume or CV.
- Prerequisite survey (https://uwgreenbay.ca1.qualtrics.com/jfe/form/SV_43pAC2VwLpZ3sJ7/)
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)
- Prerequisite Survey (https://uwgreenbay.ca1.qualtrics.com/jfe/form/SV_43pAC2VwLpZ3sJ7/)

Progress to Completion

1. Candidate applies to the Data Science Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Data Science Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Emergency Management, Planning and Administration Certificate

The Emergency Management, Planning, and Administration certificate is a comprehensive program covering the core elements of emergency management; mitigation, preparedness, response, and recovery. Some believe the risk of hazardous events will only increase, a consequence of altering the environment, more numerous and increasingly severe weather events, the rise of global terrorism, and the ability for viruses and contagious diseases to rapidly spread in an interconnected world. The impacts from a disaster can be lessened when businesses, emergency personnel, and governments put well-designed plans into action, including budgeting, administration, management, and emergency operations procedures. This 15-credit program is available to students at the undergraduate and graduate levels, can be completed within 2 years, and is 100% online.

The certificate program is made up of five three-credit courses:

Code	Title	Credits
PUB ADM 535	Principles and Practices of Emergency Management	3
PUB ADM 536	Strategic Emergency Preparedness, Planning and Implementation	3

PUB ADM 537	Disaster Response Operations and Management	3
PUB ADM 538	Disaster Recovery	3
PUB ADM 539	Political and Policy Dimensions of Emergency Management	3
Total Credits		15

Courses are taught by university faculty members and knowledgeable professionals from the community.

Admission Requirements

Students who would like to earn graduate credit must provide proof of:

- Bachelor's degree from a regionally accredited institution
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

Who Should Enroll?

Courses are designed for those already in the profession as well as those pursuing an interest in the field. This includes:

- Public safety personnel (emergency management, airport personnel, fire and police)
- General public-sector managers responsible for emergency management
- Industrial emergency responders (fire and hazardous materials)
- Institutional emergency planners (schools, hospitals and prisons)
- Business continuity planners (banking, manufacturing, insurance and corporations)
- Individuals from nonprofit agencies

How to Apply:

Please view instructions on the Emergency Management, Planning, and Administration website: www.uwgb.edu/em (<https://www.uwgb.edu/emergency-management/>)

- Emergency Management, Planning, and Administration Online Application: www.uwgb.edu/em (<https://www.uwgb.edu/emergency-management/>)
- To earn graduate-level credit, an official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree is required. Note: students who completed their bachelors at UWGB and students who are not earning graduate credit do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (TOEFL, Duolingo, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

Progress to Completion

1. Candidate applies to the Emergency Management, Planning, and Administration Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Emergency Management, Planning, and Administration Certificate program by the UWGB Program Director.
3. Student fulfills the program course requirements.
4. Students completing graduate courses toward this certificate and a graduate degree program simultaneously at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are completing graduate courses toward this certificate, but are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

ESG Certificate

The Graduate Certificate in ESG focuses on the principles of environment, social and governance (ESG) and its practical application across organizations. Students will learn the fundamentals of ESG components, reporting, tracking, and application. This program is 100% online.

Code	Title	Credits
Required Courses:		
SMGT 720	Applied Research and the Triple Bottom Line	3

SMGT 730	Policy, Law and the Ethics of Sustainability	3
SMGT 740	Economics of Sustainability	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students will also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the ESG Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the ESG Certificate program.
3. Student fulfills the program course requirements.
4. Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Foundations of Biodiversity Conservation and Management Certificate

The Graduate Certificate in the Foundations of Biodiversity Conservation and Management will provide students with an essential overview of the major issues related to conservation ecology, as well as how conservation issues are researched and monitored. Additionally, through this three, three-credit online course curriculum, learners will gain insight into the design and management of conservation strategies. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 700	Conservation Ecology	3
BCM 705	Conservation Research and Monitoring	3
BCM 710	Conservation Design and Management	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (grastu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:

- A test of English proficiency (TOEFL, Duolingo, or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Foundations of Biodiversity Conservation and Management certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Foundations of Biodiversity Conservation and Management certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Foundations of Health and Wellness Certificate

This Foundations of Health and Wellness graduate certificate offers individuals from a variety of professional backgrounds the opportunity to study important health and well-being principles and practices. This certificate examines the many different aspects of health and provides the tools necessary to be able to find reliable health information. Students in this program will learn what it means to be an agent of change and how to apply evidence-based practices to effectively address the health needs of a population. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 700	Contemporary Health and Wellness Perspectives	3
HWM 725	Evidence-based Practices in Health and Wellness	3
HWM 730	Holistic Aspects of Health	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (gradstu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (TOEFL, Duolingo, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Foundations of Health and Wellness Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Foundations of Health and Wellness Certificate program.
3. Student fulfills the program course requirements.

- Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
- Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Improving Health with Data and Policy Certificate

The Improving Health with Data and Policy graduate certificate will provide students with the critical skills needed to better identify and address health issues using a data informed strategy. Students will be given the tools needed to collect, evaluate, and communicate health data to a variety of audiences. Students will examine how policies, regulations, and healthcare systems impact health outcomes and health equity. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 710	Research and Data Analysis for Wellness Programs	3
HWM 715	Professional Communication for Wellness Managers	3
HWM 755	Health Policy and Action	3
Total Credits		9

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (gradstu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

- Candidate applies to the Improving Health with Data and Policy Certificate program by submitting the appropriate materials.
- Candidate is admitted to the Improving Health with Data and Policy Certificate program.
- Student fulfills the program course requirements.
- Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
- Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Leadership in Health and Wellness Certificate

This Leadership in Health and Wellness graduate certificate will prepare individuals to become wellness leaders at all levels by giving them the knowledge and tools needed to effectively plan, implement and evaluate well-being initiatives. Students in this program will learn critically important skills for engaging and leading a team of stakeholders and promoting a culture of well-being in a variety of settings. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 705	Strategic Management for Wellness Managers	3
HWM 750	Planning and Evaluation for Wellness Managers	3

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (gradstu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu (<https://apply.wisconsin.edu/homepage/>)
- Official transcript showing proof of a bachelor's degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their bachelors at UWGB do not have to submit official transcripts.
- International students may also need to provide the following documentation:
 - A test of English proficiency (Duolingo, TOEFL, or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/students/forms/>)

Progress to Completion

1. Candidate applies to the Leadership in Health and Wellness Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Leadership in Health and Wellness Certificate program.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Nursing Leadership/Management Certificate

The complexity and constant changes in today's healthcare environment require transformational leadership knowledge and skills to enable nurses in leadership or management roles to be successful. The UW-Green Bay Nursing Certificate in Leadership/Management prepares registered nurses (RNs) for these challenges in settings across the healthcare spectrum.

The UW-Green Bay Nursing Leadership/Management certificate is available for BSN-prepared RNs in any healthcare setting who are seeking leadership or management positions or who are already working as a nurse leader or manager and want to enhance their skills. Students seeking the certificate complete four graduate courses, one each semester, that can seamlessly transfer into the MSN leadership and management degree. Please note, this program is 100% online.

What Will You Learn?

- Strategies to motivate and lead staff
- Financial management and Excel budgeting
- Effects of legislative, economic, and policy on nursing and healthcare
- Advances in nursing informatics

Upon completion of the following four courses, the student will receive the Nursing Leadership/Management certificate.

Code	Title	Credits
Required Courses:		
NURSING 741	Theories of Organizational Behavior and Nursing Leadership	3
NURSING 745	Health Economics and Policy	3
NURSING 760	Informatics for Nursing Leaders	3

Admission Requirements

- Bachelor of Science in Nursing degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu
- Official transcript showing proof of a bachelor of science in nursing degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their BSN at UWGB do not have to submit official transcripts.
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Nursing Leadership and Management Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Nursing Leadership and Management Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Nutrition and Integrated Health Certificate

The Nutrition and Integrated Health Certificate program is designed for nutrition and health professionals looking to understand more comprehensively how diet and lifestyle habits and behavior can affect and influence health and wellness. Certificate credits can be applied to a completion of the MS in Nutrition and Integrated Health degree. Please note this program is 100% online.

Completion of all four courses earns a certificate and digital badge. Courses are also approved for continuing education credit for registered dietitians.

Code	Title	Credits
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	3
NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach	3
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture	3
NUT SCI 750	Nutrient Metabolism Across the Lifespan	3

Admission Requirements

- Baccalaureate degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu
- Official transcript showing proof of a baccalaureate degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their degree at UWGB do not have to submit official transcripts.
- International students will also need to provide the following documentation:

- A test of English proficiency (TOEFL or IELTS)
- Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Nutrition & Integrated Health Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Nutrition & Integrated Health Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

School Social Work Certificate

The UW-Green Bay School Social Work Certificate prepares social workers to apply for licensure with the state of Wisconsin Department of Public Instruction and obtain employment in a K-12 Wisconsin school.

The certificate is available for practitioners who hold an MSW degree and are seeking school social work licensure and current MSW students emphasizing in school social work as part of their graduate degree.

For more information about the School Social Work Certificate, visit the MSW website at <https://www.uwgb.edu/msw/certificates/>.

Code	Title	Credits
Required Courses		
EDUC 545	The Exceptional Child in Regular Education	3
SOC WORK 751	Social Work Practice in Schools	2
SOC WORK 761	Overview of Wisconsin DPI School Social Work Standards	2
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work	3
SOC WORK 762 or SOC WORK 718	Wisconsin DPI School Social Work Standards Practicum Field IV	3
Act 31 Workshop		
Total Credits		13

Admission Requirements

- Master of Science in Social Work degree from a regionally accredited institution.

How to Apply as a Graduate Special Student (non-degree seeking):

- UW System Application for Graduate Special Status: apply.wisconsin.edu
- Official transcript showing proof of an MSW degree sent to UWGB Admissions at uwgb@uwgb.edu directly from the institution that issued the degree. Note: students who completed their MSW at UWGB do not have to submit official transcripts.
- Resume or CV.
- Two letters of evaluation found on the Social Work website here: [MSW-Letter-of-Evaluation.pdf \(uwgb.edu\)](https://www.uwgb.edu/UWGCMS/media/social-work/files/MSW-Letter-of-Evaluation.pdf) (<https://www.uwgb.edu/UWGCMS/media/social-work/files/MSW-Letter-of-Evaluation.pdf>), or one letter of intent to hire.
- International students will also need to provide the following documentation:
 - A test of English proficiency (TOEFL or IELTS)
 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the School Social Work Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the School Social Work Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Sustainability & Wellbeing Certificate

This certificate is focused on principles of sustainability related to wellbeing. The curriculum includes the fundamentals of sustainability and wellbeing, behavior and development of organizations and principles of corporate social responsibility. This certificate consists of four courses, three credits each. Please note, this program is 100% online. Students explore topics such as:

- Contemporary health and wellness perspectives
- Sustainable community design
- How the success of an organization and the well-being of the community intersect
- Tools to assess organizational behavior
- Effective methods for positive change
- How to integrate the metrics of Corporate Social Responsibility (CSR)

Code	Title	Credits
Required Courses:		
HWM 700	Contemporary Health and Wellness Perspectives	3
HWM 770	Human and Group Behavior	3
SMGT 750	The Built Environment	3
SMGT 780	Corporate Social Responsibility	3
Total Credits		12

Admission Requirements

- Bachelor's degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission

How to Apply as a Graduate Special Student (non-degree seeking):

Please send the following materials to the Office of Graduate Studies at grastu@uwgb.edu (gradstu@uwgb.edu).

- UW System Application for Graduate Special Status: apply.wisconsin.edu
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- International students may also need to provide the following documentation:
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 - Course-by-course transcript evaluation from a professional evaluation service currently recognized by NACES (<https://www.naces.org/>). UWGB recommends one of the following evaluation services:
 - Educational Credential Evaluators (ECE) (<https://www.ece.org/>)
 - World Education Services (WES) (<https://www.wes.org/>)

How to Apply as a Current, UWGB Degree Seeking Graduate Student:

- Graduate Certificate Declare Form (<https://www.uwgb.edu/graduate/forms/>)

Progress to Completion

1. Candidate applies to the Sustainability and Wellbeing Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Sustainability and Wellbeing Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Graduate Course Descriptions

Applied Biotechnology (ABT)

Courses

ABT 700. Principles of Biotechnology. 3 Credits.

Principles and techniques pertaining to biotechnology and its applications to our society. Survey of classical and emerging techniques.
Fall and Spring.

ABT 705. Ethics, Safety, and Regulatory Environments in Biotechnology. 3 Credits.

Ethical and safety concerns in development, production, funding, and application of biotechnology. Analysis of socioeconomic impacts. Understanding the importance of data integrity. Overview of risk assessment and management in a regulatory environment designed to ensure safety of workers, study subjects, and patients, and protect intellectual property, data, and the environment.
Fall and Spring.

ABT 710. Professional and Technical Communication in Biotechnology. 3 Credits.

Application and analysis of professional scientific communication, both written and oral. Focuses on designing documents that convey complex, data-rich technical and scientific content to audiences with diverse information needs using a variety of professional genres, including reports, proposals, presentations, and documentation.
Fall and Spring.

ABT 715. Techniques in Biotechnology. 3 Credits.

Application of biological and chemical methods to modern biotechnological product development. Overview of analysis techniques used to characterize products and evaluate quality and safety. Exploration of technological pipeline from conception to market, including proof-of-concept assessment, pre-clinical trials, clinical trials, and post-production testing.

P: ABT 700

Fall and Spring.

ABT 720. Experimental Design and Analysis in Biotechnology. 3 Credits.

Principles of descriptive and inferential statistics with applications in biotechnology including experimental design, quantitative data analysis, and bioinformatic evaluation of complex molecular and biological data sets.

Fall and Spring.

ABT 725. Leadership in Organizations. 3 Credits.

Focuses on strategies and tools that managers use to maximize employee contribution and create organizational excellence. Basic business and leadership principles. Best practices to overcome biases that inhibit organizations and teams from communicating effectively. Examples will come from diverse biotechnology fields, including pharmaceuticals, agriculture, and biotechnology services.

Fall and Spring.

ABT 730. Python for Bioinformatics. 3 Credits.

Introduce diverse strategies for computational analysis of macromolecular data using Python including sequence alignment, genome annotation, data retrieval from databases, phylogenetic analysis, and molecular evolution. Experiential learning is emphasized; confidence in practical skills is developed through persistent application of course content to projects focused on current problems in bioinformatic research.

Fall Only.

ABT 735. Quality Control and Validation. 3 Credits.

Focuses on the importance of quality control and validation in biotechnology product design, development, and manufacturing. Explores quality systems and documentation, global quality standards, and methods for assessing validation including installation, operational, and performance qualifications. Overviews biomanufacturing processes, automation, and cGMP/cGMP practices necessary to meet quality standards.

P: ABT 700, ABT 705, ABT 710

Fall Only.

ABT 740. Regulatory Practice and Compliance. 3 Credits.

Identifies and examines the key regulatory agencies and practices that govern the highly regulated and diverse biotechnology industry, both domestically and internationally. Highlights current and emerging FDA and ICH regulations and guidance documents to successfully navigate meeting with the agencies and to submit required documentation for successful product development.

P: ABT 700, ABT 705, ABT 710

Fall Only.

ABT 745. Industrial Applications in Regulatory Affairs. 3 Credits.

Examines the global regulatory environments in risk-based assessment of biotechnological developments across diverse sectors, ensuring consumer and environmental protection. Addresses how validation is essential to the incorporation of emerging technologies into viable, accessible, and successful products. Highlights the stakeholders' role in regulatory oversight and policy through relevant industry case studies.

P: ABT 700, ABT 705, ABT 710

Spring.

ABT 750. Biotechnology Marketing and Entrepreneurship. 3 Credits.

Examines marketing case studies in diverse areas of biotechnology. Addresses marketing fundamentals and strategies, communicating value proposition strategy, ethical and regulatory concerns, startup strategies, pharmaceutical marketing, b2b marketing, salesforce development, branding, and promotion. Culminates with the creation of a marketing plan/analysis.

Fall Only.

ABT 755. Global Operations and Supply Chain Management. 3 Credits.

Focuses on the strategic importance of operations and supply chain to overall performance relevant to a variety of business processes specific to biotechnology. Topics include production, transportation, distribution systems, sourcing, and purchasing.

Spring.

ABT 760. Quality and Project Management. 3 Credits.

Quality and project management issues and roles during different phases from R&D to market in the biotechnology industry. Introduction to Installation qualification, operation qualification and process qualification (IQ/OQ/PQ). Project management phases: conceptualizing, planning, executing and closing. Project schedule and time management tools and techniques. Project requirements including quality assurance.

P: ABT 720, ABT 725

Spring.

ABT 765. Assessing Innovation in Biotechnology. 3 Credits.

A survey of biotechnology assessments in areas such as regenerative medicine, agricultural biotechnology, and bioremediation. Course links disciplines with the critical evaluative role played by scientific discovery, market valuation, intellectual property, freedom-to-operate (FTO), and licensing strategy by assessing the role each played in the commercialization of a specific technology.

P: ABT 700

Fall Only.

ABT 770. Product Development. 3 Credits.

Explores strategies in evaluating and implementing new technologies or products in the context of different bioindustries. Identifies considerations in product valuation, feasibility of production, scalability, and supply chain management. Models the process of business growth and innovation through integration of emerging technologies.

P: ABT 700, ABT 715

Fall Only.

ABT 775. Tools for Data Analysis. 3 Credits.

Using a variety of existing and emerging bioinformatics tools and computational methods, emphasizes hands-on experiences analyzing and interpreting large data sets (e.g. genomic, proteomic, microbiomics, interactome, target discovery). Students will also evaluate and adapt existing computational approaches for specific use in solving a problem in biotechnology.

P: ABT 705, ABT 715

Spring.

ABT 780. Bioinformatic Inquiry. 3 Credits.

Advances the development of competencies promoting efficient analysis of biological data. Emphasizes matching a research problem with the most effective tools for its completion, balancing use of existing software and de novo software development. Advanced aspects of Python and R, algorithmics, machine learning, simulations, and effective communication of results are emphasized.

P: ABT 720 and ABT 730

Spring.

ABT 785. Applications of Bioinformatics. 3 Credits.

Exploration and application of existing bioinformatic tools. Implementation of pre-coded solutions to data acquisition, wrangling, analysis, visualization, and structural modeling problems. Students will complete a project that generates a multi-system workflow to solve bioinformatic problems.

P: ABT 720, ABT 730

Fall Only.

ABT 789. Pre-capstone. 1 Credit.

Prepares the student for applied self-directed capstone experience. Addressing problem identification, research, and project formulation. Culminates in an oral and written proposal with project schedule.

P: ABT 700, ABT 705, ABT 710, ABT 715, ABT 720, ABT 725; completion of courses within at least one track: QA/QC, Business Management, or Research & Development
Fall and Spring.

ABT 790. Capstone. 3 Credits.

Student will complete a project (report, business plan, program, etc.) in an area of quality assurance and compliance, business and management, and/or research and development. Culminating in a substantive body of work, executive summary, and reflection. Networking and communication in a professional capacity is expected.

P: ABT 789

Fall and Spring.

Accounting (ACCTG)

Courses

ACCTG 797. Internship. 1-6 Credits.

P: graduate status

Fall and Spring.

Athletic Training (AT)

Courses

AT 541. Clinical Anatomy & Physiology. 3 Credits.

Clinical concepts of human anatomy, functional anatomy, and physiology related to movement and injury. Students will learn detailed human anatomy for a specific area of interest by dissecting and identifying anatomical components of that region.

P: MAT and HUM BIOL MAT_ACC students, or instructor permission.

AT 551. Clinical Kinesiology. 2 Credits.

Fundamental concepts of functional anatomy and kinesiology related to movement and injury. An introduction to palpation, manual muscle testing and range of motion assessment skills will be presented.

AT 561. Health Promotion Through the Lifespan. 3 Credits.

This course examines the role of the athletic trainer in community health and develops applied knowledge and skills in health behavior and health promotion to meet the health needs of diverse communities. Topics include, health literacy, social determinants of health, and health promotion assessment and interventions.

P: Graduate Standing

Fall Only.

AT 601. Foundations of Athletic Training. 3 Credits.

Introduction to knowledge and skills needed to practice athletic training. Topics covered include history of athletic training, medical terminology, mechanisms of injury and illness, introduction to injury evaluation methods, and injury prevention techniques commonly used in athletic training.

P: Graduate Standing.

AT 602. Foundational Skills in Athletic Training. 1 Credit.

This course teaches students foundational skills used in athletic training. Topics covered include basic assessment procedures, injury prevention and management techniques such as taping and bandaging, protective equipment fitting, and casting and bracing techniques.

P: Graduate standing.

AT 605. Therapeutic Interventions I. 2 Credits.

Course will cover the use of therapeutic modalities and pharmacological agents during the healing processes and pain management. Topics covered include physiological responses, indications, contraindications, and appropriate use of therapeutic modalities and pharmacological agents during the injury rehabilitation process.

P: Graduate Student Standing.

AT 610. Psychosocial Aspects of Healthcare. 3 Credits.

This course will examine the role of the athletic trainer in protecting and improving the health of people and their communities. Students will develop the knowledge and skills to practice cultural competency, foster cultural humility, and demonstrate respect in client/patient care.

P: Graduate Standing

Spring.

AT 620. Evaluation and Management of Acute/Emergent Conditions. 3 Credits.

This course is designed to provide athletic training students with the knowledge and experience to evaluate and manage patients with acute conditions, including triaging conditions that are life threatening. Conditions covered in this class include, but are not limited to: Cardiac compromise, cervical spine injury, traumatic brain injury, drug overdose, and wound care.

P: Graduate Standing.

AT 630. Movement Dysfunction. 1 Credit.

This course teaches various movement assessments to identify dysfunctions present in the human body. Understanding human movement and identifying the dysfunctions are the cornerstones of developing holistic treatment plans, injury prevention plans, and sport performance plans.

P: Graduate Standing

Fall Only.

AT 651. Clinical Exercise Sciences. 3 Credits.

Exercise science topics relevant to the practice of athletic training are presented in this course. Topics covered will include exercise physiology, clinical kinesiology and biomechanics, motor development and learning, and motor control.

Fall Only.

AT 700. Evidence Based Practice I. 3 Credits.

Introduction to the concepts of integrating the best available evidence, clinical expertise, and the needs of the patient to maximize patient outcomes. Topics include: development of clinical questions, statistical procedures, diagnostic accuracy, use of outcome measures, epidemiology, and patient reported outcome research.

P: AT 601, or permission of instructor

Fall Only.

AT 701. Evidence Based Practice II. 2 Credits.

Course is a continuation of AT 700. The focus of this course is for the student to develop critical appraisal skills needed to implement research into clinical practice as part of an interdisciplinary healthcare team. Students will begin to develop a research capstone project.

P: AT 700

Spring.

AT 705. Therapeutic Interventions II. 3 Credits.

Students will learn to select and incorporate exercise interventions that align with the patient's care plan. Topics covered include exercises to increase mobility, stability, motor control, cardiovascular training, movement, and task-specific training, and rehabilitation plan development.

P: AT 605

Fall Only.

AT 709. Nutritional Interventions. 2 Credits.

Introduction to principles of nutrition for athletic trainers. Content in this course includes general nutrition concepts with a focus on health promotion and therapeutic nutrition.

P: Graduate Standing.

AT 710. Evaluation and Management of Lower Extremity Injuries. 4 Credits.

This course teaches injury evaluation and management techniques of the lower extremity. Topics covered include methods of evaluation, immediate management, and rehabilitation for the foot, ankle, knee, hip, and pelvis.

P: Graduate Status

Fall Only.

AT 720. Evaluation and Management of Head, Neck, and Spine Injuries. 4 Credits.

This course teaches injury evaluation and management techniques of the head, cervical, thoracic, and lumbar regions. Topics covered include methods of evaluation, immediate management, and rehabilitation for head, neck, and spine injuries.

P: Graduate Standing

Spring.

AT 730. Evaluation and Management of Upper Extremity Injuries. 4 Credits.

This course teaches injury evaluation and management techniques of the upper extremity. Topics covered include methods of evaluation, immediate management, and rehabilitation for the shoulder complex, elbow, forearm, wrist, and hand.

P: Graduate Standing

Spring.

AT 740. Evaluation and Management of Systemic Conditions. 4 Credits.

This course teaches evaluation and management of non-orthopedic medical conditions. Students will gain the knowledge and skills required to evaluate, refer, and provide treatment when appropriate for general medical and behavioral health conditions.

P: AT 730, or permission of instructor.

AT 745. Interprofessional Education Seminar. 1 Credit.

Contemporary health care involves teams to provide care to patients with a multitude of injuries and other medical conditions. This course provides students an opportunity to learn about the roles of various members of the health care team, and how to effectively work in teams with members from other health professions.

P: Graduate Standing
Spring.

AT 750. Athletic Training Administration. 2 Credits.

An introduction to management, leadership, financial strategies, professional development and legal issues related to the athletic training setting.

P: Graduate Standing
Fall Only.

AT 760. Clinical Education I. 2 Credits.

This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills in a laboratory and clinical setting, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on equipment intensive experiences, the evaluation and management of acute and emergent conditions, and lower extremity evaluation and management during a 14-week clinical education experience.

P: AT 620
Fall Only.

AT 761. Clinical Education II. 2 Credits.

This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills in a laboratory and clinical setting, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on the evaluation and management of musculoskeletal injury and illness in the lower extremities, head, neck, and spine, and upper extremity during a 14-week clinical education experience.

P: AT 760
Spring.

AT 762. Clinical Education III. 3 Credits.

This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills in a laboratory and clinical setting, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on the evaluation and management of upper extremity, head, neck, and spine, lower extremity, emergency management, and general medical and behavioral health conditions during a 14-week clinical education experience.

P: AT 761
Fall Only.

AT 763. Clinical Education Capstone. 6 Credits.

This course serves as the clinical capstone for the Master of Athletic Training program. Students will demonstrate holistic proficiency in athletic training clinical skills during a 14-week immersive clinical experience.

P: AT 762
Spring.

AT 764. Clinical Education V. 6 Credits.

This course is designed to allow students to demonstrate proficiency in athletic training clinical skills during a 14-week or two 7-week immersive clinical experience.

P: Graduate Standing
Spring.

AT 780. Research Methods and Statistics in Athletic Training. 3 Credits.

Interpretation of statistical procedures and research design commonly used in athletic training research. Prepares students to conduct research projects related to the field of athletic training.

P: Graduate Standing.

AT 789. Athletic Training Research Seminar. 1 Credit.

Students will explore research and evidence-based practices within the field of athletic training. Students will begin the process of developing a capstone project in this class.

P: Graduate Standing
Fall Only.

AT 790. Athletic Training Research Capstone. 3 Credits.

Students will explore research and evidence-based practices within the field of athletic training. Students will finalize their capstone project related to one of the practice domains in athletic training and begin the process of preparing for the BOC exam.

P: AT 701
Fall Only.

AT 797. Internship. 1-3 Credits.

Supervised clinical or research experience appropriate to a student's educational and career interests. Internships are supervised by Athletic Training faculty members and require periodic student/faculty meetings.

P: AT 761.

AT 798. Independent Study. 1-3 Credits.

Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member.

P: AT 700

Fall and Spring.

Biodiversity Conservation and Management (BCM)

Courses

BCM 700. Conservation Ecology. 3 Credits.

Principles of ecology and biodiversity through the lens of conservation planning and policy. Drawing from concepts across multiple disciplines at various spatial and temporal scales in the physical and biological sciences, exploring topics and applications such as watershed management, agricultural practices, wetland delineation, population viability analysis, and ecosystem assessment.

FSS.

BCM 705. Conservation Research and Monitoring. 3 Credits.

Overview of current tools and best practices for designing research projects and acquiring, managing, and presenting conservation data. Topics include quality control, the importance of metadata, effective research design, statistical power, and other strategies for generating valid answers to important conservation questions.

FSS.

BCM 710. Conservation Design and Management. 3 Credits.

Focuses on all aspects of conservation project management, including understanding context and culture, writing grants, building partnerships, developing and managing a budget, assessing outcomes and deliverables, and communicating project results with diverse audiences. Students will explore principles of adaptive management related to conservation projects.

FSS.

BCM 720. Human Dimensions of Conservation. 3 Credits.

Principles and application of conservation relating to complexities of the human relationship with nature. Investigate and integrate social science into management, understand treaties, laws and policies, realize economic and recreational aspects, and consider ethics and advocacy. Enhance cultural competency and build capabilities for communicating and engaging with diverse audiences.

BCM 725. Evolution, Biodiversity, and Conservation. 3 Credits.

Explore species concepts, biogeography, and phylogenetics as they relate to conservation. Evaluate the curation and use of biological collections in conservation research and education. Practice using taxonomic keys and analyzing molecular data. Students will choose taxa of particular interest for a targeted project.

BCM 730. Data Analytics and Visualization. 3 Credits.

Apply analytical tools to investigate, visualize, interpret, and communicate conservation data. Students will gain hands-on experience with applications such as the R Statistical Computing System, Microsoft Excel, and cloud-based data storage frameworks.

BCM 740. Conservation Leadership and Community Engagement. 3 Credits.

Focuses on strategies and tools for leading and implementing collaborative conservation projects. Topics include engaging conservation partners and community volunteers, strategic planning and assessment, and communicating project progress and results to diverse audiences using mixed media. Exercises will enhance leadership and team-building skills relevant to conservation objectives.

BCM 745. Emerging Conservation Concepts and Technologies. 3 Credits.

A survey of current and developing approaches to conservation and land stewardship. Explore principles and emerging methods relevant to invasive species management, prescribed fire, disturbance regimes, and core conservation challenges. Innovative tools and monitoring technologies are investigated, including literature review and application to individual projects.

BCM 750. Spatial Analysis and Mapping. 3 Credits.

Foundational concepts in mapping and geospatial analysis as they apply to conservation. Process and utilize remotely sensed imagery and other geographic data. Hands-on experience using software for storing, managing, and displaying spatial information such as topography, vegetation, soil, and watershed data.

BCM 790. Biodiversity Conservation and Management Capstone Prep. 1 Credit.

Prepares students for an applied self-directed capstone experience. Address problem identification, research, and project formulation. Culminates in an oral and written proposal with project schedule.

P: Completion of at least 15 credits in the BCM program, including at least one course in each of the three certificate areas.

FSS.

BCM 795. Biodiversity Conservation and Management Capstone. 3 Credits.

The capstone course is an opportunity for students to apply what they have learned in the program by completing the proposed capstone project in a professional, laboratory, or field setting. The outcomes of the capstone project will be presented in a summary report. Prerequisite: Successful completion of BCM 790

P: BCM 790

FSS.

Biology (BIOLOGY)

Courses

BIOLOGY 510. Plant Biodiversity. 4 Credits.

An introduction to the diversity of vascular plants, with an emphasis on flowering plants. Lectures cover both organismal and phylogenetic/evolutionary perspectives on plant systematics, including the use of genetic and genomic data for understanding plant evolution. The laboratory presents a survey of vascular plant diversity, covering structural characteristics of major plant families and the identification of seed plants of Wisconsin to the species level.

P: graduate status

Spring Even.

BIOLOGY 511. Plant Physiology. 4 Credits.

General physiology of vascular plants within the context of a plant life cycle: seed dormancy and germination, metabolism, transport systems, mineral nutrition, patterns of plant growth and development, growth regulators, reproduction and senescence.

P: gr st.

Fall Only.

BIOLOGY 512. Mycology. 4 Credits.

Broad taxonomic survey of fungi. Morphology, reproduction, physiology, genetics, evolution, and ecology. Role in nutrient cycling, plant disease, human welfare and biotechnology. Techniques in collection, identification, pure culture isolation, and nucleic acid applications.

P: gr student

Fall Odd.

BIOLOGY 520. Field Botany. 4 Credits.

Identification and natural history of plants indigenous to northeastern Wisconsin.

P: graduate status

Fall Even.

BIOLOGY 522. Environmental Microbiology. 4 Credits.

This course will focus on the diversity and role of microorganisms in diverse and complex environments, including the use and management of these organisms for the benefit of ecosystems and society.

P: graduate status

Spring.

BIOLOGY 541. Ichthyology. 4 Credits.

An examination of the biology of fishes including classification, phylogeny, functional morphology and population characteristics. Aspects of the ecology of the fishes will be studied in relation to behavior, distribution, diversity and production in freshwater environments

Spring Even.

BIOLOGY 542. Ornithology. 4 Credits.

Overview of avian biology, emphasizing adaptation and ecology. Identification of North American bird species and other avian families. Region's most interesting birding areas.

P: graduate status

Spring Even.

BIOLOGY 543. Mammalogy. 4 Credits.

Comprehensive study of mammals, including systematics, anatomy, physiology, behavior, and ecology. Laboratory studies include work with specimens from the Richter Natural History Museum.

P: graduate status

Spring Odd.

BIOLOGY 555. Entomology. 4 Credits.

Structure, function, diversity, and ecology of insects, as well as their impact on human society. Lab develops ability to identify Wisconsin insects, both in the field and by examining microscopic anatomy.

P: graduate status

Fall Odd.

BIOLOGY 557. Marine Biology. 4 Credits.

The Ocean covers about 71% of the Earth's surface and so is obviously a huge part of the functioning biosphere. Life emerged in the Ocean but since we are terrestrial beings, Ocean life remains less well known than terrestrial life. This course serves as an overview of marine biodiversity and marine ecosystems in which the concepts learned in general biology courses can be applied to marine life. We will cover the abiotic functioning of the Ocean in order to understand the unique challenges that marine organisms face, and we will focus on an understanding of the diverse array of marine organisms, how they interact ecologically, and how humans are affecting marine ecosystems worldwide.

Spring Odd.

BIOLOGY 565. Aquatic Invertebrates. 4 Credits.

An exploration of the biology, ecology and importance of freshwater invertebrates, with an emphasis on aquatic insects.

P: BIOLOGY 201 & BIOLOGY 202 with at least a C grade and BIOLOGY 203 & BIOLOGY 204 with at least a C grade

Spring Odd.

BIOLOGY 601. Fish and Wildlife Population Dynamics. 4 Credits.

The course will introduce students to principles of population ecology and how such principles relate to basic models of wildlife and fish population dynamics. This course will also give students practical experience manipulating population dynamics models using computer applications.

P: BIOLOGY 203. REC: ENV SCI 302

Spring Odd.

BIOLOGY 602. Advanced Microbiology. 4 Credits.

Detailed study of microorganisms from viruses to fungi in their environment. Study of both free-living and pathogenic organisms and their degrading abilities.

P: gr st.

Spring Even.

BIOLOGY 607. Molecular Biology. 3 Credits.

Molecular approaches to biological problems, emphasizing study of informational macro molecules. Topics include replication, control, expression, organization, and manipulation of genes; RNA processing; protein processing; transposons; oncogenes, growth factors; genetic control of development and the immune system.

P: graduate status

Spring Odd.

BIOLOGY 608. Molecular Biology Laboratory. 1 Credit.

Molecular biology of nucleic acids and the techniques that form the basis of biotechnology. Topics include electrophoresis, restriction mapping, hybridization, plasmid analysis, and DNA cloning (recombinant DNA library construction, screening, and mapping).

P: graduate status

Spring Odd.

BIOLOGY 649. Wetland Ecology. 3 Credits.

This course explores the ecology and conservation of wetlands, including biological, physical, chemical and hydrological attributes of wetland ecosystems. The curriculum will survey major wetland types in both freshwater and marine environments, the general biogeochemical dynamics of wetland ecosystems, and the ecological diversity of wetland vegetation and fauna. Field trips and in-class exercises will provide training in the identification of wetland types and features, including biological and physical characteristics of wetlands in the western Great Lakes. A field project will focus on wetland delineation and assessment of wetland quality, including analysis of restoration methods and conservation management.

P: BIOLOGY 306 or equivalent course in ecology

Spring Even.

BIOLOGY 650. Ecological Restoration. 3 Credits.

Overview of how ecological and biological processes can inform and guide restoration of degraded systems. What can the science of ecology bring to the practice of restoration? Exploration of case studies and on-the-ground field experiences.

P: BIOLOGY 306 or equivalent course in ecology

Spring Even.

BIOLOGY 669. Conservation Biology. 4 Credits.

Overview of the major issues and ecological principles underlying the field of conservation of biology, including patterns and measurement of biological diversity from genetic to community scales.

P: BIOLOGY 306 (ENV SCI 302) with at least a C grade or consent of instructor

Fall Only.

BIOLOGY 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: cons of instr & prior trip arr & financial deposit.

Business Analytics (BUSAN)

Courses

BUSAN 570. Data Science for Managers. 3 Credits.

The course helps students understand the fundamentals of using data to support their decision-making and to visually represent data. Students will develop visualization and decision models designed to effectively communicate the meaning of complex data sets in a business context. Students will also learn how Business Intelligence (BI) is used by organizations to make better business decisions, use fewer resources, and improve the bottom line. Students will learn numerous in-demand technical skills

P: graduate status

Fall and Spring.

BUSAN 635. Foundations of Strategic Information Management. 3 Credits.

Information Technology (IT) is an integral part of all organizations and plays a vital role in all functional areas such as marketing, accounting, finance, human resources, operations, and supply chain. It also serves in enabling key applications such as business intelligence, data analytics, security, internal controls, and new-product planning among others. Owing to the dynamic nature of IT, it is imperative that organizations continuously reevaluate their strategic alliance with IT. Thus a well-designed, and strategically managed IT has the potential to dramatically improve a business's competitive advantage. The course discusses the significant managerial aspects of IT's increasing impact on today's organizations, along with IT trends and their business implications, security, privacy and ethical issues.

P: graduate status

Spring.

BUSAN 636. Analysis & Design of Business Information Systems. 3 Credits.

The competence in business information systems analysis and design (SA&D) is critical to not only information technology professionals but also to business managers since the fit between information technology and organizational business needs is argued to be a key determinant of firm performance. Students will learn system analysis and design concepts and technologies required to develop business information systems. The emphasis is on system life cycle concepts ranging from a system's planning to its discontinuance. The course will also attempt to evaluate the ethical issues involved as well as the business reasons why some IT projects succeed while others fail.

P: Graduate standing

Fall Only.

Chemistry (CHEM)

Courses

CHEM 520. Thermodynamics and Kinetics. 3 Credits.

Temperature, heat and work, thermodynamic properties of gases, solids and solutions; homogeneous and heterogeneous equilibria; thermodynamics of electrochemical cells; statistical thermodynamics; calculation of thermodynamic properties; chemical kinetics.

P: graduate status

Fall Only.

CHEM 522. Thermodynamics and Kinetics Laboratory. 1 Credit.

Laboratory course to accompany Chem 520.

P: gr st; and Chem 520 or conc enr

Fall Only.

CHEM 530. Biochemistry. 3 Credits.

Nature and function of the important constituents of living matter, their biosynthesis and degradation; energy transformation, protein synthesis and metabolic control.

P: gr st.

Fall Only.

CHEM 531. Biochemistry Laboratory. 1 Credit.

Laboratory course to accompany Chem 530.

P: gr st.

Fall Only.

CHEM 602. Advanced Organic Chemistry. 3 Credits.

Physical organic approach to chemistry; reaction mechanisms, molecular orbital theory, conservation of orbital symmetry, aromaticity, stereochemistry, linear free energy relationships, isotopes effects, pericyclic reactions, photochemistry, natural products and advanced topics in molecular spectroscopy.

P: gr st.

Fall Odd.

CHEM 603. Advanced Organic Chemistry Laboratory. 1 Credit.

Laboratory course to accompany Chem 602; advanced molecular spectroscopy, organic qualitative analysis, physical organic chemistry experiments.
P: Chem 602 or conc enr.
Fall Odd.

CHEM 613. Instrumental Analysis. 4 Credits.

Theory and practice of analysis by instrumental methods, including methods based on absorption and emission of radiation, electroanalytic methods, chromatographic methods and radiochemical methods.
P: gr st.
Fall Only.

Computer Science (COMP SCI)

Courses

COMP SCI 651. Database Management Systems. 3 Credits.

Relational database technology, structured query language, experience on both mainframe and PC databases, security, integrity rules, design issues, normal forms, and entity-relation modeling.
P: graduate status
Spring.

Cybersecurity (CYB)

Courses

CYB 700. Fundamentals of Cybersecurity. 3 Credits.

Introduces fundamental concepts and design principles in cybersecurity. Students will understand what, why, and how to protect in the cyberworld. Topics include CIA (Confidentiality, Integrity, and Availability), threats, attacks, defense, least privilege, access control and password management, security policies, critical controls, incident-handling and contingency planning, risk assessment and management.

CYB 703. Network Security. 3 Credits.

Examines network architectures, threats and attack surfaces exploited by these threats. Students will look at network traffic inspection, common attacks and defensive techniques like encryption, network segmentation, firewalls, application proxies, honeypots, DMZs, monitoring networks using: intrusion detection and intrusion prevention systems, and network access control.

CYB 705. Sociological Aspects of Cybersecurity. 3 Credits.

Presents the principles of applied sociology that account for the human factors in security systems. Topics include an examination of the human role in cybersecurity, the role of security in the context of an organization, and a special focus on the development and implementation of cybersecurity policies.

CYB 707. Cybersecurity Program Planning and Implementation. 3 Credits.

Provides instruction on the process used to develop and maintain appropriate security levels for an organization with a focus on implementing a comprehensive security program, a documented set of security policies, procedures, guidelines, and standards. Topics include security planning, strategies, controls, and metrics for measuring the effectiveness.
P: CYB 700.

CYB 710. Introduction to Cryptography. 3 Credits.

Introduces fundamentals of applied cryptography, including encryption and decryption, symmetric and asymmetric systems, pseudorandom functions, block ciphers, hash functions, common attacks, digital signatures, key exchange, message authentication and public key cryptography. Covers implementation of cryptographic systems in approved programming language, and survey of relevant mathematical concepts, including elementary number theory.

CYB 715. Managing Security Risk. 3 Credits.

Covers risk management processes and tools, risk assessment and analysis models, economic and control implications, risk measurement, and the ethics of risk. Students will communicate the technical and management-aspects of risk, based on research of their chosen industry, related regulation, recent industry reports, and risk implications to organizations, individuals and the nation.

CYB 720. Communication in Cybersecurity. 3 Credits.

Research, organize, and present technical information to audiences with varying goals and technical needs. Emphasis on ethics, critical thinking, listening skills, and feedback to develop effective messages utilizing verbal and nonverbal communication strategies and visual aids. Individual and group presentations and projects will emulate professional scenarios in cybersecurity.

CYB 725. Computer Forensics and Investigations. 3 Credits.

Provides instruction on the investigative and forensics processes of digital evidence with a focus on identifying indicators of compromise, the use of common forensics tools, and the preservation of forensics tools. Topics include forensics iconology, and the analysis of disk, memory, chip-off, mobile device, and OS artifacts.
P: CYB 700 and CYB 703.

CYB 730. Computer Criminology. 3 Credits.

A primer on modern criminology with specific attention to the aspects of technology that facilitate criminal behaviors. Topics include computer crime laws, criminological theories of computer crime, court room and evidentiary procedure, idiographic and nomothetic digital profiling, computer crime victimology, habit/authorship attribution, stylometry, and case linkage analysis.

CYB 735. Network Forensics. 3 Credits.

Covers protocol analysis, identification of malicious behavior in systems, and forensic investigations through event log aggregation, correlation and analysis. Students will analyze clips of wired and wireless network protocol analysis to discern methods of attacks and malicious activities.

P: CYB 703.

CYB 740. Incident Response and Remediation. 3 Credits.

Students will learn about the phases of an incident response system, and the use of IDS and forensics, dealing with false alarms and the remediation process to minimize business impact, plan business continuity, and work with law enforcement, auditors, insurance, and compliance in how to prevent future incidents.

P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 715, and CYB 720.

CYB 745. Secure Operating Systems. 3 Credits.

Covers operating systems security infrastructure. Topics include, for a given operating system (Windows/Linux), updates and patches, access controls and account management, configuration management, hardening and securing services, and the use of scripting languages to automate security management. Additional topics may include auditing and forensics, virtualization and cloud computing.

CYB 750. Offensive Security & Threat Management. 3 Credits.

Covers active defenses such as penetration testing, log management, hacking, threat management and system posturing. Students completing this course will have an understanding of, and the ability to preemptively secure computer and network resources by utilizing information about threats, actors and attack vectors and the ethics behind using this data.

P: CYB 700 and CYB 703.

CYB 755. Security Administration. 3 Credits.

Covers the policy and governance aspects of security. Topics include application of security policies, standards, procedures and guidelines to administration of IT and communications, assessment of compliance including contractual, legal, industry standard, privacy and regulatory requirements, and implementation of security audits and assessment of security performance and security policy efficacy.

P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 715, and CYB 720.

CYB 760. Cybersecurity Leadership and Team Dynamics. 3 Credits.

Focuses on leadership best practices and the interpersonal processes and structural characteristics that influence the effectiveness of teams. Emphasis will be placed on leadership models, principles of team building, group dynamics, problem solving, and crisis management in cybersecurity issues. Course will include case studies of modern security incidents.

CYB 765. Cybersecurity Management. 3 Credits.

Covers management of cybersecurity policies and strategies at the organizational, national, and transnational levels. Examines the implications of key domestic and international regulations and changes in information technology and communications on security operations. Includes development of organizational security preparation, processes, and responses, and developing a disaster recovery program.

P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 715, and CYB 720.

CYB 770. Security Architecture. 3 Credits.

Focuses on security architectures for the protection of information systems and data. Students completing this course can identify potential vulnerabilities in system architectures and design secure architectures. Topics include common enterprise and security architectures and their key design elements, such as secure cloud computing and virtualization infrastructures.

P: CYB 703.

CYB 775. Applied Cryptography. 3 Credits.

Provides an in-depth study of modern cryptography. Topics include public key and private key cryptography, types of attacks, cryptanalysis, perfect secrecy, hashing, digital signatures, virtual private networks, and quantum key cryptography. Topics from number theory and discrete probability necessary for understanding current cryptosystems and their security will be covered.

P: CYB 710.

CYB 780. Software Security. 3 Credits.

Covers the foundations of engineering secure applications, including techniques used to engineer secure software and assess the security of applications. Topics include exploiting web vulnerabilities, secure development processes, implementing security features such as secure data storage and transmission, threat modeling, security requirements, code analysis, and penetration testing.

CYB 785. Cyber Physical System Security. 3 Credits.

Covers the fundamentals and techniques to design and implement cyber-physical systems. Topics include the architecture of cyber-physical systems, exploiting software vulnerabilities, secure coding, microservices security, cloud services security, reverse engineering, security assessment of cyber-physical systems, and data analytics for security.

P: CYB 775.

CYB 789. Cybersecurity Pre Capstone. 1 Credit.

Prepares student for capstone experience. Drawing on skills learned, students will submit a written project proposal - with organization, timeline, learning objectives, and specific deliverables identified - for faculty approval. This course is a pre-requisite for the capstone course.

P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 710, CYB 715, CYB 720.

CYB 790. Cybersecurity Capstone. 3 Credits.

Students present project identified in Capstone Preparation and submit a written report plus oral presentation to both faculty and host organization.

Students will be assessed on clarity and content of written report and presentation.

P: CYB 789.

Data Science (DS)

Courses

DS 700. Foundations of Data Science. 3 Credits.

This course provides an introduction to data science and highlights its importance in business decision making. It provides overview of commonly used data science tools along with spreadsheet, database, statistics and programming assignments to lay the foundation for data science applications.

Fall and Spring.

DS 705. Statistical Methods. 3 Credits.

Statistical methods and inference procedures will be presented in this course with an emphasis on applications, computer implementation, and interpretation of results. Topics include simple and multiple regression, model selection, correlation, moderation/interaction analysis, logistic regression, chi-square test, ANOVA, Kruskal-Wallis test, MANOVA, factor analysis, and canonical correlation analysis.

P: DS 700

Fall and Spring.

DS 710. Programming for Data Science. 3 Credits.

Introduction to programming languages and packages used in Data Science.

Fall and Spring.

DS 715. Data Warehousing. 3 Credits.

Introduces the concepts and techniques to work with and reason about subject-oriented, integrated, time-variant, and nonvolatile collections of data in support of management's decision-making process.

Fall and Spring.

DS 730. Big Data: High-Performance Computing. 3 Credits.

This course will teach students how to process large datasets efficiently. Students will be introduced to non-relational databases. Students will learn algorithms that allow for the distributed processing of large data sets across clusters.

P: DS 710

Fall and Spring.

DS 735. Communicating About Data. 3 Credits.

This course will prepare you to master technical, informational and persuasive communication to meet organizational goals. Technical communication topics include a study of the nature, structure and interpretation of data. Informational communication topics include data visualization and design of data for understanding and action. Persuasive communication topics include the study of written, verbal and nonverbal approaches to influencing decision makers.

Fall and Spring.

DS 740. Data Mining. 3 Credits.

Data mining methods and procedures for diagnostic and predictive analytics. Topics include association rules, clustering algorithms, tools for classification, and ensemble methods. Computer implementation and applications will be emphasized.

P: DS 700 and DS 710

Fall and Spring.

DS 745. Visualization and Unstructured Data Analysis. 3 Credits.

This course covers two aspects of data analytics. First, it teaches techniques to generate visualizations appropriate to the audience type, task, and data. Second, it teaches methods and techniques for analyzing unstructured data - including text mining, web text mining and social network analysis.

P: DS 740

Fall and Spring.

DS 760. Ethics of Data Science. 3 Credits.

This course explores ethical issues related to data science, including privacy, intellectual property, security, and the moral integrity of inferences based on data.

P: DS 740

Fall and Spring.

DS 776. Deep Learning. 3 Credits.

Introduction to the theory and applications of deep learning. The course begins with the study of neural networks and how to train them. Various deep learning architectures are introduced including convolutional neural networks, recurrent neural networks, and transformers. Applications may include image classification, object detection, and natural language processing. Algorithms will be implemented in Python using a high-level framework such as Pytorch or TensorFlow.

P: DS 740

Fall and Spring.

DS 780. Data Science and Strategic Decision Making. 3 Credits.

The course will investigate the use of data science findings to develop solutions to competitive business challenges. Case studies will be reviewed to examine how data science methods can support business decision-making. A range of methods the data scientist can use to get people within the organization onboard with data science projects will be reviewed.

Fall and Spring.

DS 785. Capstone. 3 Credits.

Capstone course in which students will develop and execute a project involving real-world data. Projects will include: formulation of a question to be answered by the data; collection, cleaning and processing of data; choosing and applying a suitable model and/or analytic method to the problem; and communicating the results to a non-technical audience.

P: DS 700, DS 705, DS 710, DS 715, DS 730, DS 735, DS 740, DS 745, DS 775

Fall and Spring.

Economics (ECON)

Courses

ECON 505. Environmental Economics. 3 Credits.

This interdisciplinary course examines environmental issues through an economic lens, focusing on the complex interactions of human activity, environmental systems, and resource management. The curriculum provides rigorous investigation of economic theory influencing natural resource allocation, market handling of environmental externalities, and the distinction between economic efficiency and social optimality. The course challenges conventional thinking and harnesses the power of individual incentives and markets to inform policy decisions for sustainability. Activities facilitate active learning of core concepts for evaluating trade-offs around resource usage. Students emerge with practical understanding of economics as a pragmatic tool for environmental advocacy, equipped to tackle profound local and national sustainability challenges. The course is accessible to interdisciplinary backgrounds, with foundational readings providing grounding in economics basics where needed. Discussion emphasizes applicability of economic principles to real-world environmental problems and solutions.

Fall Only.

ECON 713. Environmental Economics and Sustainability. 3 Credits.

Addresses public policy issues related to energy and other natural resources from the perspective of environmental economics. Topics include fossil energy, nuclear energy, solar and other alternative sources of energy; natural resources ranging from soil, water and minerals to wildlife, forests and parks. Societal concerns with appropriate resource utilization require a recognition that such usage must be consistent with long-term sustainability of planetary resource endowments.

P: gr st; REC: Pu En Af 608 and Env S&P 752.

Fall Only.

Education (EDUC)

Courses

EDUC 515. Teaching English as a Second Language. 3 Credits.

Basic methods of teaching English to non-native speakers and the underlying theories from linguistics, psychology, education and sociolinguistics; development and evaluation of lessons for the ESL classroom.

P: graduate status

Fall Only.

EDUC 519. Adolescent Literature in Middle and Secondary School Reading. 3 Credits.

Design and content of effective adolescent literature programs; analysis and evaluation of adolescent literature; current practices in literacy curricula; adolescent literature and personal development; literature and social issues.

P: gr st.

Spring Odd.

EDUC 528. Disciplinary Language and Literacy Development. 3 Credits.

This course uses a systemic functional linguistics perspective to prepare teachers to attend to disciplinary language and literacy within content instruction. Students also study English Language Development standards, gain familiarity with formative and summative English language proficiency assessments in K-12 settings, and learn strategies for language-focused instruction within content-based context.

REC: EDUC 527

Spring.

EDUC 540. Introduction to Learning Disabilities and Emotional Disturbance. 3 Credits.

This course will provide students with the history, definitions, etiology, methodology and programming options for students with learning and/or emotional disabilities.

P: gr st.

EDUC 541. Normal and Abnormal Language Development. 3 Credits.

Introduction to communication and normal and abnormal language development in relationship to cognitive development.

P: gr st.

EDUC 542. Teaching Methods for Diverse Learners. 2 Credits.

A study of instructional methods and materials for teaching diverse learners.

P: gr st.

Fall Odd.

EDUC 543. Educational Assessment. 2 Credits.

This course will focus on the study of the principles, procedures, interpretation, and administration of formal and informal student assessment.

P: gr st.

Fall Odd.

EDUC 544. Principles of Career and Vocational Education. 1 Credit.

This course will focus on the study of curriculum and instructional approaches that contribute to the preparation for the world of work.

P: gr st.

Fall Odd.

EDUC 545. The Exceptional Child in Regular Education. 3 Credits.

This course will focus on the study of instructional techniques and programming options designed to increase the success of students learning and/or behavior disabilities served within inclusionary settings.

Fall and Spring.

EDUC 546. Collaborative Strategies for Working w/Colleagues, Parents, Community. 2 Credits.

This course will focus on the study of collaborative models and practices used within a variety of educational and relevant community settings and help students to develop the communications skills necessary to interact effectively with individuals in schools, agencies, and the community. P: gr st.

P: gr st.

EDUC 547. Classroom and Behavior Management Strategies. 2 Credits.

This course will address various theories and models for organizing and maintaining an effective classroom as well as strategies for working with individuals and groups. P: gr st.

P: gr st.

EDUC 552. Social and Family Influences on Development and Learning. 3 Credits.

This course is designed for future and currently practicing teachers and other professional members of community organizations. The goal is to develop a better understanding of the many social influences in young children's development that lead to success or failure in school. Factors in the lives of children which lead to positive or negative outcomes in childhood and beyond will be identified; their influence will be explained within such frameworks and approaches as Erikson's theory of psychosocial development and family systems theory. Strategies for helping children and their families as well as knowledge of community resources will be stressed.

P: graduate status

Fall and Spring.

EDUC 606. Evaluation and Testing in Education. 2-3 Credits.

Techniques for constructing tests and measurement systems; statistical procedures applied to classroom data; monitoring and assessing individual and group learning situations; using and interpreting data from standardized tests. P: gr st. (SO)

P: gr st.

Spring Odd.

EDUC 615. Counseling Role of the Classroom Teacher. 3 Credits.

Specific counseling and guidance skills necessary for guidance effectiveness of the classroom teacher and their implementation in the classroom. P: gr st.

P: gr st.

EDUC 616. Principles of Coaching. 3 Credits.

The materials, drills, offenses, and defenses of specific sports gained through the literature of the field, personal interviews and observations, staff lectures and/or conferences.

Fall Only.

EDUC 617. Philosophy of Athletics and Coaching. 3 Credits.

This course is designed to enable students to develop their philosophies of coaching. A thorough examination of the role of athletics in education and/or society is integral. An attempt is made to assure that the prospective coach has objectives that are consistent with our educational systems.

Fall Only.

EDUC 618. Organization and Administration of Athletics. 3 Credits.

This course is designed to encompass the various phases of organizing and administering of an athletics program with application to interscholastic, collegiate and nonacademic environments such as sports clubs and public athletics. This course will focus on real-world leadership issues such as hiring coaches; budget development; retaining officials; recruiting workers for athletics contests; booster club coordination; and supervision of coaches and athletics.

Spring.

EDUC 619. Field Experience in Coaching. 3 Credits.

Culminates study and preparation for practical coaching experience. Participation in practice, competitive and other coaching experiences under the supervision of an experienced cooperation coach. Student coach maintains daily log and consults with and is observed by CCP adviser.

Spring.

EDUC 620. Workshop in Economics Education. 1-3 Credits.

Workshop is designed to provide information on selected current economic topics and concepts; enables educators to examine new print and non-print instructional materials and curriculum guides; and develop learning activities appropriate to their instructional responsibilities. Different topics are selected each year for focus. Topic will be identified by subtitle with each offering. May be repeated for credit. P: May be repeatable for credit. None.

EDUC 621. Literacy and Language Development in Young Children. 3 Credits.

Acquisition of reading skills and development of language in preschool through primary grades; analysis of instructional and diagnostic strategies for listening and reading comprehension, vocabulary development, word identification strategies and approaches to beginning reading.

P: Admission to teacher education and EDUC 361 (or concurrent enrollment); Concurrent enrollment with EDUC 307 and EDUC 309

Fall and Spring.

EDUC 622. Reading in the Content Areas. 3 Credits.

Practical guidelines for classroom teachers in subject areas--English, social studies, mathematics, science, etc.; suggestions for teaching reading and study skills related to content, specialized and technical vocabulary; dealing effectively with reading problems in the content areas as it relates to the Common Core State Standards (CCSS).

P: graduate status

Fall and Spring.

EDUC 646. Trends in Bilingual Education. 3 Credits.

Designed for pre-service teachers and practicing educators, this course is a comprehensive approach to the current trends in Bilingual Education (Spanish/English) that bridges pedagogical theory and practice. Students will be introduced to essential concepts and theories, including effective teaching methodologies, curriculum design and assessment tools. This course will help students develop a sociocultural perspective about the contexts and realities of bilingual learners.

Spring.

EDUC 652. Principles of Middle Level Education. 3 Credits.

This course provides students with an introductory understanding of the philosophy and organization of middle level education. Emphasis is directed toward programmatic considerations. P: gr st and exper in educ. (F,S)

P: gr st and exper in educ.

Fall and Spring.

EDUC 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: cons of instr & prior trip arr & financial deposit.

EDUC 701. Reflective Inquiry. 4 Credits.

Participants will gain knowledge, skills and dispositions appropriate to engage in systematic oral and written reflection on their educational practice and the role of classroom-based inquiry.

P: gt st and adm to Ms Tch Lrn.

Fall Only.

EDUC 702. Approaches to Educational Inquiry. 4 Credits.

Participants will gain relevant knowledge, skills, and dispositions regarding approaches to inquiry and educational research related to specific areas and questions.

P: EDUC 701 and gr st and adm to MS TCH LRN

Spring.

EDUC 703. Contemporary Issues and Historical Contexts. 4 Credits.

Participants will share the challenges and questions as they progress with their individual research projects. Course content will support the development of knowledge related to educational research within a multiple perspective approach.

P: EDUC 702 and gr st and adm to MS TCH LRN

Fall Only.

EDUC 704. Applied Educational Leadership. 3 Credits.

Participants will gain knowledge, skills, and dispositions in leadership, educational reform, and systems theory. Course content will focus on the environments and processes that lead to meaningful change, and the design of an individual plan.

P: EDUC 703 and gr st and adm to MS TCH LRN

Spring.

EDUC 705. Pathway to Understanding Literacy. 2 Credits.

Teaching methods in developmental reading: nature of the reading process, reading readiness, vocabulary, comprehension and study-skills development. Techniques for diagnosis and instruction of diverse learners. Develops a language arts model, rationale, basic processes and skills and assessment procedures for the language arts classroom.

P: graduate status.

EDUC 706. Doctoral Inquiry. 3 Credits.

Introduction to inquiry in the field of leadership and policy analysis for first semester doctoral students. Provides an introduction to research through engagement with ideas, including identifying and framing meaningful problems, fundamentals of research design, and key challenges in conducting disciplined inquiry.

P: graduate status

Fall Even.

EDUC 709. Effective Schools. 3 Credits.

An in-depth review and analysis of the growing body of educational research literature that identifies elements and conditions present in effective schools. Participants develop ways of assessing the extent to which these elements are present in schools and explore implications for school practices.

P: gr st.

P: graduate status.

EDUC 710. Practicum in Effective Instructional Skills. 3 Credits.

For teachers and supervisors currently involved in schools: analysis and application of effective teaching concepts and skills, including teacher demonstrations and simulations.

Spring.

EDUC 713. Leadership Field-Based Application. 4 Credits.

Supervised field leadership field experience in the organization or institution.

P: EDUC 706, 717, 719

Spring.

EDUC 714. Workshop in High School Program Development. 2 Credits.

Selected topics for the professional educator in curriculum, instructional procedures, and evaluation of middle level program development. Current issues, philosophical trends, and rationale are discussed. Variable content; may be repeated for credit with different topics. P: May be repeatable for credit. gr st.

P: graduate status.

EDUC 715. Workshop in Program Development in Middle Level Education. 2-3 Credits.

Selected topics for the professional educator in curriculum, instructional procedures, and evaluation of middle level program development. Current issues, philosophical trends, and rationale are discussed. P: May be repeatable for credit. gr st.

P: graduate status.

EDUC 717. Organizational Theory and Behavior. 3 Credits.

This course is designed to expose the student to the fundamental principles with which to understand human behavior inside public organizations. The course examines various theories developed in an attempt to explain and predict employee behavior in an organizational context. This course investigates individual and interpersonal behavior in organizations, including personality, decision-making, personal perceptions, teamwork, conflict, leadership, power, ethics and influence. In addition, this course seeks to analyze organizational-level factors affecting behavior, including change management, internal reward systems, culture, and organizational communication.

P: EDUC 706 and EDUC 719

Spring.

EDUC 718. Leading Diverse Organizations. 3 Credits.

This course is designed to provide leaders with the knowledge and tools they need to facilitate a culture of diversity, equity and inclusion.

P: EDUC 706, 717

Fall Only.

EDUC 719. Leadership for Equity and Social Justice. 3 Credits.

This course will prepare candidates in the coordination and effective utilization of services in context of student diversity with attention to values, theory, and research underlying leadership and policy through the lens of social class, gender, sexual orientation, disability and race.

P: EDUC 706 or concurrent enrollment

Fall Even.

EDUC 730. Issues & Trends for Educating Students w/Exceptional Educ Needs. 3 Credits.

Relevant issues and practices which impact the education of students with exceptional needs including gifted and talented, handicapped, and at-risk populations. P: gr st.

P: graduate status.

EDUC 740. Supervision of Instruction. 3 Credits.

This graduate class examines functions of supervision, inclusive of personnel evaluation and professional development. Skill development in communications and human relations for school supervisors are included. P: gr st.

P: graduate status.

EDUC 750. Statistical Methods Applied to Education. 3 Credits.

Types of measures, data organization and display, measures of central tendency, variability, location, and correlation, hypothesis testing and interval estimation for common statistics in one and two sample cases. Introduction to analysis of variance and chi-square. P: gr st. (FO)

P: graduate status

Fall Odd.

EDUC 765. Diagnosis of Reading Difficulties. 3 Credits.

Comprehensive and accurate diagnosis of moderate to severe reading disabilities and associated learning, language, or behavior disorders through the use of formal and informal instruments. Students complete an intensive diagnosis of a student's reading ability, a comprehensive report specifying the results of the evaluation, and a prescription for future remediation of reading problems. P: gr st; REC: Adm Sci 753. (SE)

P: gr st; REC: Adm Sci 753.

Spring Even.

EDUC 772. Contemporary Educational Thought. 4 Credits.

A critical examination of current thinking of educators, critics, social scientists, philosophers, and others as related to schools and schooling. Topics, problems, controversies and issues related to education at the local, national, and international level will be included for discussion and consideration. Fall Only.

EDUC 780. Foundations of Curriculum. 3 Credits.

This course for experienced educators will focus on the philosophical, sociological, historic and psychological underpinnings of curriculum design, development and evaluation for the elementary, secondary and VTAE educator. The course will examine the forces influencing curriculum development and identify issues related to curriculum design and development. P: gr st and exper with elem, sec or WTCS educ.

P: gr st and exper with elem, sec or WTCS educ.

EDUC 781. School Profiling for Site Based Management. 3 Credits.

The purpose of this course is to train teachers and principals to gather, summarize, and analyze data related to important building level educational outcomes. Outcomes in the area of student achievement, social behaviors, and parent, staff, and student attitudes will be measured and analyzed. The course is intended to facilitate school improvement at the building level through data driven decision making. P: gr st.

P: graduate status.

EDUC 783. SELECTED TOPICS. 1-4 Credits.

This course is designed for topics that are not part of the regular curriculum.

P: graduate status.

EDUC 785. Curriculum and Instruction as a Field of Inquiry. 3 Credits.

An inquiry approach to the content of curriculum and instruction: develops skills in interpreting and using research and provides a framework related to origin, development, and basis of curriculum and instruction. P: gr st.

P: graduate status.

EDUC 786. Current Issues and Trends in Curriculum and Assessment. 2 Credits.

Overview of all assessment methods, curriculum and instructional planning based on assessments.

Fall Only.

EDUC 788. The Teacher and the Law. 3 Credits.

Concerns of teachers relating to tenure, non renewals, due process, free speech, student rights, and potential liability; the administration of collective bargaining in education; brief introduction to the statutory regulation and financing of school systems. This course will consider these topics with an emphasis on Wisconsin. P: gr st.

P: graduate status.

EDUC 795. Special Topics. 1-4 Credits.

A course offered by graduate faculty in response to a special need and which is not intended to become a regular part of the graduate curriculum. The title of the specific topic is announced in the Timetable and is entered on the transcript of students who enroll. This course may be repeated with a change in topic. Subject to adviser's approval, three credits may be applied to meet UW-Green Bay credit requirements in a cooperative program with the possibility of a maximum of three additional credits. P: May be repeatable for credit. gr st.

P: graduate status.

EDUC 797. Internship. 1-6 Credits.

P: graduate status

Fall and Spring.

EDUC 798. Independent Study. 1-3 Credits.

Reading and research under the supervision of a member of the graduate faculty. Independent study credits may only be earned when included as part of an approved program plan. P: May be repeatable for credit. gr st. (F,S)

P: graduate status

Fall and Spring.

EDUC 799. Thesis or Project. 1-6 Credits.

P: gr st and thesis proposal on file.

Fall and Spring.

EDUC 801. Seminar in Leading with Emerging Technologies. 3 Credits.

Students investigate how leaders use technology tools and systems to improve efficiencies and effect change.

P: EDUC 706.

EDUC 806. Research Design and Methodologies. 3 Credits.

Role of theory and hypothesis testing in research. Introduction to research problems, questions, hypotheses, variables, constructs, definitions, measurement, research and experimental designs, sampling, descriptive statistics, proposal writing, types of research and statistical computing. Critical analysis of published research.

P: EDUC 706

Spring.

EDUC 808. Introduction to Quantitative Methods. 3 Credits.

Utilize the concepts and methods of quantitative social science research to conduct research on issues. Topics include hypothesis testing, statistical inference, point estimates, graphic and numerical data displays, correlation and regression.

P: EDUC 706 and EDUC 806

Fall Only.

EDUC 809. Advanced Qualitative Methods. 3 Credits.

Focus on research design, the major qualitative methods and techniques used in field research, data analysis and ethical challenges in conducting research.

P: EDUC 706 and 806

Spring.

EDUC 811. Seminar: Immersive Leadership Experience. 4 Credits.

An on-campus campus residency experience in leadership. This course will be the final course in sequence prior to dissertation.

P: EDUC 706, 719, 718.

EDUC 888. Dissertation Project Seminar. 4 Credits.

Students are guided by supervised professionals on building research projects and preparing their dissertation proposal. This course will include a qualifying individual assessment and approved dissertation proposal.

P: EDUC 706 and 811

Fall and Spring.

EDUC 895. Special Topics. 3 Credits.

A course offered by graduate faculty in response to a special need and which is not intended to become a regular part of the graduate curriculum.

P: EDUC 706 or concurrent enrollment

Fall and Spring.

EDUC 897. Internship. 1-4 Credits.

Arranged internship experience.

P: EDUC 706

Fall and Spring.

EDUC 898. Independent Study. 1-4 Credits.

Guided readings and research

P: EDUC 706

Fall and Spring.

EDUC 899. Dissertation. 1-6 Credits.

Students will work on the dissertation independently as well as meet consistently with a dissertation advisor. Students complete and defend the dissertation project.

P: Successful completion of EDUC 888

Fall and Spring.

English (ENGLISH)

Courses

ENGLISH 731. Advanced Topics in Shakespeare. 3 Credits.

Advanced exploration of the historical context, printing, scholarship, and staging of Shakespeare's plays in a variety of genres, working toward a robust final project.

P: completed BA, BFA, or BS or permission of Instructor.

ENGLISH 736. Advanced Study of Major Figures. 3 Credits.

Advanced exploration of the historical context, criticism, scholarship, and legacy of an iconic literary figure (i.e., Sherlock Holmes) or a major author (i.e., Toni Morrison). Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.

P: completed BA, BFA, or BS; or permission of Instructor.

ENGLISH 764. Advanced Topics in Literature. 3 Credits.

Advanced study of topics, through literature, with a focus on literary forms, historical contexts, scholarly research, and analysis. Topics may include subjects (i.e., the illustrated book), genres (i.e., mysteries), themes (i.e., LGBTQ identity), and adaptations (i.e., Cinderella from Grimm to gif). Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.

P: Completed BA, BFA, or BS.

Entrepreneurship (ENTRP)

Courses

ENTRP 573. Entrepreneurial Finance. 3 Credits.

This course introduces the graduate student to the entrepreneurial finance topics of self-funding, friendly funding, seed funding, microlending and microlenders, debt financing, equity financing and other nonbank financing sources, sources and uses of funds, startup financial statement development and projections, debt and equity term sheets, valuations, and starting the bookkeeping process.

P: Graduate status

Fall Only.

ENTRP 686. Design Thinking and Developing Business Models. 3 Credits.

Studying design thinking and business models is crucial for entrepreneurs, managers, and designers seeking to develop innovative solutions that address real-world problems. It enables them to approach problem-solving in a structured and human-centered way, focusing on the needs and wants of users. In this course, students will learn how to create a business model, refine that model, and develop a plan for a new venture. Students will learn about several different tools for launching for-profit companies, creating social enterprises, or creating value within existing companies. Students will learn to use tools such as Idea Napkin, Ad-Libs, Value Proposition Canvas, Business Model Canvas, Lean Model Canvas, Blitzscaling Canvas, etc., to create innovative business models.

Spring.

Environmental Science & Policy (ENV S&P)

Courses

ENV S&P 701. Perspectives in Environmental Science and Policy. 1 Credit.

Introduces new Environmental Science & Policy graduate students to program requirements, expectations, resources, and faculty members.

P: graduate status

Fall and Spring.

ENV S&P 702. Stable Isotopes in the Environment. 1 Credit.

Stable isotope analysis has become a standard tool in the sciences. The natural variability in non-radioactive (stable) isotopes corresponds to specific physical and biological processes throughout the global Earth System. This course explores the basics of stable isotope chemistry, with most of the course dedicated to examples of their application across several scientific fields.

P: None. REC: CHEM 211 and CHEM 212

Spring Odd.

ENV S&P 715. Seminar in Ecology and Evolution. 1 Credit.

This graduate course provides a forum for discussion of contemporary ideas in ecology and evolution. Students and faculty discuss weekly readings in an informal atmosphere. Topics are chosen from the current scientific literature; examples from recent semesters include ecosystem stability, competition and coexistence, group selection, trophic dynamics, and complex species interactions.

P: gr st.

Fall and Spring.

ENV S&P 724. Hazardous and Toxic Materials. 3 Credits.

The handling, processing, and disposal of materials which have physical, chemical, and biological properties that present hazards to human, animal, and plant life; procedures for worker safety and for compliance with regulations. The metals and nonmetals, carcinogens, radioactive materials, and pathogenic human, animal, and plant wastes.

P: Graduate status

Spring Odd.

ENV S&P 731. Freshwater and Marine Policy & Law. 3 Credits.

This course examines fisheries policy, law, and administration in both freshwater and marine ecosystems. It covers environmental and administrative decision-making and various contemporary fisheries resource management problems and conflicts.

Fall Even.

ENV S&P 732. Wildlife Law and Policy. 3 Credits.

This course examines wildlife policy, law, and administration from multiple perspectives. It covers environmental and administrative decision-making and various contemporary resource management problems and conflicts.

Fall Odd.

ENV S&P 740. Ecology and Management of Ecosystems. 3 Credits.

This course addresses our current scientific understanding of ecosystems, and the application of this knowledge for the sustainable management of both human dominated and natural ecosystems and the biodiversity that they support.

P: gr st.

Spring Even.

ENV S&P 743. Ecology and Analysis of Communities and Landscapes. 3 Credits.

Community and landscape ecology move beyond the consideration of single species and their populations, emphasizing interactions among species and variation in space and time. Concepts and methods will be studied through lectures, readings, discussions, and practical analytical applications.

P: gr st; REC: prior cse in ecological studies and statistics.

Spring Odd.

ENV S&P 750. Fish and Wildlife Law and Policy. 3 Credits.

This course examines fisheries and wildlife policy, law, and administration from multiple perspectives. It covers environmental and administrative decision-making and various contemporary resource management problems and conflicts.

P: None. REC: ENV S&P 752

Fall Only.

ENV S&P 752. Environmental Policy and Administration. 3 Credits.

The political and institutional aspects of environmental policy-making and implementation, including issues in environmental policy analysis. Emphasis is on national policy processes in the United States, but attention is given also to global and state and local environmental problems and public policy.

P: gr st.

Fall Odd.

ENV S&P 755. Environmental Data Analysis. 4 Credits.

This course emphasizes the principles of data analysis using advanced statistical software (such as R, SAS, etc.). It employs primarily environmental examples to illustrate procedures for elementary statistical analysis, regression, analysis of variance and nonparametric statistics.

P: intro stats cse and grad st.

Fall Only.

ENV S&P 763. Capstone in Environmental Science and Policy. 3 Credits.

Capstone course of the program in Environmental Science and Policy. This course provides an overview of contemporary topics in global environmental change from the local to global scale, with emphasis placed on scientific evidence, policy approaches, public attitudes, and sustainable solutions. Both policy and scientific aspects of the topics are addressed.

P: major in Ms Env Sci and grad earned cr > or = 17.

Spring.

ENV S&P 767. Environmental Technology and Analysis. 3 Credits.

This course addresses our current scientific understanding of environmental remediation, waste transformation, utilization and disposal, as well as the chemical, biological and geological aspects of ground or surface water systems. Emphasis is on evaluating alternative technologies and strategies for generating ecologically sustainable systems.

P: enrollment in ES&P graduate program or instructor approval

Spring Odd.

ENV S&P 783. VARIABLE CONTENT. 1-4 Credits.

P: gr st.

ENV S&P 795. Special Topics. 1-3 Credits.

Topics vary.

P: graduate status.

ENV S&P 797. Internship. 1-6 Credits.

Field experience in Environmental Science & Policy.

P: gr st and internship proposal on file

Fall and Spring.

ENV S&P 798. Independent Study. 1-3 Credits.

P: gr st.

Fall and Spring.

ENV S&P 799. Thesis. 1-6 Credits.

P: gr st and thesis proposal on file.

Fall and Spring.

Environmental Science (ENV SCI)

Courses

ENV SCI 505. Environmental Fate and Transport. 4 Credits.

Physical and chemical aspects of natural environmental processes. The movement, transformation, and fate of materials and contaminants.

P: graduate status

Spring.

ENV SCI 518. Pollution Control. 3 Credits.

Government regulations, manufacturing processes, waste minimization, pollution prevention methods and pollution control techniques of major industries.

P: gr st.

Fall Only.

ENV SCI 520. The Soil Environment. 4 Credits.

The physical, chemical and biological properties and principals of soils; formation, classification and distribution of major soil orders; function and management of soils in natural, agricultural and urban environments. Includes field and laboratory experiences.

P: gr st.

Fall Only.

ENV SCI 523. Pollution Prevention. 3 Credits.

Emphasizes principles of pollution prevention and environmentally conscious products, processes and manufacturing systems. Also addresses post-use product disposal, life cycle analysis, and pollution prevention economics.

P: gr st.

Spring Odd.

ENV SCI 530. Hydrology. 3 Credits.

Qualitative study of the principal elements of the water cycle, including precipitation, runoff, infiltration, evapotranspiration and ground water; applications to water resource projects such as low flow augmentation, flow reregulation, irrigation, public and industrial water supply and flood control.

P: gr st.

Fall Only.

ENV SCI 535. Water and Waste Water Treatment. 3 Credits.

Water and waste water treatment systems, including both sewage and potable water treatment plants and their associated collection and distribution systems. Study of the unit operations, physical, chemical and biological, used in both systems.

P: graduate status

Spring.

ENV SCI 537. Environmental GIS. 3 Credits.

This is a project based course where students conduct geospatial data manipulation, analysis and management with a suite of GIS software tools and web-based GIS interfaces. Students will learn about a range of applications of remotely sensed and other geospatial data to natural science problems.

Through the course project, students will create a functional GIS to study or model an environmental phenomena or problem.

P: Graduate status and previous GIS experience

Fall and Spring.

ENV SCI 601. Stream Ecology. 4 Credits.

The goal of this course is to develop a profound understanding of the abiotic and biotic processes responsible for shaping the ecosystem in running waters. Focus will be on ecological processes, but nutrient dynamics and fluid mechanics are also important issues as well as the fauna associated to the streambed, mainly macro invertebrates and their ecological role. Theory will be combined with hands on experience providing the student with a tool to manage a stream based on ecological principles.

P: graduate status
Fall Even.

ENV SCI 603. Limnology. 4 Credits.

Limnology is a broad sub-discipline of ecology that is the study of the structural and functional interrelationships of organisms of inland waters as they are affected by their dynamic physical, chemical and biotic environments. In this course, we will examine the dominant organizing principles and the current conceptual advances in the field of limnology focusing on lakes.

P: graduate status
Fall Odd.

ENV SCI 615. Solar and Alternate Energy Systems. 3 Credits.

Study of alternate energy systems which may be the important energy sources in the future, such as solar, wind, biomass, fusion, ocean thermal, fuel cells and magneto hydrodynamics.

P: graduate status
Spring Even.

ENV SCI 624. Hazardous and Toxic Materials. 3 Credits.

The handling, processing, and disposal of materials which have physical, chemical, and biological properties that present hazards to human, animal, and plant life; procedures for worker safety and for compliance with regulations. The metals and nonmetals, carcinogens, radioactive materials, and pathogenic human, animal, and plant wastes.

P: Graduate status
Spring Odd.

ENV SCI 625. Global Climate Change. 3 Credits.

Examines changes in global climate with emphasis on the processes by which climate change occurs. Focuses on the recent changes in the concentration of atmospheric greenhouse gases and their impact on the earth's global energy budget. Examines the potential environmental impact of a changed climate.

P: Graduate Standing
Spring.

ENV SCI 633. Ground Water: Resources and Regulations. 3 Credits.

An overview of the geology, properties, flow, and pollution of ground water systems. Techniques of aquifer characterization and water quality monitoring are introduced and evaluated. Regulatory and policy approaches to moderate use and ensure adequate high quality supplies of this valuable resource in the future are also reviewed.

P: graduate status
Fall Even.

ENV SCI 634. Environmental Chemistry. 3 Credits.

Physical, chemical, and biological processes affecting the composition of air and water. Chemical reactions in polluted, and unpolluted environments; dispersal processes and methods of control for various pollutants.

P: graduate status
Fall Only.

ENV SCI 660. Resource Management Strategy. 3 Credits.

Application of the principles of systems analysis to the sustainable use of material and energy resources. Emphasis on use of analytical tools of economics (e.g. costs-benefit, cost-effectiveness, and risk-benefit analysis) and the process of public policy making and implementation.

P: gr st.
Fall and Spring.

ENV SCI 664. Atmospheric Pollution and Abatement. 3 Credits.

This course will provide students an understanding of atmospheric processes and weather patterns and how they affect pollutant transport. Sources, sinks, environmental effects, and abatement technologies for air pollutants will be addressed. Atmospheric reactions that create pollution or deplete stratospheric ozone will be included.

P: Graduate status
Fall Odd.

ENV SCI 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: cons of instr & prior trip arr & financial deposit.

Environmental Policy & Planning (EPP)

Courses

EPP 551. Water Resources Policy and Management. 3 Credits.

The world faces unprecedented challenges as vital water is used and abused, mismanaged and wasted. This course is a comprehensive analysis of the current state of water issues and future implications, introducing basics of water management and planning. Topics covered are: basic hydrological cycle, human impacts on the hydrologic cycle, water pollution, flood and drought, mining of aquifers, water conflicts, state water laws, historical municipal and irrigation development, dams and pipelines, water and wastewater treatment (and related laws), effects of land use, effects of climate change, FOOD-ENERGY-WATER nexus, economics of water, and contemporary strategies to improve water use and quality. Focus is mostly national, with many local and global examples.

P: gr st.

Spring.

EPP 579. Natural Resource Policy, Law, and Administration. 3 Credits.

This course examines public land and resources policy, law and administration from multiple perspectives. It covers environmental and administrative decision making and various contemporary resource management problems and conflicts. A number of substantive policy areas are examined including national forests, public rangelands, wildlife and biodiversity, and protected areas, among others. These substantive areas are approached and analyzed in a number of different ways.

P: graduate status.

EPP 650. Advanced Geographic Information Systems. 3 Credits.

Project-based course using ARC/INFO software. Students adopt a study area, develop data layers, analyze these data and develop GIS maps showing results of the analysis.

P: graduate status

Spring.

EPP 652. Planning Theory and Methods. 3 Credits.

Planning for public and not-for-profit agencies: theory and practical significance of planning; the political and administrative setting of planning operations; and methods of planning analysis such as strategic planning.

P: graduate status

Spring.

Finance (FIN)

Courses

FIN 646. Advanced Corporation Finance. 3 Credits.

Short-term and long-term financial decisions under risk and uncertainty; financial analysis planning and control; in-depth coverage of theories and applications of capital structure, cost of capital, dividend policies; working capital management; long-term financing decisions; valuation of mergers and acquisitions; international capital budgeting.

P: Graduate Standing and FIN 343 or an equivalent corporation finance course

Fall and Spring.

First Nations Education (FNED)

Courses

FNED 800. Introduction to Indigenous Education. 3 Credits.

This introductory course provides foundational knowledge for the doctoral program in First Nations Education. The course explores the traditional (precontact) world views of the Indigenous peoples of Turtle Island (North America) with an emphasis on the Nations now located in the western Great Lakes. The course begins with an overview of Indigenous emergence beliefs and practices. First Nations ecological knowledge is central to the course with a focus on original instructions and the traditional relationships of humans to the natural world. Intergenerational teaching and learning in the Four Hills of Life are introduced. Indigenous languages are examined throughout the class with an understanding of the relationship between language and world view. The course further examines the impact of Euro-American colonization on First Nations people, lifeways, and the environment. The impact of colonization on Indigenous social identities is explored with an examination of how colonization disrupted traditional understandings and the intersectionality of citizenship, gender, age, and ability. Decolonization is presented and explored in an effort to re-center Indigenous knowledge systems, educational practices, and ways of being to prepare the path for future generations.

FNED 801. Ancestral Leadership Ways of Leadership. 3 Credits.

This course in education leadership provides an in-depth examination of Indigenous governance and leadership in the tribal world. Sovereignty is a foundational concept for this course and is presented both as a governmental principle and an individual value practiced in daily life. The course begins with a survey of the ancient and historical governing structures of Indigenous people and examines leadership in multiple forms including traditional highly structured systems like that of the Nations of the Haudenosaunee to less formalized structures like those of the Anishinaabeg band system. The course examines the impact of Euro-American colonization and assimilation on traditional forms of leadership, governance, and the erosion of tribal sovereignty. The contemporary crisis in tribal leadership today is linked to colonial domination and the subordination of traditional Indigenous structures and value systems. The study and practice of traditional leadership offers an opportunity to decolonize contemporary structures by applying and practicing the ancient values and practices of consensus, distributive leadership, conflict resolution, and inclusiveness. This course prepares students to assume balanced leadership roles within their families, communities, and Nations.

P: FNED 800 or concurrent enrollment.

FNED 804. Indigenous Pedagogy. 3 Credits.

This course focuses on First Nations pedagogy as educational theory, method, and practice. Students will study and take part in Elder epistemology/ Elder learning theories. Students will study the origin and nature of Indigenous knowledge systems and the processes through which Indigenous knowledge is acquired and transmitted. The epic narratives of Indigenous groups will be examined as examples of Indigenous knowledge production, critical thinking, problem solving, and praxis. Students will read and discuss Paulo Freire's seminal work *Pedagogy of the Oppressed* in order to gain a deeper understanding of critical pedagogy and the challenges of western educational structures and outcomes. The course is designed to prepare students to address persistent educational challenges facing First Nations people today including the education achievement gap, truancy, retention and graduation rates, etc. The Four Rs framework as developed and articulated by Rosemary Ackley Christensen at UW Green Bay is presented as a teaching method and practice applicable in any K-16 classroom. Thus, students will take part in Indigenous educational methods that practice the Four Rs core values of the tribal world - respect, reciprocity, responsibility, and relationship.

P: FNED 800.

FNED 805. Generational Healing. 3 Credits.

This is a course in health and wellness in Indigenous education. With Euro-American colonization, Indigenous people experienced trauma resulting from culmination of: disease, warfare, land loss, removals and relocations, deprivation (starvation, poverty, sexual violence, etc.), economic dependency, breakdown of ancient family structures and communities; imposition of western religion, language, healing methods, social systems, government, diet/foods; and the disconnection from the Earth and other living beings. The impact is experienced today among First Nations people, families, and communities as evidenced in social problems that were virtually non-existent in traditional times. This course explores unresolved historical grief syndrome, post-apocalyptic stress syndrome among First Nations people, and the recent scientific research on the impact of trauma on child development and learning. Students will examine the impact of trauma as those who have both experienced trauma and as agents. The course explores generational healing through the pairing of Indigenous and non-Indigenous approaches to holistic wellness.

P: Successful completion of the following courses: FNED 800, 804, 820.

FNED 807. Indigenous Inquiry. 3 Credits.

This is a course in Indigenous research methods. The course examines the distinct concepts, thought patterns, theories, research methods, and standards of Indigenous research. Students will explore Indigenous research paradigms as grounded in knowledge that is interconnected to all living beings. Thus, the course begins with an exploration of the original forms of understanding and ways of knowing of First Nations people and an in-depth study of the origin beliefs of varied Indigenous groups. Embedded within the examination of origin beliefs is a discussion of the varied forms of original instructions given to humans regarding their purpose and place in the universe. The course is concerned with the development of Indigenous research paradigms and prepares students to apply them in academic and other professional settings. Within this approach, inquiry is examined beyond the realm of the intellect and is viewed as holistic - one that unifies, mind, matter, spirit, and emotion. The course bridges oral traditional knowledge, Elder epistemology, with practical research methods and skills. Students will collectively envision and contribute to the growing academic knowledge base defining and shaping Indigenous research paradigms. The course prepares practitioners to conduct research with integrity and humility.

P: Admittance into the First Nations Education Ed.D. program; FNED 800 and FNED 804.

FNED 820. Critical Analysis of Systemic Inequity: Social Justice Education. 3 Credits.

This course is an advanced and in-depth exploration of the issues of power and inequality in U.S. history including but not limited to racism, classism, sexism, homophobia, and linguicism. The historical survey of inequity becomes a foundation for addressing current issues from a variety of perspectives and possibilities. Key course concepts for social justice in education include cultural deficit frameworks, meritocracy, whiteness as social construct, color blindness and race neutrality, microaggressions, and the politics of epistemology. Students will examine historic and contemporary examples of educational institutions as mechanisms of social, political, and economic control. Examples will include U.S. American Indian boarding schools, school segregation, tracking, and vocational education. Students will engage in critical research, analysis, writing and development of programs in their field that strive to end oppressive practices and balance systemic inequities.

Acceptance into EdD program.

FNED 825. Relational Assessment. 2 Credits.

This course on education assessment draws upon Indigenous perspectives and prepares students to create their own assessment models based on an Indigenous paradigm. Educational assessment occurs in many forms. Educators and administrators must determine how they will use assessment as a tool for growth and change. Within any educational context key stakeholders must assess programs, departments, and student learning. The first step for each educator is to assess the educational context that they operate within. For Indigenous peoples, assessment may be bound by specific world views, historic contexts, and socio-economic conditions. The goals of any assessment can be created within the circle of a group of stakeholders who seek to achieve specific outcomes. For this course, students will develop models to assess their specific educational context both individually and as part of a team. This course is organized around the examination of four foundational questions: *¿* What is the educational context of your work? *¿* How does your work impact Indigenous education? *¿* What is Indigenous assessment? *¿* How will you assess your learning community using an Indigenous paradigm?

P: FNED 800

Fall Only.

FNED 826. Grant Writing. 2 Credits.

This is a hands-on course in grant writing. Developing effective grant writing skills are essential to acquire competitive funding for governmental agencies and private foundations. Writing a successful grant proposal is a blend of art and science. It requires basic knowhow, content knowledge, writing proficiency, strong research skills, creativity, and organizational ability, and networking ability. One of the first lessons that will be learned is successful grants emerge from working effectively with others to draw out ideas, capture those ideas to create a program or a plan for research, show how the plan is what is needed to respond to the "Request for Proposals," and package those ideas so that they make sense to the reviewers of the proposal. Grant writing is increasingly a team activity. Whether or not you obtain the funding is sometimes less important than the networking that you do as a part of developing a grant proposal. We will also explore the nuances of gathering and documenting data in First Nations communities, the importance of developing culturally competent evaluations, and the need for community input during the grant writing process. This course also provides students with the background necessary to develop a competitive funding proposal.

P: FNED 800.

FNED 830. First Nations Law and Policy. 3 Credits.

This course provides an in-depth study of First Nations law and federal Indian policy. The course begins with an examination of international laws of the contact era beginning with the Doctrine of Discovery and Right of Conquest. Treaty-making between the European and American government and First Nations people is examined to provide a foundation for understanding the current federal trust responsibility between tribes and the federal government. Federal Indian case law and congressional acts from the Marshall Trilogy through current rulings are examined in-depth with an emphasis on the impact of these laws and policies on First Nations people and communities. The course will also examine key policies in the history of Indian education, including: mission schools; tribally controlled schools; federal boarding schools; New Deal era reforms; public education; and self-determination.

P: FNED 800.

FNED 831. Qualitative Research Methods. 2 Credits.

This course explores a number of traditions of qualitative inquiry from both Indigenous and Western perspectives. The course begins with an overview of several methods of Western qualitative inquiry, with an emphasis on interpretive research methodologies, including interpretive phenomenology, (participatory) action research, and grounded theory. Interpretive methodologies are particularly suited to examining Indigenous ways of knowing given their reliance on narrative data and goal of interpreting the meaning-making of participants. Next, it introduces the growing body of Indigenous methods of qualitative inquiry and contrasts the two approaches. The course culminates with a research proposal where students identify a research question and select the approach most applicable to its examination while exploring potential areas for cultural bias and/or misunderstanding.

P: FNED 800.

FNED 832. Program Evaluation. 2 Credits.

Knowing how to work with evaluative data is essential to management of public-serving programs - to improve effectiveness, accountability, and even secure grants. This course enables students to develop a working understanding of and some key skills to conduct program evaluations and measure outcomes. Through readings, guided activities/tutorials/internet searches, and class discussions, students will learn the language and tools of the trade, including community assessment, needs assessment, process/formative evaluation, LEAN, outcome measurement, efficiency analysis, and impact evaluation. Students will learn how to identify program outcomes and set up logic models, essential skills for grant-seeking. We will discuss the political, social, and ethical considerations of conducting research in real-world settings. Cases and examples will be discussed and worked through including actual indigenous program evaluations. A highlight of the class is the opportunity for students to set up an actual comprehensive evaluation plan for an agency of their own choosing, obtain feedback, and refine the plan in preparation for actual implementation of their own evaluation.

REC: FNED 800.

FNED 834. Statistics Lab. 2 Credits.

This course will introduce students to statistical techniques with the intent that they will apply them to projects and classes in the Ed. D. in First Nations Education, in the careers they pursue, and in the larger communities. This class builds a bridge between indigenous perspectives and quantitative methodologies to assist students in becoming competent in understanding and interpreting statistical results presented in computer output, scholarly journals, grant applications, and authentic settings where data are presented. This course offers an approach to understanding statistics that reflects Indigenous worldviews with an emphasis on interconnection, statistics as present in the natural world, and storytelling and the oral tradition as a central element of statistical problem solving and the quantitative approach.

P: FNED 800, FNED 804, and FNED 807.

FNED 880. Special Topics in Indigenous Education. 1-3 Credits.

This is a variable content, doctoral level course in First Nations Education. Course is repeatable with change of topic; may be taken 2 times for a total of 6 credits.

P: FNED 800. REC: FNED 804.

FNED 898. Dissertation Project Seminar: Relational Knowledge and Praxis. 3-9 Credits.

Students enroll in dissertation seminar in year three. Students take 3 credits each term in fall, spring, and summer. This course meets face to face and with embedded field work. In the first term of the course, students prepare for and complete their individual written comprehensive exams and the all-cohort oral exam. Throughout the remainder of the course, in terms two and three, students build collaborative partnerships with communities and tribal partners to define an issue or problem. Students will examine the research literature and apply the findings of the literature to the issue. Students will design a project proposal addressing the issue. Students will prepare their dissertation project for UWGB IRB review and IRB review in the individual tribal communities, as appropriate. Each dissertation project must incorporate intergenerational learning. In other words, just as Ed.D. students have learned from oral traditional scholars throughout their coursework, they must, in turn, design a dissertation project that incorporates younger learners. Student can create an individual dissertation project. In addition, we will consider projects designed using the Ed.D. consultancy model and thematic groups model, whereby, students work to understand and address a problem in teams. At the end of year three and the completion of 9 dissertation seminar credits, students must successfully defend a written dissertation project proposal.

P: Successful completion of the following: FNED 800, 801, 804, 805, 807, 810, 820, 825, 826, 830, 831, 832, 834.

FNED 899. Dissertation Project. 3-6 Credits.

Students will continue working in the field, collaborating on a dissertation project that integrates and reflects individuals, families, organizations, communities, and Nations. Students working on the dissertation project will work independently as well as meet consistently with a dissertation advisor and in small groups with other dissertators. Students will complete the dissertation project. Students will prepare to defend the dissertation project outcomes.

P: Successful completion of FNED 898.

First Nations Studies (FNS)

Courses

FNS 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: cons of instr & prior trip arr & financial deposit.

Geoscience (GEOSCI)

Courses

GEOSCI 602. Sedimentology & Stratigraphy. 3 Credits.

Modern concepts and techniques used to study and interpret the origins and distribution of sediments and sedimentary rocks; principles of bio-stratigraphy and physical stratigraphy and sedimentology.

Fall Odd.

GEOSCI 621. Geoscience Field Trip. 1-3 Credits.

Intensive three or four-day field study tour of the geology, soils, and landscapes of Wisconsin and/or surrounding states. Each offering will focus on a different geological theme and will focus on a specific region. Cost of transportation, guidebook, meals, and lodging borne by student. Course is repeatable if topics differ; may be taken 6 times for a total of 9 credits.

P: graduate status

Fall and Spring.

GEOSCI 632. Hydrogeology. 3 Credits.

Introduction to the geological and physical principles governing ground water flow. Description of aquifer properties, chemical processes, equation of flow, well hydraulics, and environmental concerns.

P: graduate status

Spring.

GEOSCI 670. Glacial Geology & Landscapes. 3 Credits.

This course explores the extremes in environmental behavior which characterize the last 2.6 million years of Earth's history during the Pleistocene and Holocene Epochs. The course will provide students with the skills necessary to be able to recognize and describe glacial landforms, the materials of which they are composed, and the geologic processes by which they form.

P: GEOSCI 202. REC: GEOSCI 203.

Fall Even.

Graduate (GRADUATE)

Courses

GRADUATE 693. Thesis or Final Project Completion. 0 Credits.

Thesis or Final Project Completion for graduate programs.

GRADUATE 893. Dissertation Completion. 0 Credits.

This is a no-credit, dissertation completion course for doctoral degree programs.

P: Doctoral student status.

Human Resource Management (HRM)

Courses

HRM 700. Strategic Human Resource Management. 3 Credits.

This course provides an in-depth examination of the theories, concepts, and models of strategic human resource management. We examine available evidence on the effectiveness of HRM practices and the relationship between Strategic HRM and firm performance.

Spring.

Human Biology (HUM BIOL)

Courses

HUM BIOL 602. Human Physiology. 3 Credits.

Physiological functions of major human organs other than central nervous system: cell physiology, enzymes, cell energetics; muscle function; autonomic nervous system; endocrine system; blood, oxygen and circulatory system; immune system; kidney, digestion; and the role of physiology in diseases and medicine.

P: gr st.

Fall and Spring.

Humanistic Studies (HUM STUD)

Courses

HUM STUD 518. Topics in Linguistics/TESL. 3 Credits.

Analysis and discussion of topics of central importance in applied linguistics and Teaching English as a Second Language (TESL). Possible topics include: Teaching Grammar to ELLs; Second Language Pragmatics; Second Language Writing; and others.

P: gr st.

HUM STUD 519. Second Language Acquisition and Assessment. 3 Credits.

Overview of issues in second-language acquisition, including linguistic, cognitive, social, and affective factors. Students will examine and think about learner language, read research on learner language, and consider implications for second-language teaching.

P: graduate status

Fall Only.

HUM STUD 520. Language and Identity. 3 Credits.

This course explores the role that language attitudes and ideologies as well as identity play in the speech and patterns of language use of native speakers as well as those acquiring a second language. We will address these issues in relation to various immigrant groups in the US, with a special focus on Hispanic communities across the US. In addition, within the broader picture, we will look at the question of language use and identity construction; that is, the social meaning that certain variations in language have (i.e. power and solidarity traits) and the use that native speakers make of these variables to construct an identity.

P: graduate status

Spring.

HUM STUD 521. Sociolinguistics. 3 Credits.

The study of language in relation to society, including social and regional dialects, bilingualism and language contact, speech communities, the ethnography of language, and applications such as language policy and planning.

P: graduate status

Spring.

Health & Wellness Management (HWM)

Courses

HWM 700. Contemporary Health and Wellness Perspectives. 3 Credits.

Explore the determinants of health, health equity, and best practices in fostering holistic well-being. Students will use evidence-informed approaches to effectively promote individual and organizational well-being culture through multiple communication modalities. Explore the expectations and development of wellness professionals as agents of change.

P: graduate status

Fall and Spring.

HWM 705. Strategic Management for Wellness Managers. 3 Credits.

Determine an organization's strategic direction by evaluating the external environment and stakeholder needs, and taking inventory of what internal resources and capabilities are necessary. Use this information to establish specific actions, organizational structure and systems, ethical implications and the inclusive culture needed to achieve organizational goals.

P: graduate status

Fall and Spring.

HWM 710. Research and Data Analysis for Wellness Programs. 3 Credits.

Prepares students collecting and analyzing data and evaluating research for designing wellness programs. Students will: 1) identify the health and wellness needs of diverse audiences, 2) collect and evaluate data. Students will identify and utilize analytical tools for a given issue and consider the ethical implications of using these methods.

P: admitted into HWM degree or certificates

Spring.

HWM 715. Professional Communication for Wellness Managers. 3 Credits.

Understand the role of effective communication in health and wellness management. Apply multiple communication skills and tools tailored to a target audience to bring about change in an organizational or community context.

P: admitted into HWM degree or certificates

Fall and Spring.

HWM 720. Exercise and Nutrition in Health and Disease. 3 Credits.

This course covers the roles that physical activity, exercise, and nutrition play in health and the prevention, management, and treatment of common diseases. The course provides a practical understanding of the current guidelines and evidence-based practice in exercise and nutrition.

Fall and Spring.

HWM 725. Evidence-based Practices in Health and Wellness. 3 Credits.

Discover what evidence-based practice is and why it matters for health and wellness professionals. The course provides procedures and tools to explore reliable information about health determinants and intervention approaches (physical, mental, and social well-being). The course provides a practical application of the stages of evidence-based practice.

P: graduate status;admitted into HWM degree or certificates

Fall and Spring.

HWM 730. Holistic Aspects of Health. 3 Credits.

This course examines current population health issues by analyzing their biological, psychological, and social-environmental determinants. Taking a holistic focus, students apply evidenced-based approaches in health psychology. Students learn how to create and deliver effective evidence-informed messaging to address these issues and positively impact health outcomes.

P: admitted into HWM degree or certificates

Fall and Spring.

HWM 740. Health Systems and Policy for Wellness Managers. 3 Credits.

This course provides information pertaining to the US Health Care System with special emphasis on health and wellness. It provides an overview of the major public and private stakeholders including public health, insurance, and health care providers. Participants will examine how health policy impacts the design and financing of wellness programs.

Fall and Spring.

HWM 750. Planning and Evaluation for Wellness Managers. 3 Credits.

Examine the planning, implementation, and evaluation of wellness programs as inter-related, cyclical activities. Students will implement the major strategic activities and processes involved in planning and evaluating wellness programs, aiming to foster a culture of well-being within diverse environments.

P: admitted into HWM degree or certificates

Fall and Spring.

HWM 755. Health Policy and Action. 3 Credits.

Students will examine the role of government agencies in shaping health policy and health equity. Analyze Students will analyze current federal, state, and local regulations and impacts on health outcomes as well as understand healthcare systems and insurance. Students will evaluate potential providers and contracts. An emphasis will be placed on ethical principles, social responsibility, and diversity, equity, and inclusion (DEI).

P: admitted into HWM degree or certificates

Fall and Spring.

HWM 760. Wellness Law. 3 Credits.

This course introduces students to the legal and ethical environment of wellness management. Topics include the Affordable Care Act, Americans with Disabilities Act and HIPAA. Students will learn effective negotiation skills that can be used when dealing with contracts and vendors.

Fall and Spring.

HWM 770. Human and Group Behavior. 3 Credits.

Explore why people and groups behave as they do. Interpret evidence from well-designed research studies and ethical practices to examine the integration of health and wellness initiatives. Analyze organizational design (micro-, mid-, and macro-level) and human behavior to more effectively engage stakeholders and promote a culture of well-being.

P: admitted into HWM degree or certificates

Fall and Spring.

HWM 780. Best Practices and Emerging Issues in Wellness. 3 Credits.

In this course, students will study emerging trends, innovations, and best practices in the health and wellness industry with emphasis on preventative health care. Students will investigate major health challenges, programs, and policies to determine the influence of social, economic, multicultural, and global pressures on successful wellness practices.

P: HWM 700, HWM 705, HWM 710, HWM 720, HWM 730; admitted into HWM degree or certificates

Fall and Spring.

HWM 787. Capstone Preparation Course. 1 Credit.

This course provides the opportunity for students to prepare for their semester-long capstone project. Students will identify a partner organization with whom they can collaborate for completion of their capstone project the following or a subsequent semester. Students will develop a project proposal designed to synthesize and apply information from the Master of Science in Health and Wellness Management curriculum and meet the needs and interests of the partner organization.

P: 18 credits completed or Academic Director consent; admitted into HWM degree or certificates

Fall and Spring.

HWM 790. Health and Wellness Management Capstone. 3 Credits.

This course provides a cohesive experience designed to synthesize and apply information from the MS HWM curricula. Students complete an individual capstone experience that demonstrates thorough understanding of the knowledge, skills and disposition necessary to be a successful health and wellness manager.

P: HWM 787; admitted into HWM degree or certificates

Fall and Spring.

Mathematics (MATH)

Courses

MATH 506. Statistical Programming. 3 Credits.

This course is intended to teach critical concepts and develop skills in statistical programming, in conjunction with hands-on analysis of real-world datasets. Topics include data manipulation, handling different data types and data structures, data cleaning, exploratory data analysis and visualization, simulations, control structures, generating analytical reports, and tools for implementing reproducible research. R and SAS statistical software packages are introduced and used.

Spring.

MATH 529. Applied Regression Analysis. 4 Credits.

Techniques for fitting regression models are developed and applied to data using statistical software. Topics include simple linear regression, multiple regression, inference, regression diagnostics, remedial measures, model selection, logistic regression, and an introduction to nonlinear regression models.

P: Graduate standing. REC: Introductory Statistics, Calculus I, and Linear Algebra. Knowledge of Excel and R.

Fall Only.

MATH 555. Applied Mathematical Optimization. 3 Credits.

Analytical and numerical optimization techniques; linear, nonlinear, integer, and dynamic programming. Techniques applied to problems of water, forest, air and solid-waste management.

P: gr st.

Fall Even.

MATH 630. Design of Experiments. 4 Credits.

Statistical theory and practice underlying the design of scientific experiments, and methods of analysis. Replication, randomization, error, linear models, least squares, crossed and nested models, blocking, factorial experiments, Latin squares, confounding, incomplete blocks, split-plots.

P: Graduate student status, Introductory Statistics course completion
Spring Even.

MATH 631. Multivariate Statistical Analysis. 4 Credits.

Principles and practice in the analysis of multivariate data. Correlation, partial correlation, principle components, factor analysis, discriminant functions, canonical correlation, cluster analysis, multidimensional scaling. Emphasis on computer analysis of actual data.

P: Graduate status and completion of an Introductory Statistics course. REC: Calculus I, Linear Algebra, and Regression Analysis.
Spring Odd.

MATH 698. Independent Study. 1-3 Credits.

P: gr st.

MATH 728. Abstract Algebra I - Noncommutative Algebra. 3 Credits.

Major topics of the course are groups and rings without commutativity assumption. Topics in detail include: homomorphisms and group actions, the Sylow Theorem, Solvable and Nilpotent groups, module theory, primitive and Artinian rings, Offered online format only.

P: Abstract algebra course at senior level or consent of instructor.

Master of Business Administration (MBA)

Courses

MBA 701. Purpose Driven Leadership. 3 Credits.

This course will explore the leadership imperatives and competencies that are necessary to act on business challenges and drive both personal and organizational success in a competitive business environment. On a personal level, it is important to create a leadership model to guide how you influence others, manage change, resolve conflict, make decisions, communicate with impact, and build partnerships to drive impact. On an organizational level, forward-thinking leaders must understand how to integrate operational initiatives into broader strategic plans while still maintaining operational excellence, ensuring talent readiness, and building inter-group alignment among other things.

MBA 702. Critical Thinking Beyond Business As Usual. 3 Credits.

This course emphasizes that business does not happen in a vacuum and will move your critical thinking focus from a discipline-specific way of thinking to a more integrated exploration of how disciplines work together and impact one another. The course examines a variety of perspectives, such as the humanities and social sciences, to gain a more holistic understanding of the environment in which business operates, uncover surprising interrelationships and movements outside the traditional business perspective, and focus on a deeper level of discourse needed to be effective in a rapidly changing world.

MBA 703. The Learning Organization. 3 Credits.

This course explores various perspectives on how participants can build learning organizations. The course begins with Senge's 5th Discipline, which states that learning organizations depend upon the mastery of five dimensions: systems thinking, personal mastery, mental models, building a shared vision, and team learning. Next, the class will explore a model of a learning organization which includes a learning environment, learning processes, and leadership support of learning along with an organizational assessment tool. Finally, the class will discover how the iterative processes involved in the systematic approach to problem-solving of design thinking fosters learning and innovation within organizations.

MBA 704. The Exponential Enterprise & Abundance. 3 Credits.

This course provides a perspective on the dynamic nature of global supply chains, developing a sustainable supply chain management strategy, and aligning it with the organizational strategy. The topics will include but are not limited to globalization, advantages and risks of globalization, emerging technologies in manufacturing such as 3D printing and how it may affect supply chains, long-term sourcing decisions based on environmental and societal impacts, flexibility in sourcing/manufacturing/fulfillment and resilience in case of a breakdown, as well as the relevance of concepts such as Lean, Six-sigma and JIT.

MBA 705. Evidence-Based Decision Making. 3 Credits.

This course explores organizational decision-making based on evidence-based management. Today, many organizations fail to capitalize on existing knowledge available in management research or even in their organization's own wealth of data. This course examines the practice of, barriers to, and strategies for engaging in evidence-based management to enhance leadership impact. The goal of the course is to equip business leaders with the capability to be critical and analytical thinkers who can challenge established beliefs and utilize best available evidence to make effective decisions in an increasingly complex business environment.

MBA 706. Creating Brand Value. 3 Credits.

This course helps students understand the strategies about building, managing, and protecting brands. Specific areas covered include brand equity, brand value, forming customer relationships around a brand, as well as creating and sustaining brand loyalty. Social media's influence has extended to many spheres of life and today's younger generations are more skeptical of marketing and not as brand loyal as were the previous generations. The course explores how to develop better consumer-brand relationships that can create a clear competitive advantage as branding is becoming more participatory and experiential between customers and organizations.

MBA 707. Financial Management. 3 Credits.

In this course students will understand and apply modern financial theory to the investment and financing decisions in the context of a corporate entity. Upon completion of this course, students should be able to gather and analyze financial data with the goal of financial management and decision making. Students will be familiar with and apply different tools and techniques of financial decision making with shareholders' wealth maximization in mind. Topics include financial statement analysis, capital budgeting, capital structure, dividend policy, cost of capital, international financial management and mergers & acquisitions. The course uses FactSet and Microsoft Excel.

MBA 708. Disruptive Innovation. 3 Credits.

This course will creatively approach the subjects of ideas instigation, business opportunity need identification, and the development of suitable business models within the knowledge-driven, digital, global economy. The course will use numerous discovery, creativity, ideation, problem-solving tools and frameworks, and concentrate on turning them into a viable business solution. It will delve into best practices and strategies of companies that have successfully engaged in disruptive innovation. Further, we will identify internal and external barriers and ways to overcome them stimulating the comparison and integration of different cultural and professional perspectives.

MBA 709. Artificial Intelligence & Technological Advances. 3 Credits.

This course emphasizes the understanding of how artificial intelligence (AI) and technological advances could be used to shape and implement strategic and operational changes at various levels within an organization. The course focuses on how AI and technological advances: (a) are transforming businesses and how they could be used to develop competitive business advantage; (b) could be used in shaping and executing the organization's strategy; (c) could be leveraged to foster a culture of data-driven experimentation and decision making; and (d) must include an understanding of the ethical issues around the use of AI - and the importance of keeping algorithms transparent, fair, and unbiased.

MBA 710. The Path to Sustainability. 3 Credits.

This course provides an overarching understanding of sustainability, the relationship between business decisions and sustainability, and the reasons why each business decision must be evaluated in term of economic, environmental, and social performances. The course also demonstrates that business leaders must evaluate each business decision with a consideration of long-term sustainability. The course also explores the need for transforming organizational culture so that sustainability is prioritized as a way of life and it allows for the continual integration of lifecycle assessment, which includes sustainability of products from design through disposal.

MBA 711. Culture as a Competitive Advantage. 3 Credits.

This course focuses on understanding the value of the statement "culture eats strategy for breakfast" and then creating initiatives to ensure culture and talent drive ongoing performance and become a source of competitive advantage. The focus is on preparing business professionals to build a strong culture and maximize their people's skills sets to get the most out of them in an ever-changing business environment. The course emphasizes how to implement state of the art talent management tools to build the culture needed to take organizations to new levels.

MBA 712. Alternative Futures & Strategic Foresight. 3 Credits.

This course focuses on new breakthroughs, changing technologies, and cutting-edge innovations that could impact business. Learners will apply strategic foresight and enable their organizations to reframe preferences and expectations for the future. By working as strategic managers, learners will usher in changes in firm strategies, tactics, goals, plans, recruitment efforts, and management styles. This course will introduce topics and enable deeper thinking into the applicability of artificial intelligence, future of biotechnology, the singularity, strategic design and design futures, and emerging issue analysis among other under-researched, highly critical future trends.

Management (MGMT)

Courses

MGMT 589. Organizational Behavior. 3 Credits.

A micro organizational behavior course examining motivation, leadership, job satisfaction, learning, group dynamics, and stress in the organizational setting.

P: graduate status

Fall and Spring.

MGMT 652. Teams. 3 Credits.

The course explores the design and management of organizational teams and work groups. It examines the components of effective teams and enhances teamwork skills and expertise. Topics include group composition, goals, processes, team behaviors, team leadership, team performance and technological tools

Spring.

MGMT 730. Leading the Self. 3 Credits.

This course provides a framework for lifelong leadership development based on two perspectives: values-based leadership and competency-based leadership.

P: graduate status

Fall Only.

MGMT 759. Sustainable Management. 3 Credits.

This course will focus on leading, building, and maintaining sustainable organizations. The course provides students with the knowledge, tools and skills to become responsible managers with insights into how sustainability, responsibility and ethics can be incorporated into the traditional functions of business such as strategic management, entrepreneurship, IT, operations, supply chain management, human resources and marketing.

P: graduate status
Fall Only.

MGMT 796. Professional Project. 4 Credits.

Intense application experience in which students will learn management strategies and work on an extensive hands-on project. At the end of the course students should be able to demonstrate knowledge of management principles as well as develop and complete an applied project that will utilize material learned from prior masters coursework.

P: Graduate standing with 12 credits of graduate coursework completed
Fall and Spring.

MGMT 797. Internship. 1-6 Credits.

P: graduate status
Fall and Spring.

MGMT 798. Independent Study. 1-3 Credits.

P: graduate status
Fall and Spring.

Marketing (MKTG)

Courses

MKTG 624. Research Methods. 3 Credits.

Techniques of obtaining and analyzing information about business problems; obtaining and interpreting data from primary and secondary sources for business decisions.
Spring.

MKTG 745. Business and Marketing Strategy. 3 Credits.

The characteristics and management of markets are described in topics that include the business and marketing environment, components of the strategic marketing mix, market segmentation, planning and responding to competitors' strategies.

P: graduate status
Fall Only.

Nursing (NURSING)

Courses

NURSING 699. Travel Course. 1-6 Credits.**NURSING 711. Instructional Design and Assessment Strategies. 3 Credits.**

This course focuses on the role of health care faculty members in designing instructional materials and assessment strategies. The course emphasizes facilitating learning in traditional and virtual learning spaces, use of evidence-based teaching strategies, addressing the needs of diverse learners in classroom and clinical settings, and developing strategies to assess student learning.

Fall Only.

NURSING 722. Curriculum Development and Program Evaluation. 3 Credits.

This course focuses on the role of health care faculty members in curriculum development and program evaluation. The course emphasizes a) understanding curriculum models and subsequent course development and b) evaluation and accreditation of an academic program.

Spring.

NURSING 733. Education Practicum. 3 Credits.

In this course, students will apply best practices related to evidence-informed instructional design, student assessment, curriculum development, and program evaluation. They will employ leadership strategies in the development and delivery of teaching and learning practices, while demonstrating effective interpersonal communication and collaboration in professional relationships. The students may also engage in scholarship if an opportunity is present.

Fall and Spring.

NURSING 734. Evaluation and Evidence-Based Practice. 3 Credits.

This course will focus on skills needed for nurses to evaluate outcomes. Topics include using statistics and information systems in evaluation and research, continuous quality improvement, evidence-based practice, safety and quality indicators, performance improvement methods, and team-based problem solving.

P: Must be admitted to MSN program or BSN-MSN Leadership Option program
Fall Odd.

NURSING 737. Leadership in Complex Systems. 3 Credits.

This course will focus on the development of leadership for nurses in complex organizations. Topics will include transformation of complex organizations, conflict, crisis management, leading innovation, creating a culture of safety, and serving as a mentor and coach.

P: Must be admitted to MSN program or BSN-MSN Leadership Option program
Spring Even.

NURSING 741. Theories of Organizational Behavior and Nursing Leadership. 3 Credits.

This course will address concepts and theories important to nursing leadership and management. Organizational behavior, leadership theories, and complexity science will be emphasized.

P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Fall Odd.

NURSING 745. Health Economics and Policy. 3 Credits.

This course will explore the complex healthcare in the United States including economic, political, financial, ethical, and social factors affecting health policy. Emphasis will be given to how healthcare is financed. Legislative and regulatory processes affecting nursing and healthcare will be addressed.

P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Spring Even.

NURSING 750. Human Resource Management. 3 Credits.

This course is designed to introduce the field of human resource management practices and policies which create and maintain a healthy professional work environment. Staffing models, hiring, retention and supervision practices, performance enhancement planning, strategic scheduling, and labor relations/laws will be covered.

P: Must be admitted to MSN program.

NURSING 755. Program Planning for Population Health. 2 Credits.

This course will focus on the role of the nurse leader in program planning for health promotion and disease prevention for populations. Topics will include determinants of health, epidemiology, biostatistics, and advancing equity in access, services, and outcomes for vulnerable populations.

P: Must be admitted to MSN program.

NURSING 760. Informatics for Nursing Leaders. 3 Credits.

This course will enhance students' knowledge and skills related to nursing informatics in a variety of healthcare settings. Students will learn how to use project management principles and technologies to enhance patient-care delivery, management, and clinical decision support. Research from nursing and other disciplines regarding improving patient outcomes, cost effectiveness and patient safety will be emphasized.

P: Must be admitted to MSN program or Nursing Leadership and Management certificate program or enrolled in BSN-MSN Leadership Option program
Spring Odd.

NURSING 770. Practicum I: Leadership and Management Practices - Quality and Safety. 2 Credits.

In this course, students will apply best practices related to evidence-based quality and safety decisions in a practicum site. Local and national drivers of safety and quality initiatives, along with oversight of these programs, will be explored. Benchmarking and statistical process control methods will be emphasized to ensure appropriate leadership decisions. Required MSN practicum hours will be satisfactorily completed.

P: Nursing 734, Nursing 737, Nursing 741, Nursing 745, Nursing 750, Nursing 755, pre- or co-requisite Nursing 780, and co-requisite Nursing 790
Fall Even.

NURSING 772. Practicum II: Leadership and Management Practices - Change, Culture and Communication. 2 Credits.

This course will provide a structured experience for exploration of nursing leadership and management roles in a practicum site. Emphasis will be placed on change management, the use of information systems, financial reimbursement models, exploration of organizational culture and development of professional communication skills. Required MSN practicum hours will be satisfactorily completed.

P: Nursing 770, Nursing 780, pre- or co-requisite Nursing 760, and co-requisite Nursing 790
Spring Odd.

NURSING 774. Practicum III: Transition to Leadership and Management Roles. 2 Credits.

This course will explore aspects of role transition to nursing leadership and management. Discussions and debate will be used to highlight role transitions and resilience strategies. Remaining required MSN practicum hours will be satisfactorily completed.

P: Nursing 760, Nursing 770, Nursing 772, pre- or co-requisite Nursing 785, and co-requisite Nursing 790.

NURSING 780. Financial Management for Nurses. 3 Credits.

This course will develop knowledge and skills used by nurse managers for effective financial management in healthcare. Topics will include reimbursement systems, coding and payment mechanisms, ethics and legalities of contracting, governmental regulations, budget development, and marketing and inter-professional collaboration.

P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Fall Even.

NURSING 785. Environmental Sustainability for Nurse Leaders. 2 Credits.

This course will explore sustainability in healthcare environments. Implications of environmental health policy will be analyzed. Emphasis will be placed on decisions and strategies nurse leaders make that impact sustainability of healthcare environments.

P: Must be admitted to MSN program.

NURSING 790. MSN Leadership Project. 1 Credit.

This course will provide students the opportunity to design, implement, evaluate and professionally disseminate an evidence-based leadership project within a healthcare environment. This course must be taken three times, over three semesters in the final year, in conjunction with the three practicum courses. Required MSN practicum hours related to the project (90 total: 30 hours in each of the three consecutive semesters) will be satisfactorily completed.

P: concurrent enrollment or completion of Nursing 770, Nursing 772 or Nursing 774.

NURSING 798. Independent Study. 1-2 Credits.

Allows MSN student to master content absent in graduate courses transferred from other institutions.

P: Student must be accepted to the MSN program.

Nutritional Sciences (NUT SCI)

Courses

NUT SCI 602. Entrepreneurship in Dietetics. 2 Credits.

This course examines strategies to build, grow, and maintain a successful business in nutrition and dietetics-related practices with an emphasis on effective communication and leadership.

Spring.

NUT SCI 612. Supervised Experiential Learning Practicum I - Food Service & Systems. 2 Credits.

This course provides supervised experiential learning (SEL) in professional foodservice environments (university and/or public school food service) for students to further develop knowledge and skills needed to demonstrate competency in food systems principles, day-to-day operations, and management.

P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 614. Supervised Experiential Learning Practicum II - Food Service & Systems. 2 Credits.

This course provides supervised experiential learning (SEL) in professional and clinical foodservice environments (e.g. hospital) for students to further develop knowledge and skills needed to demonstrate competency in food systems principles, day-to-day operations, and management.

NUT SCI 621. Community and Public Health Nutrition. 3 Credits.

Application and integration of the principles of nutrition concepts and their delivery in the context of social, economic, and cultural environments in various scales of community settings. At the graduate level, emphasis will be placed on agency needs assessment, management and coordination of public health or nutrition programming, and project outcome assessment. At the undergraduate level, a major focus will be on the development and implementation of a nutrition intervention program for a selected target group.

P: graduate standing and concurrent enrollment in NUT SCI 623

Fall Only.

NUT SCI 623. Community and Public Health Nutrition Lab. 1 Credit.

Application and integration of the principles of nutrition concepts and their delivery in the context of social, economic, and cultural environments in various scales of community settings. At the graduate level, emphasis will be placed on agency needs assessment, management and coordination of public health or nutrition programming, and project outcome assessment. In the lab component of this course, students will engage in hands-on experiences that serve as a bridge between theoretical knowledge and practical application, fostering the development of essential professional competencies for effective nutrition program management.

P: graduate standing and concurrent enrollment in NUT SCI 621

Fall Only.

NUT SCI 627. Nutrigenomics and Advanced Nutrient Metabolism. 3 Credits.

This course examines several biochemical pathways associated with diet and lifestyle related diseases, with emphasis on the role of nutrition in modulating these pathways and disease risk. Nutrigenomics, oxidation/antioxidants, eicosanoid and inflammation mechanisms, and diet and cancer are covered.

P: Graduate standing

Spring.

NUT SCI 670. Advanced Nutrition for Sport and Fitness. 3 Credits.

This course will address the role of nutrition in enhancing exercise performance. Topics include the principles of energy metabolism during aerobic and anaerobic exercise; biochemical roles of macronutrients, vitamins, and minerals; endocrine and immunological alterations with exercise and diet; fluid balance; sports supplements; and planning diets for athletes.

Spring.

NUT SCI 685. Medical Nutrition Therapy I: An Integrative and Functional Approach. 3 Credits.

This course explores the theory and application of nutrition assessment and counseling skills needed to provide personalized nutrition to diverse clients and patients. It also addresses issues relevant to professional practice including professional ethics and self-care.

P: graduate standing

Fall Only.

NUT SCI 686. Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture. 3 Credits.

Principles and applications of nutrition therapy in the prevention and treatment of common and complex diseases

P: graduate standing and concurrent enrollment in NUT SCI 688

Spring.

NUT SCI 688. Medical Nutrition Therapy II: An Integrative and Functional Approach - Discussion. 1 Credit.

Practicum learning opportunities to apply counseling and assessment skills in integrative medical nutrition therapy.

P: graduate standing and concurrent enrollment in NUT SCI 686

Spring.

NUT SCI 712. Culinary Medicine. 3 Credits.

This course is designed to provide students with fundamental culinary skills combined with knowledge of foods and their nutrients to improve human health, and for prevention and treatment of disease. Emphasis will be placed on culinary skills for the preparation of healthy and delicious whole foods and meals. These skills and knowledge are key to effectively counsel and teach patients/clients the role of diet and lifestyle in health and disease, and empower them to make lasting dietary changes.

P: Graduate standing

Fall Only.

NUT SCI 721. Supervised Experiential Learning Practicum - Community Nutrition. 4 Credits.

This course provides supervised experiential learning (SEL) for the student to develop knowledge and skills required to address nutrition-related health issues at the community and public health level. The student spends the majority of their time in community/public health professional settings.

P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 750. Nutrient Metabolism Across the Lifespan. 3 Credits.

Vitamins and minerals (micronutrients) are essential for normal development, health, and disease prevention throughout the life span. This course examines the biochemical roles of specific micronutrients in normal developmental physiology from pregnancy through late adulthood, and their role in disease prevention and pathophysiology.

P: graduate standing

Fall Only.

NUT SCI 753. Biostatistics and Research Methods. 3 Credits.

This course will cover research designs/methodologies and statistical tools and procedures commonly used across the nutrition sciences field. The course experiences will provide students with the competencies to effectively critique research literature, use statistical tools to analyze and interpret data, improve biomedical research writing skills, and begin to design a capstone/research project.

P: Graduate standing; Introductory Statistics with a grade of C or better

Spring.

NUT SCI 754. Nutritional Epidemiology. 3 Credits.

This course introduces students to epidemiological principles and methodologies used in studying the role of diet and lifestyle in chronic disease within and throughout societies and populations. An in-depth understanding of the challenges, limitations and controversies inherent in nutritional epidemiological research is necessary to plan and conduct nutrition-related research, and critically interpret the literature findings to appropriately inform public health nutrition policy and clinical nutrition decision making.

P: Graduate standing

Fall Only.

NUT SCI 786. Supervised Experiential Learning Practicum - Medical Nutrition Therapy Long-term Care. 2 Credits.

This course provides supervised experiential learning (SEL) for students to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy to residents in long-term care settings. The student spends the majority of their time in the clinical setting interacting with real-life patients/residents.

P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 787. Medical Nutrition Therapy III: An Integrative and Functional Approach. 3 Credits.

Principles and applications of advanced nutrition therapy in the critical care population, and populations with more complex disease states.

P: Graduate standing

Fall Only.

NUT SCI 788. Supervised Experiential Learning Practicum - Medical Nutrition Therapy Inpatient. 3 Credits.

This course provides supervised experiential learning (SEL) in the hospital inpatient setting for the student to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy for a variety of acute and chronic conditions. The student spends the majority of their time in the clinical setting interacting with real-life patients.

P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 789. Supervised Experiential Learning Practicum - Medical Nutrition Therapy Outpatient. 2 Credits.

This course provides supervised experiential learning (SEL) for the student to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy in the outpatient setting. The student spends the majority of their time in the clinical setting interacting with real-life patients/clients.

P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 796. Special Topics in Nutrition. 3 Credits.

This course explores in depth emerging/controversial nutrition-related topics from the three domains of nutrition/dietetics - food systems, community/public health nutrition and clinical nutrition. The goal is to further hone the student's knowledge and skills in learning about, searching for, critically analyzing and using evidence-based information to inform decisions in food systems, community and/or clinical nutrition.

P: Graduate standing

Spring.

NUT SCI 799. Capstone Project, Thesis. 3 Credits.

In this course students complete and submit their capstone project/thesis for Approval of Thesis Defense or Project Presentation (GR-4 Form) in completion of their master's degree. Course activities include draft submission, peer editing, final submission, and presentation/defense of their capstone project/thesis in an open forum.

P: Graduate standing

Spring.

Physics (PHYSICS)

Courses

PHYSICS 617. Nuclear Physics and Radiochemistry. 3 Credits.

Properties and reactions of atomic nuclei; application of the properties of radioactive nuclei to the solution of chemical, physical, biological and environmental problems.

P: graduate status

Spring Even.

Political Science (POL SCI)

Courses

POL SCI 505. Urban Politics and Policy. 3 Credits.

Structures and operations of city governments and their responses to policy issues such as education, employment, social welfare, housing, transportation, migration, racial discrimination, urban sprawl and social inequality.

P: gr st.

Spring.

POL SCI 516. Congress: Politics and Policy. 3 Credits.

Legislative institutions and policies, emphasizing the U.S. Congress. The role of legislature in American politics; elections, representation, formal and informal legislative institutions and practices, leadership, interest groups and lobbying, and the role of legislatures in policy innovation. P: gr st. (S)

P: gr st.

Spring.

POL SCI 578. Environmental Law. 3 Credits.

An overview of major environmental laws such as the Clean Air and Clean Water Acts, with emphasis on how these laws are implemented by the federal and state governments.

P: graduate status

Fall Odd.

POL SCI 580. Global Environmental Politics and Policy. 3 Credits.

This course explores the transnational and international context of environmental politics and policy. Particular focus areas include the causes of environmental harm, the meaning of sustainability, and the relevance of new environmental actors on the global stage.

P: graduate status

Spring Even.

POL SCI 606. State and Local Government. 3 Credits.

The structure and operation of state and local governments and their administration of public policies and programs; emphasized issues of importance to each level, the interaction between levels, and Wisconsin as a case study.

P: graduate status.

POL SCI 610. Intergovernmental Relations. 3 Credits.

The relations among the federal, state and local units of government; federalism, intergovernmental revenues and expenditures, intergovernmental policies and grants in-aid. P: gr st. (F)

P: gr st.

Fall Only.

Psychology (PSYCH)

Courses

PSYCH 544. Dying, Death, and Loss. 3 Credits.

Death, dying, and loss from a multidisciplinary diversity perspective; the development of death concepts across the life span, end of life issues, and cross-cultural death practices and their relation to the American death system.

P: graduate status

Spring.

PSYCH 605. Applied Psychological Statistics and Methods. 3 Credits.

This course will provide students with an overview of quantitative and qualitative research methods used in conducting psychological research as well as a broad introduction to some of the fundamental tools and concepts of statistics for representing, visualizing, modeling, and interpreting data.

Spring.

PSYCH 610. Counseling Microskills. 3 Credits.

This course is designed to teach counseling/consulting techniques used in sport, exercise, and performance psychology (SEPP).

Fall Only.

PSYCH 615. Organizational and Personnel Psychology. 3 Credits.

Examines the human side of organizations from a scientific framework. Topics include job analysis, performance appraisal, employee selection, training, motivation, job satisfaction, work teams, leadership, and organization development.

P: gr st.

Fall Only.

PSYCH 620. Test and Measurements. 3 Credits.

An overview of the uses and underlying psychometric concepts of psychological tests. Examines selected tests in the areas of intelligence, personality, achievement, and interest assessment. Discusses controversial social, legal, ethical, and cultural issues related to testing.

P: gr st.

Fall and Spring.

PSYCH 621. Theories of Sport, Exercise, and Performance Psychology. 3 Credits.

This course will provide students with an overview of the theories and research related to the psychosocial aspects of sport, exercise, and performance. Topics to be covered include the history of sport psychology, behavioral principles, anxiety, motivation, leadership, group dynamics, gender, and personality.

Fall Only.

Fall Only.

PSYCH 625. Theoretical Orientations. 3 Credits.

The purpose of this course is to introduce students to counseling philosophies and theories that underpin our consulting beliefs and practice in sport, exercise, and performance psychology. This course is designed to facilitate students' understanding of the diverse styles of consultation and build their knowledge on key concepts and issues related to the role of being a consultant. At the heart of this course will be a focus on developing a knowledge and style of practice that suits students' values and beliefs.

Fall Only.

PSYCH 627. Professional Ethics in Psychology. 3 Credits.

This course will examine important ethical and legal issues that sport, exercise, and performance psychology professionals often encounter in their work.

Fall Only.

PSYCH 629. Theories of Personality. 3 Credits.

P: gr st.

PSYCH 635. Psychopathology. 3 Credits.

This is a graduate-level psychology course designed to expose students to the primary models for defining and evaluating normal and abnormal human behavior in American society. Students will be acquainted with the many ways in which biological, emotional, behavioral, and cognitive factors can contribute to distress or impairment, both to the individual and the people around them. Students will be exposed to models of how abnormal behavior can be defined, how it can be understood, and in a general sense, how it is usually treated.

P: graduate status

Fall Only.

PSYCH 721. Applied Sport and Performance Psychology. 3 Credits.

This course will explore various psychological methods of performance enhancement in sport and other areas of endeavor. Demonstrations of interventions and opportunities to acquire basic performance enhancement skills through practice and tapes will be provided.

P: PSYCH 610, PSYCH 621 and PSYCH 627.

PSYCH 730. Sport Sociology. 3 Credits.

This course examines both the popular fascination with, and the academic investigation of, sport in American society. In this course, students will examine the connections between sport and society, including socialization, values, education, deviance, the economy, and the media. Students will explore the unifying power of sport, as well as how sport serves to reproduce many inequalities present in the larger society.

P: PSYCH 740

Spring.

PSYCH 738. Psychology of Injury. 3 Credits.

This course will explore the theory and research related to the psychological aspects of injury and injury rehabilitation.

P: PSYCH 621 and PSYCH 721

Fall Only.

PSYCH 740. Multicultural Psychology. 3 Credits.

This course is an exploration of human diversity and its intersection with psychology. Topics range from identity development and intersectionality to stereotyping, prejudice, and the interaction between culture and health, mental health, and human behavior.

P: Graduate Standing

Spring.

PSYCH 781. Thesis I. 3 Credits.

This course will assist students in planning their thesis research project and the preparation and completion of their thesis proposal.

P: PSYCH 605, PSYCH 621, PSYCH 627

Fall Only.

PSYCH 782. Thesis II. 3 Credits.

This course will assist students in conducting their research and the preparation and completion of their thesis defense.

P: PSYCH 605, PSYCH 621, PSYCH 627, PSYCH 781

Spring.

PSYCH 786. Pre-Practicum. 3 Credits.

To facilitate the personal and professional development of students as competent mental performance consultants, this course will introduce students to practicum procedures and policies and ethical and professional consulting practices.

Spring.

PSYCH 787. Practicum I. 3 Credits.

Supervised practical experience in sport, exercise, and/or performance psychology. Internships are supervised by faculty members and require weekly student-faculty meetings.

P: PSYCH 610, PSYCH 621, PSYCH 627, PSYCH 721, PSYCH 740

Fall Only.

PSYCH 788. Practicum II. 3 Credits.

Supervised practical experience in sport, exercise, and/or performance psychology. Internships are supervised by faculty members and require weekly student-faculty meetings.

P: PSYCH 610, PSYCH 621, PSYCH 627, PSYCH 721, PSYCH 740, PSYCH 787

Spring.

PSYCH 790. Special Topics and Projects. 3 Credits.

This course offers students the opportunity to learn about selected topics of current interest in sport, exercise, or performance psychology. This course will also facilitate students' completion of their SEPP culminating experience project. Course is repeatable for credit; may be taken 2 times for a total of 6 earned credits.

REC: PSYCH 605, PSYCH 621, PSYCH 627, PSYCH 721, PSYCH 730, or PSYCH 738

Spring.

PSYCH 798. Independent Study. 1-3 Credits.

P: graduate status.

Public Administration (PUB ADM)

Courses

PUB ADM 506. Regulatory Policy and Administration. 3 Credits.

The origins, purposes and operation of regulatory agencies and the programs in the U.S.: theories of regulation, issues and controversies in regulatory policy, and decision-making in such areas as economic regulation, public health, consumer protection workplace safety and environmental quality.

P: graduate status

Fall Even.

PUB ADM 514. Administrative Law. 3 Credits.

Administrative law in the American federal (intergovernmental) system: connections between administrative law issues and issues of public policy; and legal dimensions of administrative problems.

P: graduate status

Fall Only.

PUB ADM 522. Environmental Planning. 3 Credits.

History, processes, and impacts of environmental planning in the United States. Action forcing legislation and its effect on environmental issues and processes. Emphasizes environmental planning and implementation at the national, state, and local levels.

P: graduate status

Spring.

PUB ADM 535. Principles and Practices of Emergency Management. 3 Credits.

The philosophy of comprehensive Emergency Management will be discussed with the four attendant steps, which include mitigation, preparedness, response and recover. In addition, legal issues involving state and Federal law effecting emergency operations will be studied.

PUB ADM 536. Strategic Emergency Preparedness, Planning and Implementation. 3 Credits.

Strategic planning and budgeting is a very important component in emergency planning and mitigation. Learn how to acquire and allocate resources, plan for crises with or without warning, and implement preparedness programs.

PUB ADM 537. Disaster Response Operations and Management. 3 Credits.

Examine the roles and responsibilities of the players in a crisis event. Explore the various problems associated with response operations such as: inadequate preparedness measurers, safety and site security, politics, and record keeping.

PUB ADM 538. Disaster Recovery. 3 Credits.

Examine disaster recovery in isolation. Explore the short and long term effects of disasters, as well as, the process of putting families, businesses and communities back together. You will learn the importance of reconstruction and relocation.

PUB ADM 539. Political and Policy Dimensions of Emergency Management. 3 Credits.

This course considers the political and policy environment in which emergency management is practiced. It focuses on political processes and phenomena associated with mitigating the likely effects of extreme events, responding to them, and recovering from them. The course is intended to help emergency managers develop an understanding of local, state, federal, and intergovernmental politics affecting and affected by extreme events.

PUB ADM 545. Human Resource and Risk Management. 3 Credits.

This course is applicable to organizations which utilize paid or volunteer staff and face multiple sources of risk to their functioning. Topical coverage will include risk assessment and planning as well as staff development, performance standards, and professional practices regarding proper interviewing, hiring, evaluation and dismissal procedures. Legal requirements and the institutional setting for both human resource and enterprise risk management will be examined.

Fall and Spring.

PUB ADM 607. Service in the Public Sector. 3 Credits.

This course explores what is meant by public service, with a special focus on service in local governmental settings. The course considers case studies from the International City/County Management Association and what management and leadership in local government entails.

Spring.

PUB ADM 628. Public and Nonprofit Program Evaluation. 3 Credits.

Develops a working understanding and selected skills relating to the conduct of program evaluations. Evaluation design, data collection, data analysis, and utilization of findings are discussed using the political and social context of "real" organizations.

P: graduate status

Spring.

PUB ADM 700. Foundations of Public Administration. 3 Credits.

Provides a high-level overview of the field of public administration including the historical development of the discipline, classic literature, historic and contemporary perspectives, and contemporary problems facing those in public service. It also places an emphasis on the democratic imperative of public service that induces the preeminent values of the discipline.

Fall Only.

PUB ADM 701. Research Methods and Evidence Based Decision Making. 3 Credits.

This course examines research design and quantitative data analysis used commonly in public service including categorical analysis and simple linear modeling. Emphasis will be placed on how to utilize existing research or accessing and/or collecting data to make evidence-based decisions within public or nonprofit organizations. Students will also be exposed to research design, measurement, and the use of computer applications appropriate to the public and nonprofit sectors.

Fall Only.

PUB ADM 702. Public and Nonprofit Budgeting and Financial Management. 3 Credits.

This course provides an overview of the processes and techniques of public and nonprofit budgeting, with a specific emphasis on the applied methods and tools needed to successfully create a budget and assess the financial condition of an organization.

Fall Only.

PUB ADM 703. Public and Nonprofit Organizational Management and Behavior. 3 Credits.

This course focuses on the effective organization and management of public service organizations including concepts, theories, and perspectives from both a macro-level and micro-level including motivation, communication, politics, conflict, decision-making, and organizational structure.
Spring.

PUB ADM 704. Public Policy Theories and Analysis. 3 Credits.

This course examines the theories and process of policy making, with a specific emphasis on the applied practice of policy analysis. This includes a discussion of information sources, data analysis methods, and basic tools and skills needed to complete a policy analysis. Theories of public policy are used to frame broader discussions of policy making.
Spring.

PUB ADM 705. Public and Nonprofit Ethics and Leadership. 3 Credits.

This course introduces students to the theories, concepts, and skills of public sector leadership. This includes ethical leadership and an emphasis on democracy, citizenship, and public interest as the preeminent and guiding values of public action.
Spring.

PUB ADM 706. Capstone Seminar. 3 Credits.

This course is designed as the culminating experience and final requirement for MPA students prior to graduation. Students will complete an individual capstone project that will require the integration, assessment, and application of the theories, skills, tools, and techniques that have been acquired in the core curriculum of the MPA degree program. The project will demonstrate student mastery of program and course content, but also address current, real-world policy problems and management challenges.
Fall and Spring.

PUB ADM 710. Geographic Information Systems for Public Service. 3 Credits.

Examines the practice of urban, regional, and state planning with focus on the use of geographic information system (GIS) applications for state and local decision-making. Includes an introduction to the scope, theories, and politics of planning.
Spring.

PUB ADM 715. Community Development. 3 Credits.

Examines the history and theory behind the practice of community development, civic engagement, and public participation and the role public service organizations play in the process. Provides students with practical and effective community organization skills and civic engagement strategies.

PUB ADM 720. Nonprofit Administration and Theory. 3 Credits.

Provides an overview of the context of nonprofits and their role in society, key leadership and management issues of the sector, and prominent nonprofit theories.
Spring.

PUB ADM 725. Fund Development and Grant Writing. 3 Credits.

Provides an overview of different types of fund development for nonprofit organizations as well as an in-depth and applied practice in grant writing.
Fall Only.

PUB ADM 730. Nonprofit Boards and Governance. 3 Credits.

This course is for learners who aspire to serve on or facilitate a nonprofit board of directors. In this course, you will learn the role of the board in strategic management, oversight, and securing resources, and the common governance issues boards face. You will consider what a 'high performing' board looks like, how to recruit, orient, and develop new board members, and build a board meeting agenda. We will use multiple learning methods such as case studies, guest speakers, student presentations, writing assignments and live discussions to better understand the governance of a nonprofit organization. Students will work on individualized projects to advance their knowledge of boards of directors.
Fall Odd.

PUB ADM 735. Strategic Planning. 3 Credits.

Focuses on the theory and practice of strategic planning and introduces basic concepts of the planning process in public service organizations.

PUB ADM 740. Applied Concepts for Practitioners. 3 Credits.

This course is designed for practitioners already working in the public and nonprofit sectors. The course provides an opportunity for the discussion, review, and assessment of a range of foundational theories, skills, and tools in public administration, while simultaneously allowing for their application to the organizations where students are employed or have been employed in the past.

P: Completion of 18 graduate credits in the program.

Spring.

PUB ADM 797. Internship in Public Service. 3 Credits.

Faculty supervised practical experience in a public or nonprofit organization that provides students with meaningful leadership and management experience.

P: 3.00 cumulative GPA; minimum of 12 completed graduate credits.

Supply Chain Management (SCM)

Courses

SCM 780. Advanced Project Management. 3 Credits.

This is an advanced project management course for graduate programs. This course covers the project management methodology recommended by the Project Management Institute (PMI), USA and prepares students for successfully managing projects (new initiatives) in organizations from inception to completion in a consistent and structured manner. This course provides the knowledge of standardized terms, knowledge areas, process groups and processes defined in Project Management Book of Knowledge (PMBOK®) which is used in project management across the world. This course will prepare students for clearly defining the scope, planning activities, budget and cost management of these activities, human resource planning, communication planning, stakeholder analyses and handing over the final product or services to operations at the end of the project. This course also exposes students to other project management methodologies such as agile project management and lean project management.

P: Graduate Standing
Fall and Spring.

Sustainable Management (SMGT)

Courses

SMGT 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: gr st.

SMGT 700. Cultural and Historical Foundations of Sustainability. 3 Credits.

The changing relationships of humans to the natural environment; changes in dominant scientific perspectives and the process of scientific debate. The quest for understanding, manipulating, and dominating the natural world. Cultural and organizational structures; the role and impact of technology; the systems approach to problem solving and its implications for the future.

SMGT 710. The Natural Environment. 3 Credits.

Natural cycles, climate, water, energy, biosystems, ecosystems, the role of humans in the biosphere; human impacts on natural systems. Use of case studies; some pre-reading, carbon cycle as a unifying theme. Disturbance pollution and toxicity; carrying capacity; natural capital.

SMGT 720. Applied Research and the Triple Bottom Line. 3 Credits.

Document and project internal and external costs resulting from the inseparability of the natural, social, and economic environments. Assess sustainability issues using basic modeling techniques; cause and effect, root cause analysis, regression analysis, and business scenario-based cases.

SMGT 730. Policy, Law and the Ethics of Sustainability. 3 Credits.

The Law and Ethics regarding sustainability of Economic development and emerging environmental challenges at national and international levels; Including National Environmental Policy Act (NEPA), United Nations Environmental Program (UNEP) Carbon Footprints, Kyoto protocol, and Brundtland Commission. The policy and role of government and its agencies such as Army Corps of Engineers; Department of Interior, etc., in building a more just, prosperous, and secure environmental common future.

SMGT 740. Economics of Sustainability. 3 Credits.

Understand the economy as a component of the ecosystem within which it resides, with natural capital added to the typical analysis of human, social, built, and financial capital. Explore traditional micro, macro, and international trade theory and policy and the implications of sustainability. Topics include: history of economic systems and thought; globalization and localization; distinguishing between growth and development; the nature and causes of market failure; consumption, consumerism, and human well-being; emerging markets; technological change; business organization and financial market alternatives; demographic change; and the global food economy.

SMGT 750. The Built Environment. 3 Credits.

The assessment of the intersection of the built environment and human needs: water, air, food, waste, transportation, healthcare and education. Focus on evaluation and analysis of energy technology systems and building efficiency in the context of facilities management.

SMGT 760. Geopolitical Systems: Decision Making for Sustainability on the Local, State and National Level. 3 Credits.

An examination of decision making and public policy for sustainability at the national, state, and local level, with emphasis on the social, economic, and political factors affecting decisions within the public, nonprofit, and private sectors.

SMGT 770. Leading Sustainable Organizations. 3 Credits.

A macro-level perspective on leading sustainable organizations. Topics addressed include organizational change and transformation processes, strategic and creative thinking, organizational structures and their impacts, conflict management and negotiation, stakeholder management, and situational leadership styles and behaviors. Focuses on how organizational leaders develop and enable sustainable organizations, especially in times of environmental change.

SMGT 780. Corporate Social Responsibility. 3 Credits.

Corporate social responsibility and an organization. Evaluation of risks and potential impacts in decision making recognizing the links between the success of an organization and the well-being of a community. Integrating corporate social responsibility throughout an organization, creating metrics and communicating CSR policies internally and externally. Development of best practices in an organization pertaining to corporate social responsibility.

SMGT 782. Supply Chain Management. 3 Credits.

Planning, organizing, and controlling the organization's supply chain are examined in context of the triple bottom line. Total cost analyses or product and process life cycles are considered in the context of strategy and operations. Topics include sourcing, operations, distribution, reverse logistics and service supply chains. Process measurements and the impact on organizational performance in the context of footprints (e.g., carbon, water, pollution). Discussion of existing and potential software systems.

SMGT 784. Sustainable Water Management. 3 Credits.

This course addresses practical applications of sustainability in aquatic environments. Topics covered include water and health, water quality and quantity, governance, assessing the aquatic environment, water treatment technologies, environmental mitigation, and impacts of climate change. Emphasis will be on selected areas of interest from the perspective of public health, engineering, and municipal conservation management.

SMGT 785. Waste Management and Resource Recovery. 3 Credits.

Students will develop an understanding of the generation, treatment, and disposal of municipal, industrial, and agricultural wastes. Students will critically evaluate waste management and resource recovery processes and policies in the United States and compare them with practices used in other countries. Students will develop written and oral presentation skills necessary to effectively convey technical, economic, and social information related to waste management.

SMGT 786. Climate Change. 3 Credits.

In this course, you will explore climate change through scientific, humanistic, and sustainability frameworks. After building a strong foundation in the causes, impacts, and study of climate change, you will apply this understanding to evaluate scientific communication, environmental justice and vulnerability, and environmental policy to find solutions and strategies to address anthropogenic climate change.

SMGT 790. Capstone Preparation Course. 1 Credit.

This one-credit course orientation course is designed to prepare students for the capstone project. Students will conduct research and literature reviews resulting in a capstone project proposal. Project proposal must receive approval before commencement of SMGT 792.

P: gr st.

SMGT 792. Capstone Project. 3 Credits.

Completion of the approved capstone project assisting students' synthesis of their learning throughout the program. This project will result in research papers, multimedia presentations, actual field settings, or other projects that demonstrate each student's ability to understand how to apply what he or she has learned in the program.

SMGT 795. Special Topics in Sustainable Management. 3 Credits.

Various specialized areas of sustainable management will be examined. This course may be repeated for credit with a different topic.

P: gr st.

SMGT 798. Independent Study. 1-3 Credits.

Sociology (SOCIOLOGY)

Courses

SOCIOLOGY 701. Advanced Social Theory. 3 Credits.

Sociology, the humanistic and scientific study of mind, self, and society, has shaped the way we look at the human experience. In this course, we explore social theory by focusing on the ideas of such luminaries as Émile Durkheim, Karl Marx, George Herbert Mead, and Max Weber. Among the problems we address are action, change, conflict, justice, mind, morality, order, power, self, and struggle. The course goal is the cultivation of broad knowledge of social theory.

P: Bachelors degree.

SOCIOLOGY 710. Urban Sociology. 3 Credits.

Advanced study of everyday life in the contemporary metropolis, including urban and suburban neighborhoods, ethnic and racial groups in the city and suburbs, gentrification and urban revitalization, marginality and social exclusion, and related topics.

P: Introduction to Sociology. REC: Undergraduate major or minor in sociology or other social science discipline
Spring Odd.

Social Work (SOCIAL WORK)

Courses

SOCIAL WORK 540. Strengths-Based Group Facilitation. 3 Credits.

This course introduces students to group counseling techniques such as facilitating the process of forming a group, determining group type, purpose, size, leadership, establishing goals, and clarifying group rules.

P: Admission to MSW Program or consent of instructor.

SOC WORK 542. Psychopharmacology. 2 Credits.

This course introduces students to the basic concepts of psychopharmacology and the function of the organs and systems of the human body and brain. The course defines biological and chemical aspects of various drugs as well as discuss bio-psycho-social- and environmental approaches to understanding substance use.

P: Graduate standing
Spring.

SOC WORK 544. Grant Writing for Success. 2 Credits.

This course introduces students to common components of grant writing for human services organizations, including development of goals, objectives, methods, evaluation plans, and budgets.

P: Graduate standing.

SOC WORK 655. First Nations Futures and Decolonizing Social Work. 2 Credits.

This course introduces students to the impact of colonization on First Nations societies, and decolonization in terms of First Nations resistance, reclamation, and resilience. Decolonization in social work is also explored.

Spring.

SOC WORK 683. SELECTED TOPICS. 1-4 Credits.

P: May be repeatable for credit. None.

SOC WORK 692. Supplemental Supervision. 1 Credit.

This course provides social work students in program-specified social work field practicum sites the supervision of a qualified social worker as supervisor. Course is repeatable for credit.

P: Enrollment in field course for the major (SOC WORK 712 or SOC WORK 716 in fall; SOC WORK 714 or SOC WORK 718 in spring)
Fall and Spring.

SOC WORK 699. Travel Course. 1-6 Credits.

Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.

P: cons of instr & prior trip arr & financial deposit.

SOC WORK 700. Gateway to the Profession of Social Work. 2 Credits.

This course introduces students to the multi-level facets of the social work profession with a focus on teamwork and collaboration. This course is taken in the first semester of the generalist curriculum and sets the framework upon which subsequent MSW course and learning experiences are built.

P: Admission to the MSW Program.
Fall Only.

SOC WORK 701. Contemporary Social Work Ethics. 3 Credits.

This generalist course is designed to introduce MSW students to a wide range of ethical issues that impact practitioners in various settings.

P: Admission to the MSW Program
Spring.

SOC WORK 702. Generalist Practice I. 3 Credits.

This course promotes MSW level development of skills necessary to practice social work with diverse client populations.

P: Admission to MSW Program
Fall Only.

SOC WORK 704. Generalist Practice II. 3 Credits.

This course promotes masters' level development of skills necessary to practice social work with diverse groups within organizations and communities.

P: Admission to the MSW Program; Completion of SOC WORK 702
Spring.

SOC WORK 707. Human Behavior and the Social Environment. 2 Credits.

Integration of theories and models examining the complexity of person/environment functioning with respect to individuals, families, small groups, organizations, and communities.

P: Admission to the MSW Program
Spring.

SOC WORK 711. Foundations of Social Welfare. 3 Credits.

This course examines the origin and change of social welfare arrangements in the U.S. to meet human needs. It traces the evolution of the social work profession and social welfare efforts in relation to major economic, social, and political forces over time. Students are introduced to the processes of policy development and policy change and evaluate contemporary social policies affecting poor and disenfranchised groups in the U.S.

P: Admission to MSW Program
Fall Only.

SOC WORK 712. Field I. 4 Credits.

Supervised social work practicum experience in a human service agency setting.

P: Admission to MSW Program; Concurrent enrollment in SOC WORK 713 with the same instructor
Fall Only.

SOC WORK 713. Seminar I. 1 Credit.

This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.

P: Admission to the MSW Program, concurrent enrollment in SOC WORK 712 with the same instructor.

Fall Only.

SOC WORK 714. Field II. 4 Credits.

Supervised social work practicum experience in a human service agency setting.

P: Admission to MSW Program; SOC WORK 712; concurrent enrollment in SOC WORK 715 with the same instructor.

Spring.

SOC WORK 715. Seminar II. 1 Credit.

This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.

P: Admission to the MSW Program

Spring.

SOC WORK 716. Field III. 5 Credits.

Supervised social work practicum experience in a human service agency setting.

P: Admission to MSW Program, must be specialized curriculum eligible, concurrent enrollment in SOC WORK 717 with same instructor

Fall Only.

SOC WORK 717. Seminar III. 1 Credit.

This specialized seminar course focuses on the application and integration of advanced social work knowledge, values and skills to supervised social work practice in human service settings. This course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.

P: Admission to MSW Program; Concurrent enrollment in SOC WORK 716.

Fall Only.

SOC WORK 718. Field IV. 5 Credits.

Supervised social work practicum experience in a human service agency setting.

P: SOC WORK 716; Concurrent enrollment in SOC WORK 719 with same instructor.

Spring.

SOC WORK 719. Capstone Seminar. 1 Credit.

This specialized seminar course focuses on the application and integration of advanced social work knowledge, values and skills to supervised social work practice in human service settings. This course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.

P: Completion of SOC WORK 717, concurrent enrollment in SOC WORK 718 with the same instructor

Spring.

SOC WORK 720. Diversity, Social Justice & Advocacy. 3 Credits.

Social work specialized practice course on working with diverse groups and communities.

P: Admission to MSW Program specialized year curriculum

Fall Only.

SOC WORK 721. Advanced Practice: Multi-Level Family Systems. 3 Credits.

Advanced social work theory and practice techniques for working with individuals and families.

P: Admission to MSW Program specialized year curriculum.

Fall Only.

SOC WORK 722. Social Work Management & Supervision in the Social Services. 3 Credits.

Advanced social work practice of management and supervision methods for students working in management positions at any level in social service agencies.

P: Admission to the MSW Program or consent of instructor.

SOC WORK 723. Trauma Informed Care. 1 Credit.

Activities in this course focus on the understanding of trauma and its impacts on individuals, families, and communities as applied to the delivery of behavioral health services.

P: Admission to MSW Program specialized year curriculum or other graduate program

Spring.

SOC WORK 724. Motivational Interviewing. 1 Credit.

This course teaches the evidenced based approach of motivational interviewing; developing skills to facilitate personal change, concentrating on addressing ambivalence and motivation to change.

P: Admission to the MSW Program specialized year curriculum or other graduate degree seeking program
Spring.

SOC WORK 727. Psychopathology in Clinical Social Work. 3 Credits.

This course examines mental health and mental illness from a strengths-based social work perspective. Cultural and community factors in defining these issues are addressed. The course focuses on diagnosis and development of evidence-based client plans using the current DSM as a framework.

P: Admission to MSW Program specialized year curriculum or consent of instructor.

SOC WORK 728. Advanced Policy: Leadership, Advocacy and Practice. 3 Credits.

This course examines the role of social workers as leaders in advocacy efforts in policy practice and social institutions to address the needs of vulnerable and oppressed populations. Students apply an analytical framework from a social justice perspective when analyzing social welfare policy to examine particular practice concerns.

P: Admission to MSW Program specialized year curriculum.

SOC WORK 731. Research for MSW Practice. 3 Credits.

Advanced research course that prepares students to evaluate their own practice and to carry out independent research projects.

P: Admission to MSW Program specialized year curriculum
Spring.

SOC WORK 735. Emerging Issues in Child Welfare. 2 Credits.

Elective course examining contemporary child welfare policies and practices with emphasis upon child safety, permanency and well-being.

P: Admission to MSW Program specialized year curriculum or consent of instructor
Spring.

SOC WORK 737. Crisis Intervention. 3 Credits.

This course contributes to development of practice competency with vulnerable and oppressed groups. The course teaches crisis intervention and emergency treatment approaches and then applies them to vulnerable populations of males and females in the United States.

P: Admission to MSW Program specialized year curriculum or consent of instructor
Spring.

SOC WORK 741. Field V. 8 Credits.

Supervised social work practicum experience in a human service agency setting.

P: Admission to MSW Program.

SOC WORK 742. Seminar V. 2 Credits.

This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.

P: Admission to MSW Program.

SOC WORK 747. Clinical Theories for Mental Health Practice. 2 Credits.

This course examines the current mental health theories influencing social work direct practice.

P: Admission to MSW Program specialized year or consent of instructor.

SOC WORK 749. Contemporary Interventions in Social Work Practice. 3 Credits.

This direct practice course provides an understanding and application of current and relevant intervention models used by social workers across a spectrum of client populations and focal issues

P: Admission to MSW Program or consent of instructor.

SOC WORK 751. Social Work Practice in Schools. 2 Credits.

This course provides students with the conceptual and practical foundation for practicing social work in a school setting.

P: Admission to MSW specialized year curriculum and/or SSW Certificate programs; concurrent enrollment in SOC WORK 718 or SOC WORK 762
Spring.

SOC WORK 753. Strengths-Based Leadership and Supervision. 3 Credits.

This course contributes to the development of leadership skills for MSW students by focusing on a strengths-based approach to leadership and supervision.

P: Admission to MSW Program or consent of instructor.

SOC WORK 757. Social Work Practice in the Criminal Justice System. 3 Credits.

Prepares social workers for an understanding of correctional models and their inherent values, bio-psycho-social theories of crime causation, and assessment and intervention skills within a generalist framework.

P: Admission to MSW Program or consent of instructor.

SOC WORK 761. Overview of Wisconsin DPI School Social Work Standards. 2 Credits.

This on-line course introduces students to internal and external systems that impact K-12 education and educational settings. The following topics and Wisconsin Department of Public Instruction school social work standards will be covered in this course: educational policy, social and economic justice, at-risk populations, and diversity. This course is taken prior to SOC WORK 751 and 762.

P: Admission to MSW specialized year curriculum and/or SSW Certificate programs.

SOC WORK 762. Wisconsin DPI School Social Work Standards Practicum. 3 Credits.

In this course, students will complete a practicum, consisting of a minimum of two days per week in a K-12 school, supervised by a certified school social worker. As part of this course, students will complete a Portfolio demonstrating mastery of the Department of Public Instruction (DPI) school social work standards. This course is taken in conjunction with SOC WORK 751.

P: MSW Degree and Admission to SSW Certificate programs

Spring.

SOC WORK 767. Assessing Risk, Resilience, and Psychopathology in Social Work. 3 Credits.

The course will assist students to relate generalist practice social work theories to individuals with mental health and substance abuse challenges. The course will examine DSM diagnosis, theoretical models and the implications of each approach relative to assessment and generalist practice settings. In addition, the course will integrate social justice and ethical frameworks in the assessment of mental health and substance abuse within generalist settings.

P: Admission to MSW specialized year curriculum and/or SSW Certificate programs.

SOC WORK 777. Forensic Social Work: Policy and Practice. 3 Credits.

This course provides students with the understanding of the field of forensic social work practice which includes both criminal and civil issues. Students will learn to conduct forensic assessments, write court reports, act as expert and fact witnesses and facilitate guardianships. The course covers practice knowledge and skills in a variety of contexts including child welfare, juvenile justice, adult corrections, victim/witness services, health/long-term care, mental health, domestic abuse and disability services. Students apply knowledge to ethical dilemmas encountered in the legal system and learn to advocate on behalf of clients.

P: Admission to MSW Program or consent of instructor.

SOC WORK 795. Special Topics. 3 Credits.

This course provides students an opportunity to strengthen social work practice in work with clients and/or social service agencies on topics such as mental health, addictions, violence or other areas of concern in social work practice. Course is repeatable for credit if topic differs; may be taken 3 times for 9 credits.

P: Admission to MSW Program or consent of instructor.

SOC WORK 798. Independent Study. 1-3 Credits.

P: graduate status

Fall and Spring.

Spanish (SPANISH)

Courses

SPANISH 555. Spanish and Latin American Cinema. 3 Credits.

Historical and critical introduction to the work of prominent Spanish and Latin American filmmakers and to thematic representations of Spanish and Latin American Cultures.

P: gr st.

Spring Even.

SPANISH 638. Major Spanish and Latin American Writer(s). 3 Credits.

Study of an outstanding figure in Spanish and Latin American literatures.

P: gr st.

Spring Odd.

Theatre (THEATRE)

Courses

THEATRE 502. Playwriting I. 3 Credits.

This is the graduate level course of Playwriting I, which develops basic skills in playwriting through assigned readings, class discussions, and creative-writing assignments. Graduate students will exit the course with completed drafts of two 10-minute plays and one One-Act play (30-45mins in length). In addition to building their skills as a playwright, at the end of the semester students will select one of these projects to be presented in a staged-reading format open to the public. Additionally, Graduate students will submit their work to at least one conference, playwriting competition, and/or festival, providing evidence of their submission. Graduate students are expected to complete additional readings to supplement and contextualize the basic skills - written responses to these readings are also required. Additional material may be assigned as needed to offer deeper understandings of theory, history, and practice.

Fall Only.

Water Science (WATER)

Courses

WATER 610. Agriculture-Water Nexus in Wisconsin. 3 Credits.

This course uses different forms of agriculture in the context of variable geomorphology, climatology, and hydrology to provide students with a greater understanding of the interconnected processes relevant to agriculture and water management (both quantity and quality) across Wisconsin. Students will be introduced to the nexus of agriculture and water broadly through examples and case studies in Wisconsin. The topics covered will leverage ongoing ag-water quality monitoring and research projects and will engage students with agricultural and water resource management practices used to mitigate the impacts of agriculture on water quality and quantity.

P: CHEM 211 and either GEOSCI 202 or WATER 201

Spring.

WATER 611. Agriculture-Water Nexus Field Experience. 1 Credit.

This course uses different forms of agriculture, variations in physiography, and differences in water resource systems to provide students with a greater understanding of the relationships between agriculture and water. Students and faculty will explore the nexus of agriculture and water through case studies of the water/agriculture connection across Wisconsin. The field course stops will leverage ongoing quality monitoring and research projects and will engage students with agricultural and resource management professionals and producers working to mitigate the impacts of agriculture on water quality/quantity Wisconsin. Course is repeatable for credit if topics differ; may be taken 3 times for a total of 3 credits.

Fall and Spring.

WATER 644. Aqueous Geochemistry. 3 Credits.

This class will explore the theory and application of aqueous geochemistry principles to the study of surface and groundwater systems at low to moderate temperatures. The class will focus on inorganic processes including the hydrologic cycle, chemical weathering, chemical activities in natural waters, thermodynamics, kinetics, acid/base equilibria, carbonate chemistry, acid water systems, heavy metals, and redox reactions.

P: GEOSCI 202, CHEM 211 & CHEM 212

Fall Even.

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