Nyack College reserves the right to change any policy or academic requirements, tuition, or fees.

Nyack College admits students of any race, color, sex, age, or national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the college. Programs are operated in compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI of the Civil Rights Act of 1964, and all other relevant statutes and regulations.

Nyack College is accredited by The Middle States Association of Colleges and Secondary Schools and is licensed by the Educational Licensure Commission of D.C. The Bachelor of Science in Organizational Management is a registered program that is offered in compliance with the regulations of the Department of Education of the State of New York.
ONLINE STUDENT GUIDE

Dear Student:

To view the online portion of student materials for the program, go to www.nyackonline.org. Enter your username and password and click the “Go to Class” button. You will see a page with several tabs along the top labeled Home, Academics, Community, Services, etc. These pages contain general information for professors and students (a breakdown of what is included on each page is included on the next page). To access the information that is specific to a particular course, click on the Academics tab. You should see a list of courses, or a notation to “click here” to see the courses. Click on the title of the course you would like to view. This will open the “eCompanion” for that course.

The eCompanion is the online supplement to a course. It contains the syllabus information (Course Overview, Objectives, Required Texts, etc.), Assignments Due each session, Summary Paper Guidelines, and some reading material for the course.

It is important to remember that the information in the eCompanion is not in printed form unless the student prints it out from home and brings it to class.
Breakdown of the pages on the private side of the website and the options included on each page:

<table>
<thead>
<tr>
<th>Tabs:</th>
<th>HOME</th>
<th>ACADEMICS</th>
<th>COMMUNITY</th>
<th>SERVICES</th>
<th>WEB</th>
<th>ALUMNI</th>
<th>MARKETPLACE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Options:</td>
<td>Web Account Info (directions for locating specific items on the website)</td>
<td>Announcements</td>
<td>Activities &amp; Announcements</td>
<td>Registrar &amp; Financial Forms</td>
<td>MoreOver News Headlines</td>
<td>Testimonials (student testimonials regarding their OM experience)</td>
<td>(online search options)</td>
</tr>
<tr>
<td></td>
<td>Preparing for Sem. 2 (information for students regarding Semester 2 Registration)</td>
<td>Course List (list of courses that the student or faculty member is enrolled in – this is where you enter your course/ eCompanions)</td>
<td>Student Union (includes online campus directory, classifieds, ride-share postings, etc.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>OM Office Directory (Extensions &amp; email addresses for OM office faculty &amp; staff)</td>
<td>Credit Completion Options (links for computer test-outs, AITs, CLEP, DANTEs, etc.)</td>
<td>Faculty Conference Center (This option is available for faculty only)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Grad Programs (contact info for the Nyack College grad programs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cohort Schedules (Cohort schedules, professor schedules, project schedules)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>MSOL Alumni Theses (exemplary MSOL Thesis papers)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CLASSROOM ETIQUETTE

A distinction in adult learning is the interdependence of students and their active role in the learning process. Our experience at Nyack and feedback from students indicate that the environment in the classroom is a very important part of the learning experience. In order for students to gain the maximum value from the Program, the office of Academic Affairs recommends that on the first night of class the instructor reviews with the students the following guidelines:

1. Please try to be pleasant and positive in your classroom behavior. Address legitimate grievances appropriately, preferably outside of normal class time.

2. If you have a problem with the instructor, please try to solve the problem with him or her before appealing to a higher authority. If you need to appeal to a higher authority, please follow the guidelines in your Student Handbook.

3. When responding to classroom questions, please do not interrupt a fellow student or the instructor. Take your turn. Loud outbursts are out of place.

4. When you respond to another student’s comment, please try to acknowledge the other’s position. And when responding, please try your best to call other discussants by name.

5. Please arrive at class on time or before the starting time. Students are required to attend all classes unless there is a good reason to miss (see Student Handbook regarding absences). If you must miss class, please inform your instructor ahead of time – by telephone or e-mail or in person. The e-mail addresses of all faculty members can be found on the private side of the website (http://nyack.edu/al)

6. Please complete all readings on time.

7. Please bring all necessary course materials such as paper, pencil, required books, handouts and notes.

8. Most classes begin on time and end on time. If you need to know about schedule or assignment changes, please ask about them at the beginning of class.

9. Class time is formal time; in fact, classes are the real business of this college. Therefore, please come to class appropriately dressed.

10. Most of all, keep in touch with the class assignments, the instructor, and your classmates. You will do better if you are a real part of the class.

11. Cell Phones must be turned off during the class session.

This form is also located in the eCompanion.
IX. STUDENT STANDARDS AND POLICIES

Format for Written Work ................................................................. 35
Incomplete Policy ........................................................................... 36
  1. OM Courses ............................................................................... 36
  2. Applied Research Project ......................................................... 36
Class Attendance ........................................................................... 37
Weather Policy .............................................................................. 38
Saturday Class Policy ................................................................. 39
Student Privacy Rights Statement ................................................. 39
Academic Honesty ........................................................................ 43
  1. Plagiarism .................................................................................. 39
  2. Receiving Improper Assistance .................................................. 39
Sexual Harassment ....................................................................... 44
Student Disabilities Act ................................................................. 45

X. REGISTRATION

Withdrawals and Readmissions ...................................................... 46

XI. TUITION AND FEES

2010 – 2011 Tuition and Fees ......................................................... 47
Refund Policy ................................................................................ 48
Leave of Absence Policy ............................................................... 49
Financial Aid Satisfactory Academic Progress Policy ................. 49

XII. LIBRARY

Nyack College/ATS Libraries ......................................................... 52
Phone Numbers for Area Libraries ............................................... 56

XIII. GRADUATION

Omicron-Psi Honor Society .......................................................... 59
I. OM STAFF AND SUPPORT SERVICES

(800) 876-9225 OR (845) 358-1710, FAX (845) 358-0644
HOME PAGE:  http://nyack.edu/al

A. NYACK STAFF

Academics Office

Anita Underwood, Dean of the School of Business and Leadership and Assistant Professor, teaches in the Master’s program and oversees curriculum for the degree. (Ext. 4476)

Julie Hood-Baldomir, Chair, Organizational Management, Instructor in Business and Primary Instructor, (Ext. 4471)

Susie Mena, Academic Resources Coordinator, assists the Dean of Academic Programs in the areas of instruction, curriculum, material distribution and services to faculty.

Elena Murphy, Director of Learning Assessment, guides primary instructors in the assessment process, posts non-collegiate college credit to students’ transcripts, evaluates ACE/PONSI credit for incoming students, and assists the extension sites with assessment issues (Ext. 4470).

Claire Henry, Associate Director of Learning Assessment, guides primary instructors in the assessment process, posts non-collegiate college credit to students’ transcripts, evaluates ACE/PONSI credit for incoming students, and assists the extension sites with assessment issues (Ext. 6136).

Melinda Kong, Website Coordinator – Nyack College Online, Oversees the management of Nyack College Online website (eCollege) (Melinda.Kong@nyack.edu).

Registrar’s Office

Elizabeth Hanson, OM Registrar, manages all aspects of student record-keeping, transcript evaluation for admission, and student status reporting (Elizabeth.hanson@nyack.edu), (Ext. 4461).

Lissette Robinson, Assistant OM Registrar assists in student record-keeping and status reporting (Ext. 4585).

Thalia Thompson, Registrar’s Office Assistant, general inquiries, schedules make-up classes, and assists in the overall functioning of the Registrar’s office (thalia.thompson@nyack.edu) (Ext. 4469).
Student Financial Services

Kent Christner, Director of Financial Services, is responsible for overseeing the financial services office, which includes the office of financial services and student accounts, (kent.christner@nyack.edu), (Ext. 4474).

Joan Reid, Personal Financial Aid Counselor, assists students in meeting the financial obligations of the program (Joan.reid@nyack.edu), (Ext. 4473)

Caroll Merced, Financial Services Counselor, (Caroll.merced@nyack.edu), (Ext. 4475).

Admissions

Traci Piescki, Director of Admissions in Rockland, is responsible for overseeing the admissions associates, supervising the recruitment of students and coordinating marketing (traci.piescki@nyack.edu), (Ext. 4462).

Chantell McDonnell, Admissions Associate Rockland, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (chantell.mcdonnell@nyack.edu), (Ext.4628).

Denny Sant, Admissions Associate Rockland, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (denny.sant@nyack.edu), (Ext.4626).

Ruben Soto, Director of Admissions in NYC, is responsible for overseeing the admissions associates, supervising the recruitment of students and coordinating marketing (ruben.soto@nyack.edu), (Ext. 6179).

Christine Davis, Admissions Associate, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (Christine.davis@nyack.edu), (718-646-2991).

Paul Eligon, Admissions Associate NYC, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (paul.eligon@nyack.edu) (Ext. 6197).

Carmen DePino, Admissions Associate NYC, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (carmen.depino@nyack.edu), (Ext. 6196).

Nancy Nunez, Admissions Associate NYC, follows up on inquiries, conducts information sessions, and assists the director of admissions in any appropriate areas to meet the new student quotas (nancy.nunez@nyack.edu), (Ext.6134).
Faculty (Primary/Advisor Instructors)

Julie Hood-Baldomir, Instructor in Business and primary instructor, (Ext. 4471)

Douglas LePelley, Associate Professor in Business and primary instructor dmlepelley@earthlink.net

Joel Baldomir, Instructor in Business and primary instructor, baldomir@verizon.net

Michael Valloney, Instructor in Business and primary instructor, mikevalloney@hotmail.com

Cynthia Dorsey, Instructor in Business and primary instructor, cynthiaddorsey@aol.com

Alfred Hundley, Instructor in Business and primary instructor ahundley@verizon.net

Patricia Wischan-Rosen, Instructor in Business and primary instructor wischan301@hotmail.com

Angela Hessel, Instructor in Business and primary instructor Ahess700@aol.com

Fred Polirer, Instructor in Business and primary instructor polirerf@gmail.com
B. WASHINGTON D.C. STAFF

Richard L. Gathro, Assistant to the President and Dean, (202-220-1301, richard.gathro@nyack.edu).

Patricia Johnson, Associate Dean, (202-220-1307, patricia.johnson@nyack.edu).

Karen Leshore, Director of MSOL program, (202-220-1313, karen.leshore@nyack.edu).

Amanda Bayati, OM Admissions Recruiter, (202-220-1302, Amanda.bayati@nyack.edu).

George Hairston, Director of Admissions and Marketing, (202-220-1308, george.hairsto@nyack.edu).

Clive Hoffman, Financial Services Representative, (202-220 1306, clive.hoffman@nyack.edu).

Jennifer Merrill, OM Academic Resources Coordinator, (202-220-1303, Jennifer.Merrill@nyack.edu).

Charity Haubrich, Assistant to the Dean, (202-220-1300, charity.haubrich@nyack.edu).

C: OFFICE HOURS: SCHOOL OF BUSINESS AND LEADERSHIP

361 Broadway – Manhattan, Monday-Thursday 9:00 a.m. - 7:00 p.m.
Friday 9:00 a.m. - 4:30 p.m.

Nyack College Offices, Monday-Friday 8:00 a.m. - 4:30 p.m.

Nyack College D.C. Campus, Monday–Friday 9:00 a.m. - 5:00 p.m.
D. OFFICE CLOSINGS

The SB&L Office will be closed on the following dates:
- New Year’s Day
- Martin Luther King Jr. Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving (Thursday/Friday)
- Christmas Eve to New Year’s Day
II. NYACK COLLEGE

A. PHILOSOPHY AND PURPOSE

Nyack is a coeducational college sponsored by The Christian and Missionary Alliance. It is the conviction of the faculty that human learning takes place within a context or framework of basic assumptions that form the point of perspective from which one analyzes, interprets, and knows his or her world. The Christian faith, with its concepts of an independent God and a dependent humanity, is basic to Nyack’s point of view. We believe that God has disclosed himself to humankind both through His Word and in His coming into history in the Incarnation, and that these speak to the human family not only of God’s love for us all, but of our essential worth.

B. HISTORY

In 1842, Dr. Albert B. Simpson, who had resigned as pastor of the Thirteenth Street Presbyterian Church in New York City, had a concern for training foreign missionaries and evangelists. The concerted effort of many men of varying denominations led to the establishment of a college, the first of its kind in North America, with a curriculum designed to train home and foreign missionaries and evangelists. For the most part, students who attended the training college in the early years were mature men and women with a high degree of dedication to the cause of missionary work. Thus, the curriculum was highly specialized and professional in its nature.

With the passing of time and the changing sociological and educational context, many adjustments were made in the curriculum. The one-year course of 1842 gave way to the baccalaureate programs of the present. The strictly professional courses of the early curriculum were augmented by significant courses in the liberal arts. The diploma of the past was replaced by the baccalaureate degrees.

With the increased tendency of students to pursue advanced study, and to defer professional preparation until the seminary level, the college began to diversify its curricular offerings with the addition of majors in liberal arts areas that served as pre-professional programs. In addition, curricula were developed in education, business, and the arts as the demand for such courses became evident.

The name of the college was changed in 1972 from Nyack Missionary College to Nyack College. The change was made to reflect the total program of the college. Alliance Theological Seminary was established as a graduate program of the college, offering both master’s level and first professional degrees. With an increased emphasis on pre-missions and pre-theology in the undergraduate programs, as well as the addition of other majors to meet the educational needs of its constituency, a change of name was appropriate. The present missionary influence and overtones will continue unchanged.
C. STANDARD OF CONDUCT

In order to encourage the intellectual and spiritual development of its students, Nyack College makes every effort to cultivate a positive, constructive approach to life and behavior. Accordingly, a student who enrolls at Nyack will be expected to refrain from the use of alcohol, tobacco, and narcotics, while on campus or in any classroom setting sponsored by the College. Alcoholic beverages may not be brought to graduation.

D. CORE VALUES

*Nyack College seeks to exalt Jesus Christ and fulfill its mission by being:*

**Academically Excellent** -- Pursuing academic excellence in the spirit of grace and humility.

**Globally Engaged** -- Fostering a global perspective within a multi-ethnic and multi-cultural Christian academic community.

**Intentionally Diverse** -- Providing educational access and support to motivated students from diverse socioeconomic backgrounds.

**Personally Transforming** -- Emphasizing the integration of faith, learning, and spiritual transformation

**Socially Relevant** -- Preparing students to serve in ministerial, educational, healing and community-building professions.
III. INTRODUCTION TO THE ORGANIZATIONAL MANAGEMENT PROGRAM

A. EDUCATION FOR ADULTS: NON-TRADITIONAL LEARNING

American colleges have traditionally served students whose ages range from seventeen to twenty-two years. Educational efforts aimed toward the older student often did not accommodate the need to balance work and study; thus prolonging the ultimate goal of degree completion.

Nyack College has designed the Organizational Management Program specifically for the adult learner who wants to finish a college degree. To accomplish this, the program has the following distinct features:

- Classes are held at locations chosen for the convenience of the students.
- Classes are generally held once a week, at a time compatible with students’ work schedules.
- Course content is geared toward practical application in the everyday lives and occupations of the students.
- Nyack College recognizes that adult students have learned a wide variety of competencies and skills from experience, some of which may earn credit toward their degree.
B. BASIC PRINCIPLES

The Organizational Management Program has three basic principles:

1. Adult students have usually gained a great deal of knowledge through a variety of life and work experiences.
2. Learning takes place in many contexts and is not limited to classroom settings.
3. Collegiate learning for the adult provides an environment that elaborates on life and career experience, and enables the student to synthesize this experience with meaningful theoretical structures.

C. CLASS STRUCTURE

Groups of students are formed into a learning cohort of about 15-20 members. The members start the program as a unit and proceed with that cohort through program completion. Classes meet one night per week for four hours. In addition, occasional Saturday classes are required at three points in the program.

D. FACULTY

Faculty in the Organizational Management Program are professionals chosen for their teaching expertise and practical knowledge. Instructors have at least a master’s degree, and many hold doctorates and are engaged in ongoing professional and scholarly development. Each instructor has been approved by the Dean of the School of Business and Leadership.
IV. STATEMENT OF PROGRAM

A. ADMISSION REQUIREMENTS

Students who apply are requested to attend an information session, an open house, or to meet with and Admissions advisor to facilitate their acceptance into the program. Students who apply for admission to SB&L must provide the following:

1. DOCUMENTATION REQUIREMENTS

   Application & Application Fee - Students must turn in a completed application for admission with a $30.00 application fee.

   FAFSA (Free Application For Student Aid) - Prior to registration, students are required to submit a current FAFSA (pertains to students who intend to receive financial aid of any kind).

   High School Diploma or equivalent - Documentation necessary for admission to Nyack College.

   Personal Recommendation - Each student is required to provide a positive personal reference that endorses the candidate’s ability to successfully finish the program.

   Immunizations - Documentation of adequate vaccination for Measles, Mumps, and Rubella, must be provided by the student in accordance with the New York State Health Regulations for colleges.

2. ACADEMIC REQUIREMENTS

   Transferable College Credits - Students must transfer a minimum of sixty credits earned from a recognized college or university. In order to certify their academic eligibility the student is required to submit official college transcripts from the college or university involved. Please note that only course work with grades of “C” or higher will be accepted as transfer credits, except when part of a completed Associates Degree.

   Writing Proficiency - Applicants to the Program must demonstrate college level writing proficiency in order to assure their ability to successfully complete the Bachelor of Science in Organizational Management degree. Writing samples are completed by applicants and evaluated by the Admissions Committee of the Organizational Management Program.

   Technology – Students must own or have access to a computer, and have Internet access.
Mathematics Proficiency – Students must demonstrate mathematics proficiency at the level of college math before entering SOC 409 Research Methods and Statistics. Students will not be permitted to start Term Two without fulfilling this requirement. Proficiency is demonstrated either through the successful completion of a college mathematics class, or by passing a mathematics proficiency examination.

Principles of Management - Students must transfer in an introductory course in Management or demonstrate proficiency in the introductory principles of management before beginning the major field component.

B. ACADEMIC STRUCTURE

The Nyack College Bachelor of Science in Organizational Management is a program for adult learners requiring 120 credits for completion. The program is conducted in three terms. Students are required to complete 36 resident credits in 16 months. Whenever a cohort has fewer than 10 members the College reserves the right to merge this cohort with another cohort in order to maintain an educationally viable group.

C. DEGREE PLANNING

During the Degree Planning session, students will be advised about the alternative means to meet academic deficiencies and complete all the graduation requirements of Nyack College. Among the options available to students are:

a. CLEP, DSST-DANTES, and other examination programs;
b. Specially designed Nyack College courses for the Organizational Management Program;
c. Additional coursework: online courses, and traditional academic course offerings; and
d. The development of a portfolio folder with experiential learning essays and related documentation to meet elective requirements.

Students desiring to enroll in Nyack College AIT courses outside the Organizational Management Program should contact the OM Registrar. The AIT courses can be taken when the student is not carrying more than two incompletes in the general course work. A student may take English even when carrying two incompletes. All requests for courses must be cleared through the Student Accounts office. The student will complete a Degree Plan in the Foundations of Critical and Systematic Thinking course documenting the potential for 84 credits.
D. GENERAL ELECTIVE CREDITS and PLA COURSE

Students who need to fulfill additional General Elective credits, as indicated on their Degree Plan, have the option of enrolling in the online Prior Learning Assessment Theory and Practice (PLA) course.

In the PLA course, the Instructor introduces students to experiential learning concepts, such as the Kolb model and adult learning theory. Students will be taught how to think critically and how to identify significant experiences in their lives from which they may have obtained college-level learning. The students then demonstrate their learning through completion of a Portfolio Folder containing an Experiential Learning Essay and various documentation. The essay included in the Portfolio is a narrative assessment instrument based on Kolb’s model of experiential learning that is used by both the Assessment Office and the Faculty Evaluators to determine the nature and amount of potential credit to be awarded. Learning outcomes and the portfolio to be submitted for evaluation must align with courses that are offered in the Nyack College catalog.

After the completion of the PLA course, a student submits the Portfolio to the Assessment Advisor. The Assessment Advisor sends the Portfolio to the appropriate Faculty Evaluator. The Faculty Evaluator reviews the Portfolio for evidence of critical thinking and the ability of the student to describe and interpret what occurred in a comprehensive manner that demonstrated that learning occurred. In addition, included in the evaluation is the demonstration of the learning in new situations encountered that can be generalized to a variety of contextual situations. The Faculty Evaluator looks for integration of learning by the student’s ability to apply the learning outcomes to new situations within the particular environment as well as the student’s ability to provide applicable and relevant theoretical knowledge obtained from academic sources into the written submission. The Faculty Evaluator seeks the student’s ability to conceptualize knowledge and interpret observations through meaningful reflection on the conscious knowledge.

Nyack College awards credits for the demonstrated college level learning that occurs outside of a traditional college classroom. The student provides substantiation of his or her knowledge by submitting a Portfolio of the work indicating the experiential learning for which they would like to receive potential college credit. The Faculty Evaluator critically examines the Portfolio for evidence of a student’s subject matter knowledge and learning outcomes related to courses offered in the Nyack College catalog.
E. ORGANIZATIONAL MANAGEMENT ACADEMIC TERMS ONE, TWO & THREE

After orientation, students are registered to begin work on the 36 credits that constitute the major.

These credits must be completed at Nyack College through an intensive 64-week program of study that is divided into three terms. Courses have a modular format with cohorts of 15 to 20 students progressing together through the program.

INSTRUCTIONAL CLASSROOM TIME--Students will meet one night for four hours each week. These sessions are conducted by faculty of Nyack College in a format designed to introduce students to theoretical concepts. These sessions also provide an opportunity for students to apply outside experiences in the classroom. They are also a significant online class component.

LIFE LAB LEARNING--This concept provides the opportunity for students to integrate their classroom learning with their current work settings. Students are given specific assignments to complete and are evaluated by faculty.

RESEARCH PROJECT PROPOSAL--The culminating piece of work for the Organizational Management degree is a research project proposal, which is introduced early in the program. This is an integrative paper that is developed in conjunction with other coursework. Successful completion of the program will depend on the quality of this proposal. It is essential, therefore, that students take advantage of the research project proposal guidance sessions and work with the faculty member assigned to their specific project sessions.

RESEARCH PROJECT PROPOSAL GUIDANCE--Advisor instructors guide the students of a cohort through the whole process of the research and writing. They teach the Research Project sessions I and II and evaluate the Oral Presentations on weeks 65-67.
OTHER REQUIREMENTS--In addition to class attendance, faculty consultation, life-lab experiences, and the final research project, program completion will be contingent upon successful completion of each module. Evaluation for individual modules or courses will be made in various ways and will include one or more of the following:

1. Written assignments  
   a. Summary papers  
   b. Short projects  
2. Class discussions  
3. Simulations and group projects  
4. Examinations  
5. Online assignments

F. MISSION STATEMENT AND STUDENT LEARNING GOALS FOR ORGANIZATIONAL MANAGEMENT

MISSION STATEMENT

The Bachelor of Science in Organizational Management is an upper division degree completion program for working adults. Through a cohort based learning, the program offers interdisciplinary foundational courses preparing students to understand and create positive solutions that enable organizational and individual transformation.

Academically Excellent
- Demonstrate the ability skills in the use of technology, communication, and research as it relates to scholarship.
- Develop analytical thinking skills as tools for problem solving in the workplace.

Globally Engaged
- Demonstrate fluency in using ethical theories as a framework for positioning organizations as responsible, global citizens.

Intentionally Diverse
- Demonstrate the ability to utilize diverse perspectives as a means to solving problems and initiating change within an organizational context.

Personally Transforming
- Develop process in which to assess and promote personal growth, development and life-long learning.

Socially Relevant
- Demonstrate the ability to use a multidisciplinary approach to understand organizations.
- Understand the process of how to bring about positive change and growth within organizations.
V. ACADEMIC REQUIREMENTS

A. DEGREE/CREDIT BREAKDOWN

Transferable Credits…………………………………………………….. 60 Credits
A minimum of 60 transferable semester credit hours is required for the program. (11 of which must be liberal arts credits.)

Portfolio Assessment…………………………………………………… 24 Credits
A maximum of 24 credits may be earned from work and life experience toward general elective credits.

Degree Major Curriculum…………………………………………… 36 Credits

Total hours needed for Graduation………………………………… 120 Credits

Students complete a 16-month, 36-credit curriculum.

A Grade Point Average of 2.0 is required for graduation (Four-Point System).

A Grade Point Average of 3.8 will qualify graduates for a diploma “with distinction.” A Grade Point Average of 4.0 will earn a diploma “with highest distinction.” Latin designations “cum laude,” etc., are not used for OM graduates, as the student’s GPA is based solely on the final 36 credits of a 120 credit degree.

IT SHOULD BE NOTED THAT, WHILE THE MAJOR IS COMPLETED IN THREE TERMS, THE TOTAL PROGRAM MAY TAKE LONGER, DEPENDING ON THE SPECIFIC NEEDS OF THE INDIVIDUAL STUDENT.
B. GENERAL EDUCATION REQUIREMENTS

ORGANIZATIONAL MANAGEMENT

OVERVIEW OF DEGREE REQUIREMENTS
Bachelor of Science in Organizational Management .............................. 120 credits
Semester One & Two (accelerated year of course work in the major) ........... -36 credits
= 84 credits

Admissions Requirement (transferable college credits) .......................... -60 credits
= 24 credits

Balance to be Earned Before Graduation (see below for options) .......... -24 credits
= 0 CREDITS!

<table>
<thead>
<tr>
<th>BS REQUIREMENTS</th>
<th>BPS REQUIREMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities</td>
<td>Humanities 6 Credits</td>
</tr>
<tr>
<td>English</td>
<td>English 6 Credits</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>Fine Arts 3 Credits</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td>Social and Behavioral Sciences</td>
</tr>
<tr>
<td>American History</td>
<td>American History 3 Credits</td>
</tr>
<tr>
<td>Western Civilization</td>
<td>Western Civilization 3 Credits</td>
</tr>
<tr>
<td>World Civilization</td>
<td>World Civilization 3 Credits</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>Natural Sciences 3 Credits</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Mathematics 3 Credits</td>
</tr>
<tr>
<td>Liberal Arts Electives</td>
<td>Liberal Arts Electives 0 Credits</td>
</tr>
<tr>
<td>General Electives</td>
<td>General Electives 60 Credits</td>
</tr>
<tr>
<td>TOTAL REQUIREMENTS</td>
<td>TOTAL REQUIREMENTS 84 Credits</td>
</tr>
<tr>
<td>OPTIONS FOR EARNING CORE REQUIREMENTS</td>
<td>OPTIONS FOR EARNING ELECTIVE CREDIT</td>
</tr>
<tr>
<td>\· ADULT Intensive Track Course</td>
<td>\· ADULT Intensive Track Course</td>
</tr>
<tr>
<td>\· Traditional College Course</td>
<td>\· Traditional College Course</td>
</tr>
<tr>
<td>\· Correspondence Course</td>
<td>\· Correspondence Course</td>
</tr>
<tr>
<td>\· Online or Telecourse</td>
<td>\· Online Course</td>
</tr>
<tr>
<td>\· Credit by Examination</td>
<td>\· Credit by Examination</td>
</tr>
<tr>
<td></td>
<td>\· Portfolio Credits: (Work and Life Experience)</td>
</tr>
</tbody>
</table>
C. MISSING GENERAL ELECTIVE COURSES

Any general elective requirements not met through the 60 transferable credits and the major may be satisfied through one of several options:

1. Complete a traditional course;
2. Credit by examination (CLEP, Dantes, Excelsior College or Thomas Edison College testing programs);
3. Specially designed Nyack College courses for the Organizational Management Program; and/or
4. Assessment of learning from work and life experience.

If the total number of credits from the transfer hours, portfolio credit and Organizational Management curriculum coursework do not total 120 credits, additional work will need to be completed. This may be done by proficiency examinations or by completing traditional courses at an accredited institution.

Please contact the Organizational Management office at Nyack College for information on the completion of degree requirements BEFORE enrolling in any courses or exams.

D. TRANSFER OF CREDIT POLICIES

Although a certain degree of uniformity exists among colleges and universities, it is also important to recognize that each institution is in some way a unique entity in the academic world. For this reason it is not always possible to guarantee absolute equivalency of credit in the transfer process. However, the college will seek to provide the most liberal transfer of credit possible within the framework of the following policies.

1. All courses taken at another institution must be documented on an official transcript from that institution. A transcript is official if it is received in its original sealed envelope with the Registrar’s signature and school seal.

2. Credits are transferred to meet the degree requirements of this major.

3. In order to be transferred, a course must carry a grade which is one above the minimal passing level, e.g., “C” on the A-F scale. All credits earned as part of an awarded Associate’s Degree will be accepted unless duplicated in the Organizational Management Program.

4. Grades are not transferred.

5. Quarter credits are evaluated as 2/3 (two-thirds) of a semester credit. No fractional credit is transferred. A course taken for four quarter credits will therefore be transferred as three terms credits rather than two and two-thirds.
6. The course work transferred must be from an accredited institution in order for the above criteria to apply. Work from non-accredited schools will be evaluated in a manner appropriate to the particular institution.

E. CREDIT BY EXAMINATION

Credit is granted for satisfactory performance on College-Level Examination Program [CLEP], Defense Activity for Non-traditional Education Support [DANTES], and Advanced Placement Examinations. The Nyack College SB&L CLEP code number is 7660; the DANTES-DSST code number is 9732.

1. A maximum of 60 credits may be earned by examination.

2. Credit for the Advanced Placement exams will be granted only to students who have taken these exams prior to their Nyack College enrollment.

3. Credit by examination is considered transfer credit and all policies that govern transfer of credit are applicable to credit by examination.

4. Minimum acceptable scores may vary from time to time as the examinations are revised and updated. Students must receive a score at the acceptable level according to Nyack College policies for credit to be earned.

5. These exams cannot duplicate transfer credit that may appear on your transcript. Do NOT take any exams without first consulting your Assessment Advisor!
THE RESPONSIBILITY FOR MEETING ALL GRADUATION REQUIREMENTS RESTS UPON THE INDIVIDUAL STUDENT.

POLICY FOR ACCEPTANCE OF CREDITS EARNED BY EXAMINATION:

EXAMS WHICH STUDENTS MAY NOT TAKE AT ANY TIME:

The following exams are NOT accepted for transfer credit at any time for the Organizational Management major:

- Organizational Behavior (DANTES)
- Organizational Behavior (TECEP)
- Psychology of Adulthood and Aging (Excelsior College)
- Organization Theory and Organizational Analysis (TECEP)

EXAMS WHICH STUDENTS MUST TAKE BEFORE ENROLLMENT IN SEMESTER ONE OF THE OM:

The following exams will be accepted as transfer credit only if taken BEFORE the student enrolls in Semester One of the Organizational Management Program:

**ORGANIZATIONAL MANAGEMENT MAJOR:**

**DANTES**
- Principles of Statistics*
- Principles of Supervision

**CLEP**
- Introductory Macroeconomics
- Introductory Microeconomics
- Principles of Management
- Principles of Marketing

**TECEP**
- Introduction to Statistics*
- Principles of Management

**EXCELSIOR COLLEGE**
- Statistics

*The program registrar will remove 1 credit due to Organizational Management Program course duplication

---

CHECK WITH YOUR ASSESSMENT ADVISOR **BEFORE** YOU TAKE ANY EXAM!
VI. ASSESSMENT OF PRIOR LEARNING

A. PORTFOLIO DEVELOPMENT PROCESS

During the Prior Learning Assessment Theory and Practice course, students will develop a Portfolio, which summarizes their educational (academic) and professional (work and life) experiences. Each student, regardless of how many general elective credits are needed, is required to write at least one experiential learning essay as part of the requirements of the Prior Learning Assessment Theory and Practice course. Portfolios containing the Experiential Learning essays and other required documentation may be submitted for evaluation toward potential general elective credits only.

The Portfolio writing process has three main purposes:

1. It provides students with the opportunity to reflect and consider the depth of their learning from work and life experience.

2. It provides a means by which students may petition for academic credits applicable to their degree. Students may earn a maximum of 24 credits through the Portfolio toward elective credit if needed. Nyack College faculty will assess and award appropriate credit. Academic credit may be earned from the Portfolio in two ways:

   a. Learning from life experience may be considered for general elective credit if students develop a Portfolio that includes essays and documentation that successfully articulates their learning from a broad range of life experiences. A detailed outline of the Portfolio process will be presented to students enrolled in the Prior Learning Assessment Theory and Practice course. Credits awarded for Portfolio work can only be applied toward general elective credits. Topics must be pre-approved by the Assessment Office personnel and fall within the range of course subjects offered in the Nyack College Catalog.

   b. Certain approved professional licenses and certificates can be considered for potential credit as part of the documentation through the Portfolio process as well as training approved by the American Council for Education (ACE) and PONSI guides through the Assessment Office.
B. PORTFOLIO ASSESSMENT

Adult students enrolled in the Organizational Management Program are different from traditional undergraduates. They usually have extensive work background and a wide variety of personal experience. They are actively pursuing educational goals that impact their careers. Students who need to earn general elective credits can enroll in the six week online Prior Learning Assessment Theory and Practice (PLA) course and learn how to package their work and life experience for potential credit.

Upon enrolling in the Prior Learning Assessment Theory and Practice course, students will be asked to compile a Portfolio of prior learning experiences. These experiences may include knowledge and competencies gained through work, travel, hobbies, volunteer work, independent reading, training or workshops and many other life experiences. In order for students to earn credit through their Portfolios, their learning must be equivalent to college level work and documented in a way that can be evaluated by appropriate faculty.

The Portfolio developed during the Prior Learning Assessment Theory and Practice is a practical way for students to potentially earn up to 24 hours of general elective credits toward the Organizational Management degree at Nyack College. Portfolio credit may be earned by writing experiential learning essays, taking CLEP or DSST-DANTES exams, or by having American of Education (ACE) or PONSI work-related trainings and workshops evaluated by the faculty.

The Prior Learning Assessment Theory and Practice course introduces the student to developing a portfolio of life experience documentation and writing experiential learning essays. The assessment instructors teach the six-week online PLA course. Prior Learning Assessment Theory and Practice consists of six weeks of online sessions and offers students’ an option to obtain general elective credits using learning from work and life experience.

Students have access to an Assessment Advisor to assist them with their deficient junior year credits. Students will develop a Degree Plan with their Assessment Advisor during the Foundations of Critical and Systemic Thinking course. The Degree Plan helps students see where they stand upon entering the program, and shows how they will reach the goal of 84 credits. The Degree Plan lists transcripted credits and indicates how students will obtain deficient liberal arts and elective credits that were not previously transferred in, but are part of the bachelor’s degree credit requirements. Developing the Degree Plan creates accountability and helps students feel confident as they enter OM program.

The office staff is available to help students, and we endeavor to serve the adult student well, thus making re-entry into college a positive experience.
VII. CURRICULUM AND COURSE DESCRIPTIONS

A. ORGANIZATIONAL MANAGEMENT MAJOR COURSES

COURSE DESCRIPTIONS

Term One

HUM 301: FOUNDATIONS OF CRITICAL & SYSTEMIC THINKING (3 credits)
This course examines the fundamental aspects of critically and systemically examining and evaluating situations, events, problems, and inter-related activities. Emphasis will be placed on the disciplined process of conceptualizing, applying, analyzing, synthesizing, and evaluating the information presented in a business problem. System and holistic thinking from a constructively critical perspective will be the prevailing theme throughout this course. However, the core objective is to be able to apply “critical system thinking” through analyzing case readings. Intellectual values such as clarity, accuracy, precision, consistency, and relevance, soundness of evidence, depth, breadth, and fairness are emphasized as suitable criteria for decision analysis and implementation. Elements of critical systems thinking include purpose, problem, assumptions, concepts, empirical grounding, reasoning leading to conclusions, implications and consequences, alternative viewpoints, and frame of reference.

BUS/SOC 345: ORGANIZATIONAL THEORY & DESIGN (3 credits)
Students explore the concepts of organization theory (OT) and design with particular emphasis on the modern, symbolic-interpretive, and postmodern approaches to organization. Additionally, major organization forms, the development of culture and behavior, and the impact of environment will be discussed through the lenses of the three approaches. An historical overview of the development of OT is also covered. Particular emphasis is placed on a multiple perspective approach to OT as a means to understand the context of how organizations work and how best to approach an organizational assessment.

BUS 345: THE MANAGER AS CHANGE AGENT (3 credits)
The world in which organizations exist today is one that is fast-paced, functions within a global economy, and where change is inevitable. If organizations wish to succeed they cannot stand still. Large firms to small entrepreneurial start-ups find that they need to change in order to succeed and survive. This course helps to develop a better understanding of the challenges, techniques, burdens, and successes associated with initiating and implementing positive changes within organizations. This course prepares managers to successfully maneuver the challenges of positive organizational change.

BUS 309: MANAGERIAL ACCOUNTING & FINANCE (3 credits)
Managerial decision-making is explored from a theoretical and practical perspective as related to commonly used accounting and financial tools and processes in the global business and financial markets environment. The theoretical perspective is reviewed in the context of the determination of interest rates, as well as the term and risk structure of interest rates in the financial markets. The practical perspective occurs through the description, discussion and differences between
financial management and accounting practices. Various accounting and financial tools and processes commonly used in the global business environment are introduced, discussed and analyzed. Formative concepts such as the time value of money (TVM), internal rate of return (IRR) and net present value (NPV) are reviewed in the context of commonly utilized and accepted accounting structures and practices. These formative concepts are integrated into the description, analysis and use of basic financial statements including income statements, statements of cash flow, and balance sheets as part of financial management. Ultimately, major organizational decisions will be analyzed in the context of the theoretical and practical topics covered throughout the course.

**Term Two**

**RESEARCH PROJECT I (2 credits)**

**MGT 405: ORGANIZATIONAL BEHAVIOR (3 credits)**
This course presents the foundations of the history and applications of organizational behavior. Particular emphasis is placed on organizational culture, motivation, job design, goal setting, group behavior, power, leadership, organizational structure, decision-making, and control. Students understand the connection and impact each of these elements play in the organization’s effectiveness and behavior.

**BUS 463: GLOBAL LEADERSHIP (3 credits)**
Students identify and evaluate ways that effective leadership can leverage a diverse organization for adaptive change and competitive advantage in globally diverse environments. They learn how to approach diversity from a management perspective in the workplace, exploring various ways that individuals can use differences to empower others in the work force.

**SOC 409: RESEARCH METHODS & STATISTICS (3 credits)**
Students become adapt in understanding the foundations of research methods, both qualitative & quantitative methods. In addition, students will identify where to use qualitative and or quantitative techniques to solve real world problems including how to analyze organizational situations. Through the application of appropriate research methodologies, techniques and fundamental concepts, students learn to perform basic theme analysis as well as basic statistical functions, apply and conduct statistical tests and analyses, including chi-square testing.

**Term Three**

**BUS 434: BUSINESS LAW & ETHICS (3 credits)**
This course explores ethical decision making in a society with changing values and an increasing international interdependence. It stresses the development and application of moral and ethical concepts to practical cases and ethical dilemmas management faces. It develops an awareness of the ethical, social, and environmental implications and consequences of managerial decisions involved in managing a firm’s relationship with society, its marketplace, and employees. Special attention is given to the question: To what extent should organizations exercise social responsibility? The study of the legal environment of business includes analysis of the
development and function of common and mercantile law with attention to domestic and global concerns as they influence the political, regulatory, and judicial process. Emphasis is given to the legal rights, duties, of business, while addressing basic issues such as, but not limited to, business organization and operation, agency, real and personal property, product and service liability, contracts, sales, insurance, and financial instruments.

**RESEARCH PROJECT II (3 credits)**

**BUS 464: KNOWLEDGE MANAGEMENT (3 credits)**
This course introduces students to the organizational and management issues surrounding the emergence of knowledge as a vital strategy in positioning organizations to achieve success within their respective industries. Students will recognize knowledge as a manageable asset of an organization and understand that organizations are complex systems that function within an ever-changing, information-rich environment.

**BUS/ECO 419: ECONOMICS & MARKETING (3 credits)**
The marketing of organizational strategies are explored from an economic perspective. Marketing concepts and steps (including marketing SWOT analysis and the 4 P’s) are analyzed within a team structure as students create a marketing plan for a new product and or company. In addition students study and application of the principles and tools of microeconomics (production, buying, and selling of a particular good or service and the study of supply and demand), macroeconomics (unemployment, inflation, interest rates, money supply, national economic policy, and GDP national output), and the impact of international trade in organizational decision making. From these perspectives students analyze the impact of economic factors on organizations and the influence of organizations on economic conditions, drawing on economic understanding as a resource for responding to and implementing change in organizations.

**B. ADULT INTENSIVE TRACK (AIT) CORE COURSES AND DESCRIPTIONS**
*These are supplemental courses run by Nyack College /ATS, but are not a part of any other degree earning program. Therefore the cost of these courses is in addition to the degree earning program’s tuition.*

(3 credits per course otherwise noted)

1. Abnormal Psychology
2. Adult & Career Development **
3. African-American Fine Arts in New York City
4. American Business History
5. College Mathematics
6. Dynamics of Group Behavior **
7. Ecology
8. History of Art
9. History of Christianity
10. History of Western Civilization
11. Human Growth & Development
12. Introduction to Philosophy
13. Latin American History
14. New Testament Literature
15. Old Testament Literature
16. Organizational Communications
17. Psychotherapy & Clinical Intervention
18. The History of the City of New York
19. Theories of Personality
20. United States History II
21. World Views in the Global Market
22. Writing Biography, Autobiography, Memoir
23. Writing for the Social Sciences

Most courses may be used to fulfill 3 credits of general liberal arts requirement.
**Marked course is worth 2 credits only.

**AIT Course Descriptions**

1. Abnormal Psychology (PSY 342)
   This course presents descriptions and studies of the major behavior disorders including their origin, diagnosis, treatment, and prevention. *Fulfills Social Science requirement.*

2. Adult & Career Development (PSY 403)
   Students examine course readings on adult development theory and life cycle research findings in the light of various career-related issues. In addition, an exploration of the career planning process, including self-assessment, occupational information, and job search skills, equips students to develop a plan for career success.

3. African-American Fine Arts in New York City (FNA 241)
   A study of the major developments in African-American art in New York City from colonial times to the present. This course includes class visits to museums, concert halls, churches, galleries, and other sites of African-American cultural heritage. Students pay for entrance fees. *Fulfills Fine Arts requirement.*

4. American Business History (HIS 225)
   The history of American business institutions in manufacturing, distribution, transportation, and finance. Particular attention will be given to industrialization with consideration of business institutions in their economic, legal, governmental, and social contexts. *Fulfills US History or Social Science requirement.*

5. College Mathematics (MAT 101)
   Logical structure of the decimal system. Designed to acquaint the student with meaning, development, and communication of number ideas and the logical structure of number
systems; the how and why of the basic algorithms of arithmetic. Fundamental concepts of elementary algebra and informal geometry. *Fulfills Math requirement.*

6. Dynamics of Group Behavior (SOC401)
Students analyze and experience what it means to be part of a group. Topics explored include various roles of group members, effective decision-making, cooperation versus competition, the nature of leadership, problem diagnosis and assessment, and how group functioning affects organizational effectiveness.

7. Ecology (BIO 112)
A study of the relationships between organisms and their environment. Environmental influences such as climate, water, temperature and light along with biotic factors such as predation, competition, and mutualism will be discussed. Ecosystem diversity, structure, and energy flow will be examined. The biblical basis for man’s role in the environment and the need for creation awareness will be emphasized. *Fulfills Science requirement.*

8. History of Art (FNA 335)
A study of the major developments of music, art, architecture, and sculpture. Emphasis is placed on standard art works and their reflection of religious, social, and cultural life. *Fulfills Fine Arts requirement.*

9. History of Christianity (HIS 342)
Development of institutions of the Christian church from its inception to the present. (Same as REL 342) *Fulfills Philosophy, World History, or Western Civilizations requirement.*

10. History of Western Civilization (HIS 110)
The History of Western Civilization provides an overview of developing civilizations from the ancient world to the present. Students will examine the history of change in the cultural, social, religious, intellectual, political, military and economic aspects of western cultures. Ancient Greece, the Roman Empire, medieval society, the Renaissance, the Reformation, the Enlightenment, the Industrial Revolutions, the development of Nation-States, World Wars and the new Globalism will all be included in the study. This is a foundational history course designed to engage the student in the civilizations of the past with a view towards achieving a better understanding of our modern world. *Fulfills Western Civilizations requirement.*

11. Human Growth & Development (PSY 244)
This course will provide an overview of human development from infancy through late adulthood. Theories and research regarding the physical, cognitive, social, emotional and spiritual aspects of development will be examined. (Nursing majors only) *Fulfills Liberal Arts or Social Science requirement.*

12. Introduction to Philosophy (PHI 101)
This course provides the student with a systematic introduction to the discipline of philosophy. It considers areas of philosophical inquiry including: social and political
philosophy, ethics, philosophy of religion, philosophy of history, and aesthetics. *Fulfills Philosophy requirement.*

**13. Latin American History (HIS 331)**
This course studies the history of Central and South America and the Caribbean. It begins with pre-European civilizations and proceeds through to the present day. It provides insight into colonial developments, movements for independence, relations with the U.S., and recent efforts to throw off U.S. hegemony. *Fulfills World History requirement.*

An examination of the development of redemptive history throughout the New Testament in the context of its geographical and cultural background. Key themes and selected critical issues are discussed with a view to aiding students develop a biblically-informed worldview. *Fulfills Philosophy requirement.*

**15. Old Testament Literature (BIB 102)**
An examination of the history, cultural background, and worldview of the people of God throughout the Old Testament period (c. 2000 - 400 B.C.). Key themes and selected critical issues are discussed with a view to aiding students develop a biblically-informed worldview. *Fulfills Philosophy requirement.*

**16. Organizational Communications (COM 415)**
Students develop the skills involved in formal communication in organizations, especially in writing letters, e-mails, memos, and in public speaking. Students learn the importance of proofreading and conducting peer evaluations. Students review grammar techniques necessary for effective communication in the workplace. Students also explore the complexity of communication at the personal level. In developing an effective individual communication style, they study such skills as listening and non-verbal communication. *Fulfills Liberal Arts requirement.*

**17. Psychotherapy & Clinical Intervention (PSY 444)**
A survey of the major schools of thought and approaches to psychological therapy, including theoretical principles, techniques, and applications will be presented. *Fulfills Liberal Arts or Social Science requirement.*

**18. The History of the City of New York (HIS 326)**
A study of the continual transformations of New York City from its early days as a seventeenth century Dutch trading community to its late twentieth century status as an international economic, political, and cultural capital. New York has always exemplified urban diversity, embracing within its boundaries people from all ethnic groups, religions, and social categories. This historical overview will incorporate a variety of biographical and autobiographical accounts of disparate peoples as we seek to explore various aspects of the city during its growth and development. *Fulfills American History requirement.*
19. Theories of Personality (PSY 441)
The course will study the major personality theories, with emphasis on their consistency,
completeness, relation to empirical data, and practical implications. *Fulfills Social Science requirement.*

20. United States History II (HIS 214) (or American History)
This course continues the examination of basic political, economic, and social forces in
the development of the United States since the Civil War. Topics include the Gilded Age,
the First World War, the Great Depression, World War Two, and the Cold War era.
*Fulfills American History requirement.*

21. World Views in the Global Market (REL 407)
Students investigate common types of worldviews, with special emphasis on Christian
theism. The worldviews of the major religions are examined, along with the so-called
“secular” worldviews such as humanism and materialism. Students study the role that
beliefs and values play in the construction of worldviews, analyze the issues involved in
the comparison of worldviews, and develop an individual worldview applicable to
personal and professional life. *Fulfills Liberal Arts requirement.*

22. Writing Biography, Autobiography, Memoir (ENG 340)
In this advanced writing course, students will explore the theory and practice of the
biographer, the autobiographer, and memoir writer. Writers will work on personal work,
as well as research to write others’ stories. *Fulfills 3 credits of English requirement.*

23. Writing for the Social Sciences (ENG 113)
Emphasis on drafting, revising, and editing expository essays common to the social
sciences. Students discuss and evaluate readings from the social sciences and write an
extended research paper using APA style. *Fulfills 3 credits of English requirement.*

*Please note that some of these courses may not be offered every semester and may be cancelled due to low student enrollment.*
C. APPLIED RESEARCH PROJECT PROPOSAL

The undergraduate research project provides a culminating experience designed to integrate learning outcomes from all course work and to link these to various life roles and in particular the work setting. Working with the instructor and an explicit set of guidelines, students will select a work-related organizational problem to investigate, and will proceed to identify and possibly implement the appropriate solution(s) to the problem by using models, concepts and analytic skills. Drawing on course work, library resources and prior learning, students will carry out a complete research project, concluding with the preparation of a written project proposal.

The Applied Research Project Proposal is considered an essential component of OM in that it will help the student:

1. To identify and attempt to alleviate an organizational problem or concern.
2. To improve or enhance an organizational situation or set of conditions.
3. To fill an organizational need.
4. To meet an organizational challenge or opportunity.
5. To enhance personal preparation for career and/or graduate school through the building of scholarly/practical research via completion of;
   a. A formal research introduction,
   b. A comprehensive literature review,
   c. And development of mixed methodologies research.

"The project is intended to create a positive change in the organization for which it is designed."

The Applied Research Project Proposal is submitted to the Primary Instructor in a three-ring, loose-leaf binder format at the conclusion of the students program. Detailed instructions as to the format, layout and presentation of the written project are found in the "Applied Research Project Proposal Handbook" which is provided to students in the course of their program. Students should keep a copy of their Applied Research Project Proposals for their own records in addition to the one they turn in to their instructors.
VIII. GRADING SYSTEMS

Grades are reported directly to the student by the Registrar after each semester. In the event of a misunderstanding or error the student should consult with the INSTRUCTOR immediately after receiving grades. If the student requires a grade following each class, the ‘Student Transcript/Grade Letter Request’ form should be completed and forwarded to the SB&L Registrar.

A. GRADING SCALE

Grading will be on a straight 90-80-70-60 scale. Pluses (+) and minuses (-) will be awarded in the upper and lower 3% of each range.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93%-100%</td>
</tr>
<tr>
<td>A-</td>
<td>90%-92%</td>
</tr>
<tr>
<td>B+</td>
<td>87%-89%</td>
</tr>
<tr>
<td>B</td>
<td>83%-86%</td>
</tr>
<tr>
<td>B-</td>
<td>80%-82%</td>
</tr>
<tr>
<td>C+</td>
<td>77%-79%</td>
</tr>
<tr>
<td>C</td>
<td>73%-76%</td>
</tr>
<tr>
<td>C-</td>
<td>70%-72%</td>
</tr>
<tr>
<td>D+</td>
<td>67%-69%</td>
</tr>
<tr>
<td>D</td>
<td>63%-66%</td>
</tr>
<tr>
<td>D-</td>
<td>60%-62%</td>
</tr>
<tr>
<td>F</td>
<td>0%-59%</td>
</tr>
</tbody>
</table>

B. GRADE POINT SYSTEM

Graduation is based not only upon the accumulation of appropriate credits but also upon the quality of work performed. The minimum standard established by the faculty is a cumulative average of 2.0. In order to achieve this, the student must attain twice as many grade points as he or she has credits. Grade points are granted on the following basis.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Grade Points Per Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>C-</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>D-</td>
<td>0.7</td>
</tr>
<tr>
<td>F</td>
<td>0.0</td>
</tr>
</tbody>
</table>

C. WRITING RUBRIC

A writing rubric is utilized by instructors to provide students with constructive feedback. One has been provided on the following page.

Nyack College – OM Writing Rubric
(utilized by instructors for all written assignments)
Grading Guidelines (see complete Grading Scale at bottom)

<table>
<thead>
<tr>
<th>A</th>
<th>A - B</th>
<th>B - C</th>
<th>C - D</th>
<th>F</th>
<th>Student Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>90</td>
<td>85</td>
<td>80</td>
<td>75</td>
<td>70</td>
</tr>
</tbody>
</table>

A.) WRITTEN COMPETENCIES - 50 points
Writing Mechanics include:

1. objective, formal style | 16 | 14 | 13 | 12.5 | 12 | 11 | 9.5 |
2. complete written sentences | 18 | 17 | 16.5 | 15 | 13.5 | 13 | 11 |
3. correct grammar, spelling, punctuation | 16 | 14 | 13 | 12.5 | 12 | 11 | 9.5 |

SUBTOTAL | 50 | 45 | 42.5 | 40 | 37.5 | 35 | 30 |

B.) STRUCTURAL COMPETENCIES - 50 points
Content reflects:

1. coherence | 5 | 4.5 | 4.5 | 4 | 4 | 3.5 | 3 |
2. demonstrated critical analysis/reasoning | 5 | 4.5 | 4.5 | 4 | 4 | 3.5 | 3 |
3. clear focus | 5 | 4.5 | 4.5 | 4 | 4 | 3.5 | 3 |
4. strong and organized beginning/middle/end with effective paragraph transitions | 5 | 4.5 | 4 | 4 | 3.5 | 3.5 | 3 |
5. adherence to assignment guidelines/answered question | 20 | 18 | 17 | 16 | 15 | 14 | 12 |
6. appropriate documentation of sources | 5 | 4.5 | 4 | 4 | 3.5 | 3.5 | 3 |
7. APA style citations | 5 | 4.5 | 4 | 4 | 3.5 | 3.5 | 3 |

SUBTOTAL | 50 | 45 | 42.5 | 40 | 37.5 | 35 | 30 |

FINAL GRADE | 100 | 90 | 85 | 80 | 75 | 70 | 60 | 0-59 |

GRADING SCALE:
A | 93-100  
A- | 90-92
B+ | 87-89  
B | 83-86
C+ | 77-79  
C | 73-76
D+ | 67-69  
D | 63-66
F | 0-59
WRITING CENTER

Students are also encouraged to seek assistance through the Nyack College Writing Center. The Center provides learners with support and instruction designed to enhance students’ academic experience, learning potential and personal development. Students receive individualized instruction and guidance designed to help them strengthen and enhance their writing skills.

D. GRADE REPORTS AND ADJUSTMENTS

Students who have a grievance relative to academic policies, grades, or other academic judgments should first seek resolution with their course instructor. If this does not solve the problem, a formal appeal may be made by sending a letter or e-mail to the Chair of Organizational Management. The Chair of Organizational Management will select two faculty members to review the case. The grade designated by the faculty members who review the case will be binding and final, whether it is higher or lower than the original grade.

E. STANDARDS OF SATISFACTORY ACADEMIC PROGRESS

In order to receive Title IV and State aid, a student must demonstrate that he or she is making acceptable progress toward earning a degree. The following paragraphs represent the progression of the program and the minimum academic standards that must be met to be eligible for Title IV and State aid. These standards are required by State and Federal funding agencies.

The Organizational Management Program is a sixteen-month program with THREE TERMS of 12 credits per Term. Students come into the program with 60 to 84 transferable college credits. Students who come in with fewer than 84 credits earn the other credits through the assessment of prior learning, credit by examination, and/or additional transfer credits to bring them to 84 transferred/assessed credits. Students must have 120 credits and a G.P.A. of 2.0 in order to graduate. The transferred and assessed credits do not help a student to meet satisfactory academic progress because they do not carry grades. All students, regardless of the number of credits they bring into the program, are required to take no less than the 36 credits in the Organizational Management Program.

To make satisfactory academic progress in the first and second of the THREE TERMS at Nyack, students must earn at least 9 credits. With a 2.0 G.P.A If a student does not have the required 9 credits AND a G.P.A. of 2.0, the student will either be administratively withdrawn, or placed on academic probation (see below.) If a student must stop out of the cohort after Term One or Two, the student may transfer into another cohort after the required academic standard has been met.

Students in jeopardy of not meeting satisfactory academic progress will be notified in writing approximately week 22 and week 41.
F. SATISFACTORY ACADEMIC PROGRESS - PROBATION

Students, who end Term One with three (3) or fewer credits completed, or less than a 2.0 Grade Point Average, will be administratively withdrawn from their cohort. An appeal form is available on our website for students who wish to appeal for permission to stay in the Organizational Management Program.

Students who finish Term One with six (6) will be automatically placed on academic probation for the first six weeks of Term Two. If by the end of 6 weeks they have still not attained 9 credits or a 2.0 GPA, they will be administratively withdrawn. There is no appeal of this decision.

G. TRANSCRIPTS AND OTHER STUDENT GRADE LETTER REQUESTS

All requests for student transcripts or grades must be in writing. Students should allow 5 to 7 business days for processing transcript requests. A charge of $5.00 is made for the first transcript and $1.00 for each additional one ordered at the same time. A request for a RUSH transcript (1 to 2 business days maximum processing time, sent regular mail) will incur a $10 RUSH fee, in addition to the normal processing fees. A request for a RUSH transcript with FedEx (processed in 1 to 2 business days, sent FedEx “next business day”) will incur a $40 rush fee for the first copy, and $1.00 for each additional copy ordered at the same time. A transcript will not be forwarded to a student or other institutions if the student’s account is not paid in full. No charge is made for grade requests for employer reimbursement or other such purposes.

H. AIT-GRADING POLICY

Grades for adult intensive courses are entered on student transcripts as a letter grade basis. The pass/no credit option for AIT courses must be requested on the registration form, before the course begins; no exceptions will be made. Pass is defined as a “C-” or better.

Grades are reported directly to the student by the Registrar after each semester. If a student has questions regarding the grade he or she should consult with the instructor immediately after receiving the grade.

GRADING SCALE

Grading will be on a straight 90-80-70-60 scale. Plusses (+) and minuses (-) will be awarded in the upper and lower 3% of each range.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percent Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93%-100%</td>
</tr>
<tr>
<td>A-</td>
<td>90%-92%</td>
</tr>
<tr>
<td>B+</td>
<td>87%-89%</td>
</tr>
<tr>
<td>B</td>
<td>83%-86%</td>
</tr>
<tr>
<td>B-</td>
<td>80%-82%</td>
</tr>
<tr>
<td>C+</td>
<td>77%-79%</td>
</tr>
<tr>
<td>C</td>
<td>73%-76%</td>
</tr>
<tr>
<td>C-</td>
<td>70%-72%</td>
</tr>
<tr>
<td>D+</td>
<td>67%-69%</td>
</tr>
<tr>
<td>D</td>
<td>63%-66%</td>
</tr>
<tr>
<td>D-</td>
<td>60%-62%</td>
</tr>
<tr>
<td>F</td>
<td>0%-59%</td>
</tr>
</tbody>
</table>
GRADE POINT SYSTEM

Graduation is based not only upon the accumulation of appropriate credits but also upon the quality of work performed. The minimum standard established by the faculty is a cumulative average of 2.0. In order to achieve this, the student must attain twice as many grade points as he or she has credits. Grade points are granted on the following basis.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Grade Points per Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>C-</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>D-</td>
<td>0.7</td>
</tr>
<tr>
<td>F</td>
<td>0.0</td>
</tr>
</tbody>
</table>

I. **A course graded “no credit” (below C-) will not appear on your transcript.**

Grades for adult intensive courses are entered on OM student transcripts on a letter grade basis. Pass/Fail for AIT courses must be requested on the registration form, before the course begins. Pass is defined as a “C-” or better, however, an overall cumulative average of a “C” or better is required for graduation in the Organizational Management Program.
IX. STUDENT STANDARDS AND POLICIES

A. FORMAT FOR WRITTEN WORK

*General guidelines for written assignments and research project for this program follow the APA style.*

Students are expected to produce college level work that reflects the following:

**Content and Style**

- Use of standard, college-level English
- Have three main components: introduction, body, and conclusion.
- Edit for grammar, spelling, sentence structure, and general mechanics of writing.
- Write using inclusive language.
- Cite and reference all sources of information, using the APA style of documentation as presented in the textbook entitled, *Rules for Writers*, by Diana Hacker.

**Presentation and Format**

Each assignment is to have:

- A title page that has the course title, assignment title, student’s name, Cohort number, name of Professor teaching the course, and date when assignment is submitted.
- The *title and number* of the questions being answered, when applicable
- Pages numbered in the upper right hand corner with title of assignment written in header form using the APA style of formatting.
- Margins one inch all around (top, bottom, left, and right).
- Papers that are typed, double-spaced using 12-point font size.
- Pages, free of plastic covers, stapled in the upper left corner.

*Students are advised to confirm these requirements with their instructors.*
B. INCOMPLETE POLICY-

1. Organizational Management Courses

Students are expected to complete course assignments by their due date. Instructors are required to downgrade any work submitted late.

Such a downgrade may be avoided under the following circumstances:

a. If a student intends to make up a missed class and has made confirmed arrangements with the Registrar’s Office within two weeks of the missed class

b. If exceptional circumstances (such as extended illness) have occurred, the student has provided a written request to the instructor for an extension without penalty, and the instructor has provided a written approval.

Instructors will calculate the student grade based on the course work submitted at the time that the grade sheet is prepared, unless one of the exceptions above applies. “I” (Incomplete) grades may be used only when students have made specific arrangements acceptable to the instructor prior to the preparation of the grade sheet. After one month, grade of “I” become “FX.”

A student who receives an “I” or an “F” for a course must complete work for that course within one calendar month of the last session of the course. A student may not enroll in an OM general education course other than English if he or she is carrying more than two incompletes.

Students who have not completed coursework one year after their cohort finishes will need to apply for re-admittance to the program and pay the full price of completing any outstanding graduation requirements. At this point, they will be under the current student handbook rules.

2. Applied Research Project Proposal

As with other assignments, students are expected to complete chapters of their projects by the due dates determined by their professors. Instructors are required to downgrade for work submitted late. Exceptions to this policy follow those listed under the Incomplete Policy above. However, no exception other than serious illness will result in a final grade higher than “A-” on work submitted beyond the grace period. Students are allowed a two-month grace period beyond the end of the academic year to finish their Applied Research Projects with their primary instructors. After two months, grades of “I” become “FX.”

Students who fail to complete their projects on time will incur additional fees. Those with unfinished projects must register for Project Advisement and pay the cost of one credit to continue working toward completion of their projects.
Ordinarily they will be assigned a new adviser, and they will have up to six months to complete their projects under that adviser.

**C. CLASS ATTENDANCE**

Because a large portion of the learning in the program takes place in the classroom, attendance at all class meetings is mandatory. When a student misses a class, for whatever reason, he or she must consult with the instructor about making up the class. It is then up to the instructor to decide which of the following options should be used:

1. *Attending that session with another cohort.* The student must call the OM Registrar’s Office to reschedule, complete a “Class Make Up Form” (see Appendix A), and have the instructor of that cohort sign the form. The student is expected to read the appropriate assignments for a make-up session; to participate actively in the session; and to give, or mail, the form to the original instructor of the missed class. **If a student schedules a make-up class/module and are unable to attend, the student must call the Registrar’s Office or e-mail the instructor prior to the class time. If the student does not do this prior to class time, they will be fined $25. The student will not be permitted to make-up that particular class/module until the fee is paid.**

2. *Preparing a written assignment based on the week’s assignments (minimum of 3 typed pages) and designated by the instructor as equivalent to four hours’ work.* The student is required to give, or mail, the written make-up assignment to the instructor within an acceptable time frame, generally within two weeks of the missed session.

*Partial absence and/or failure to make up the class work may result in a reduced grade in the course.*

The normal class duration is four hours, and students are expected to attend for the full class period. Tardiness or early departure has a negative learning impact on all students, especially because of the many group exercises and discussions that are involved in each class session.

Therefore, **tardiness or early departure will be taken into account in the final grade for every course.**

Emergencies are recognized by the Program Administration. However, **lateness for or early departure from half the classes in any course will be considered the equivalent of one full absence, and arrangements for a make-up on that basis will need to be arranged with the instructor.**

It is the student’s responsibility to adhere to deadlines. When deadlines are not followed, there may be delays in grading, portfolio assessment, etc., including the possibility of delayed graduation and additional fees.
D. WEATHER POLICY

Regarding class cancellations due to dangerous weather conditions, e.g., snow or icy road conditions, OM will make their decision to either cancel or have class by 3:00 p.m. on that day. Each class representative will work out a telephone chain to be used in case of class cancellation. A telephone chain is when the class representative calls two classmates who then call two more classmates who then call two more, etc. All canceled classes must be made up. Students may call the office at 845-358-1710, ext.4957 or 800-876-9225 to ascertain whether class will be held; it is best to call in the afternoon. The decision to cancel class is made only by the OM office. Students do not make this decision.

E. SATURDAY CLASS POLICY

Attendance at Saturday classes within the 36-credit residence program is required for graduation. Persons forced to miss a Saturday class because of unavoidable circumstances, such as a medical problem or a significant family situation, are expected to make up the Saturday class by attending an additional Saturday class. Should a religious observance or other event prevent a student from attending a Saturday class, arrangements need to be made ahead of time to make up the class.

F. STUDENT PRIVACY RIGHTS STATEMENT
(Notification of Rights under FERPA)

In accordance with the provisions of section 438 of the General Education Provisions Act 20 USC 1236g - Family Educational Rights and Privacy Act (FERPA) commonly referred to as the "Buckley Amendment," Nyack College/Alliance Theological Seminary has adopted the following regulation to protect the privacy rights of its students, and to provide students access to their educational records.

1. Educational Record

The student's primary educational record is located in the Registrar's Office. Items in the educational record include: the permanent record card, grade reports, admission/application materials, and testing data. Other offices maintain student records pertinent to their respective concerns.
2. Inspection and Review of Records

   a. A student may inspect and review his/her educational records upon written request to the Registrar. The request should identify the record(s) the student wishes to inspect. The Registrar will comply within 45 days with notification of the time & place the record(s) may be reviewed.

   b. A student has a right to review all documents contained in his/her record except:
      i. evaluations and recommendations, if the student has waived his/her rights to see them.
      ii. parental financial records and statements.
      iii. documents classified by law as "non-educational."

3. Charge for Producing Records

   There will be a charge of $1.00 per sheet for reproducing records up to a maximum of $10.00 for any single request. The College reserves the right to deny copies of an educational record to a student whose financial account is in arrears.

4. Challenge of Record

   Students who, after reviewing their record, desire to formally challenge information therein, may request that the record be amended. This request must be submitted to the Registrar in writing, and should identify the part of the record the student wants changed, and the reasons for doing so. The Registrar will respond in writing with a decision. If the request is denied, the student may request a formal hearing to be conducted by a committee appointed by the Provost/Vice President of Academic Affairs. The Provost/VPAA will notify the student of the committee's decision. All records of these appeals will be kept in the Registrar’s Office.

5. Disclosure of Information from Educational Records

   The Registrar's Office will not disclose any personally identifiable information from the student's educational record without the student's written consent, except to the following people or for the following purposes:

   a. To parents or guardians of students.
      i. If a student is claimed as a dependent by either parent/guardian for tax purposes, then either parent/guardian may have access under this provision (34 CFR ¶ 99.31(a)(8)). Neither the age of the student nor the parent’s status as a custodial parent is relevant. Nyack will assume that a student not enrolled in the OM degree program or a graduate degree program is financially dependent unless the
student submits written notification to the Office of the Registrar within 30 days of the start of each term that he or she is financially independent. The form “Notification of Emancipation Status” is available in the Registrar’s Office.

ii. In the event of serious health concerns such as illness, injury or hospitalization.

iii. If a student is under the age of 21, Nyack may elect to notify parents/guardians for disciplinary violations related to alcohol or controlled substances, or when a student is suspended or expelled. In disciplinary matters, parents are notified only after students are determined to be responsible for a violation of Nyack rules or standards. In all matters, the context of individual circumstances is considered when deciding whether to contact parents. When possible, students will be given the opportunity and encouraged to discuss the situation with their parents prior to the institution’s notification (¶ 99.31 (a) 15 of the FERPA regulations).

b. To school officials with legitimate educational interests in the information. A school official is a person employed by the institution in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the institution has contracted as its agent to provide a service instead of using institutional employees or officials (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an educational record in order to fulfill his or her professional responsibility.

c. To officials of another institution in which the student is current enrolled or seeks to enroll.

d. To any agency to which the student has applied or from which he/she has received financial aid, or which had made decisions concerning eligibility, amount, condition, or enforcement of the terms of financial aid.

e. To certain educational agencies and institutions as permitted by law.
f. To comply with a judicial order or subpoena.
g. To protect the health or safety of the student or others in an emergency situation.

Nyack may also disclose, without consent, directory information. Directory information is information that is generally not considered harmful or an invasion of privacy if released. Its primary purpose is to allow Nyack to include this type of information in certain school publications, such as a playbill, yearbook, graduation program, sports activity sheets, etc. Such information includes: the student's name; address; telephone numbers; e-mail address; date and place of birth; major field of study; dates of attendance; full or part time status; class schedule; photographs; degrees, honors and awards received; school sports or student activities; weight & height of athletic team members; most recent educational institutions attended; and other similar information. Any student who does not want directory information released must give written notification of such to the Office of the Registrar within 30 days of the start of each semester. The form “Non-Disclosure of Directory Information” is available in the Registrar’s Office.

6. **Right to File a Complaint**

Students who believe that Nyack/ATS is not in compliance with FERPA regulations may file a complaint with the U.S. Department of Education.

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-59
The following information concerns the location and type of records by various offices and the persons who ordinarily have access to these records.

LOCATION AND TYPE OF INFORMATION

1. Office of the President
   a. Persons in charge of records
      1) President
      2) President’s Administrative Assistant
      3) Secretary to the President
   b. Location—Shuman Hall
   c. Type of Information maintained
      1) President’s office has general oversight of all campus records

2. School of Business and Leadership Academic Office
   a. Persons in charge of records
      1) Provost
      2) Dean, SB&L
      3) Registrar, SB&L
      4) Admissions Office, SB&L
      5) Assessment Office, OM
      6) SB&L faculty
      7) Assistant Registrar, SB&L
   b. Location—SB&L Shuman Building
   c. Type of Information maintained
      1) Permanent Record Card
      2) Grades
      3) Admissions Data
      4) Testing Data

3. SB&L Financial Aid/Student Accounts Office
   a. Persons in charge of records
      1) Treasurer
      2) Dean for SB&L Enrollment Management, SB&L
      3) Financial Counselor, SB&L
      4) Support Personnel, SB&L
G. ACADEMIC HONESTY

The faculty of Nyack College requires that all material submitted as part of any class exercise in or out of class is the actual work of the student whose name appears on the material or is properly documented otherwise. Students found guilty of dishonesty in academic work are subject to disciplinary action and may be dismissed by the college. **The first incident will result in failure for the course, or the work submitted. The second incident will result in dismissal from the program. If the initial incident is deemed serious enough, dismissal will be imminent.**

1. Plagiarism

In general, plagiarism is commonly defined as using the words, ideas, computer code, or any work of another person without proper acknowledgment. When evidence of plagiarism or other dishonesty is discovered, a written, anecdotal statement describing the incident is submitted by the appropriate faculty member and made part of the student’s file in the Registrar’s Office along with a report of any action taken. The student will be given a copy of the statement and will have the right to add a reply to the file materials.

2. Receiving Improper Assistance

In addition to plagiarism, the academic community categorizes several other kinds of behavior as “dishonest” and liable for disciplinary or even legal action. In general these can be divided into three types:

a. Turning in an assignment (test or paper) written wholly or partly by another person or agency without so specifying.

b. Turning in an assignment (test or paper) substantially edited or otherwise improved by another person without so specifying. (The relative or friend who retypes a paper and corrects all of its errors fits in here.)

c. Turning in an assignment (test or paper) written wholly or partly for another course for which academic credit was received without so specifying.

Students, like all professionals, must recognize the following fact: since the evaluation of student work results ultimately in a formal grade recorded on a student’s official transcript, any work offered in support of that grade which reflects the unacknowledged efforts of another person is an attempt at fraud, and must be dealt with as such.

A note from the Nyack College Faculty:

“We cannot stress strongly enough the serious nature of what is written above. Not only is fundamental dishonesty involved, but so also is a depreciation of your education. Failure to do your own work takes away from the learning, which you will achieve through doing your own work. We can and do dismiss students because of academic dishonesty. This also protects the academic reputation of the institution and ensures the integrity of the degree for our students.”

H. SEXUAL HARASSMENT

Harassment on the basis of sex is a violation of New York State Law and the Federal Civil Rights Act.

It is the policy of Nyack College to prohibit sexual harassment of its employees and students in any form. In maintaining this policy, the College seeks to assert basic Christian precepts, to affirm ethical standards universally accepted in the workplace and classroom, and uphold existing law. No practice or behavior that constitutes sexual harassment will be tolerated.

Sexual harassment is essentially a display of power intended to intimidate, coerce, embarrass or degrade another person. Usually the harasser has power over the victim (such as supervisor over a subordinate or a larger person over one of smaller stature), and seeks to exploit unfairly that differential in power. In any form, such behavior undermines the atmosphere of trust and collegiality, which Nyack College seeks to foster, and is therefore unacceptable.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of a student’s employment or academic progress; (2) submission to or rejection of such conduct is used as a basis for academic or employment decisions affecting the student, or (3) such conduct that has the purpose or effect of substantially interfering with a student’s work or academic performance or creating an intimidating, hostile, or offensive work or academic environment is illegal and immoral.

Hostile Environment Harassment is the most common kind of harassment. It occurs when repeated offensive behavior or comments that create an unpleasant or intimidating environment and unreasonably interfere with someone receiving an education. Hostile Environment Harassment may also involve sexual comments or inappropriate touching on a one-time basis.

Any student who believes that he/she has been the recipient of harassment is strongly encouraged to report the alleged occurrence(s) as soon as possible to a representative of the college with whom the student feels comfortable discussing the matter. The representative will then contact the Dean of SB&L. Every effort will be made to ensure confidentiality in dealing with the situation, although a strict confidentiality cannot be guaranteed. All allegations of sexual harassment will be taken seriously and thoroughly investigated, with
appropriate support for and respect of the alleged victim. If it is determined that an intentionally false accusation of sexual harassment has been made, this too will be investigated thoroughly and treated seriously.

Any violation of this policy shall result in disciplinary action including, but not limited to, warning, reprimand, probation, suspension, or termination. Retaliation against an individual for bringing a sexual harassment complaint is prohibited by law and will lead to further disciplinary action. Nothing in this policy shall preclude a student from seeking redress through external legal proceedings.

I. STUDENT DISABILITIES ACT

It is the policy and practice of Nyack College to comply with Section 504 of the Rehabilitation Act, the Americans with Disabilities Act (ADA), and state and local laws regarding students with disabilities. Under these laws, no disabled, but otherwise qualified student shall be denied access to, or participation in services, programs and activities at Nyack College.

Eligibility for disabilities support services at Nyack College is dependent upon the nature of the particular disability and its impact on learning. Although a student might meet eligibility requirements of vocational rehabilitation, disabled veterans or any other rehabilitation agency, he/she may not meet eligibility at Nyack College.

SB&L students who wish to declare a disability may do so to their Instructor in the Foundations of Critical and Systemic Thinking course, by providing acceptable documentation.

The following may be considered disabilities:
- Attention Deficit/Hyperactivity Disorder
- Blind/Low Vision
- Head Injury/Traumatic Brain Injury
- Deaf/Impaired Hearing
- Physical and Systemic Disorders
- Psychiatric/Psychological Disorders
- Specific Learning Disabilities

If a disability is not declared by the end of the sixth week of term one, the claim will not be admitted.
X. REGISTRATION

Officially admitted students will register at the beginning of Term One. Term Two and Term Three registration will be done by mail prior to start of Term. Any student with an “I,” “F,” or “FX” in more than 2 courses from first Term (not including Project I) will not be permitted to enter second or third term until the courses are completed or retaken. Official registration is dependent upon the payment of tuition and fees, and official documentation of transfer credits. Student pictures for I.D. cards will be taken during Orientation night.

Arrangements for the payment of tuition and fees must be made four weeks prior to the beginning of classes each semester through the office of Student Financial Services. Call (800) 876-9225 or (845) 358-5360 ext. 4475. Failure to make this arrangement will delay registration and class attendance.

A. WITHDRAWALS AND RE-ADMISSIONS

If a student must withdraw from the College before the completion of studies, he/she is first required to consult with the Primary Instructor of his/her cohort, and submit a status change form (see Appendix A) to the SB&L office. Please note that the effective date of withdrawal will be according to the date the student notifies the Registrar. Please be aware that withdrawal from the program will affect a student’s eligibility for financial aid, loan deferments and scholarships/grants. Until the SB&L office is notified, absences will continue to accumulate. Students should read the College refund policy at the beginning of this handbook.

Withdrawals: If a student finds it necessary to withdraw from the program, he/she will receive credit for any courses completed. Withdrawal from the program will jeopardize any financial aid for the remainder of the academic year. (These regulations have been set by the Federal and State Governments.)

For financial adjustment in case of withdrawal, please call the Office of SB&L Financial Services at (845) 358–1710, extension 4475.

Re-admissions: Students who fail to officially withdraw from the program must apply for re-admission to the program. If approved for re-admission, a student may join the next appropriate class and pay the current tuition and fees.
## XI. TUITION AND FEES (2010-2011)

### Course Identifier | Course Name | Credits | Investment
--- | --- | --- | ---
**Term One** |  |  |  
Comprehensive Fee |  |  | $18.75  
HUM 301 Foundations of Critical & Systemic Thinking | 3 | $1,550.00  
BUS/SOC 325 Organizational Theory & Design | 3 | $1,550.00  
BUS 343 The Manager as Change Agent | 3 | $1,550.00  
BUS 309 Managerial Accounting & Finance | 3 | $1,550.00  
**Term One Total** |  |  | $6,218.75  
**Term Two** |  |  |  
Comprehensive Fee |  |  | $18.75  
SOC 413 Research Project 1 | 2 | $1,033.33  
MGT 405 Organizational Behavior | 3 | $1,550.00  
INT 101 Information Literacy | 1 | $516.67  
BUS 463 Global Leadership | 3 | $1,550.00  
SOC 409 Research Methods & Statistics | 3 | $1,550.00  
**Term Two Total** |  |  | $6,218.75  
**Term Three** |  |  |  
Comprehensive Fee |  |  | $18.75  
BUS 434 Business Law & Ethics | 3 | $1,550.00  
SOC 414 Research Project 2 | 3 | $1,550.00  
BUS 464 Knowledge Management | 3 | $1,550.00  
BUS/Eco 419 Economics & Marketing of Management | 3 | $1,550.00  
**Term Three Total** |  |  | $6,218.75  
**Total Program Credits & Tuition Investment:** |  |  | 36 | $18,656.25  

### Mandatory Fee:

<table>
<thead>
<tr>
<th>Books Per Term (approximate)</th>
<th>Credits</th>
<th>Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$400 - $500</td>
</tr>
</tbody>
</table>

### Additional Fees (subject to individual needs)

- **Assessment Fees**
  - Assessment Advisement Fee (If needed after cohort completion) $75.00  
  - Portfolio Documents Processing Fee for Professional Technology $45.00/credit  
  - Portfolio Documents Processing Fee for Essays $45.00/credit  
  - Prior Learning Assessment Course $516.67  
- **Audit Fee** $100.00/credit  
- **CLEPS/DANTES Test (approximate)** $90.00  
- **Cohort Change Fee** $100.00  
- **Cohort Re Enrollment Fee**
  - 6 or more credits per term $250.00  
  - 5 or less credits per term $150.00  
- **Diploma Replacement Fee** $15.00  
- **FX Change Fee** $50.00  
- **Project Advisement (Independent Study: if needed after cohort completion)** $516.67  
- **Project Read Fee (If needed after cohort completion)** $50.00  

**Cost Per Credit:** $516.67
At the end of the 64th week the student will have a 2-month grace period to submit any missing work from the 64th-week program. After the 3rd month and through the 12th month, to complete unfinished work the student will be charged 1/3 the full cost of the course. After that the full rate is charged, except for Project Advisement, which must be taken and paid for at the cost of one credit per 6-month period until the project is completed.

**If a student fails** or withdraws from a course or if the student is withdrawn because of failure to meet attendance requirements, that student will need to re-enroll in the course and pay the tuition for the course again.

*All tuition must be paid, or financial arrangements must be confirmed with the Student Financial Services Office, prior to the beginning of each semester. Call (800) 876-9225 to make these arrangements with your Financial Aid Counselor.*

Students seeking to register for an Adult Intensive Track (AIT) course must pay a nonrefundable deposit equivalent to one credit of tuition at the same time that the student submits a request form and promissory agreement. This deposit will be applied to the student’s account. The deposit is nonrefundable unless the course is cancelled by SB&L program administration. In such case, students’ deposits will be returned in full.

If after a diploma has been ordered for a student, it becomes impossible for a student to graduate, another diploma will be ordered at an additional cost to the student.

*All fees and tuition charges are subject to change without prior notice.*

---

**A. REFUND POLICY**

Since Nyack College School of Business and Leadership is on a modular schedule, our refund policy for students wishing to withdraw differs slightly from most traditional programs.

The most important factor in determining how much liability you incur in a particular semester is the date you actually withdraw from the program. **The official date of your withdrawal is the day you contact the Registrar’s Office at 1-800-876-9225 extension 4469, to inform us of your intentions.** It is not the date you stop attending, so be sure to notify the Registrar immediately.

Your financial liability at Nyack College School of Business and Leadership is outlined in the following statements:

- Liability for each module, or course, is incurred after the first class in that module; e.g. after the first class of Dynamics of Group Behavior (SOC 401), you are fully liable for the cost of that module.
- In Semester One, liability for the full semester tuition is incurred after the first night of Organizational Communications (COM 415) (Week 9).
In Semester Two, liability for the full semester tuition is incurred after the first night of Economics and Marketing (MGT 410) (Week 9).

Prior to the point of incurring full liability, you will be charged for only the course modules you have started; e.g. if, in Semester One, you withdraw from the program before Adult and Career Development begins, you will be liable for the cost of Dynamics of Group Behavior only.

Due to federal and state regulations, all or part of loans and/or grants may have to be returned. In such cases, you are still liable for any tuition and fees incurred.

B. LEAVE OF ABSENCE POLICY

If a student must stop attending the program for a period of time (not to exceed 180 days) he/she may request a Leave of Absence. If a LOA is granted it will allow the student to keep all awarded financial aid for the semester in which the student has stopped attending. To apply for a LOA the student must complete a Change of Status Form, which includes the following information:

• The cohort and date in which he/she will stop attending.
• The cohort and date in which he/she will resume the program.
• The reason(s) why student is requesting LOA.

Nyack College reserves the right to approve or deny any application for a LOA. If a LOA is granted the student must return on the date specified. Failure to return on this date will result in the student’s withdrawal from the program. Financial aid will be adjusted to fit the student’s actual attendance; the last date of attendance will become the official withdrawal date, and will affect the Stafford Loan grace period.

C. FINANCIAL AID SATISFACTORY ACADEMIC PROGRESS POLICY

Federal and New York State regulations require Nyack College to establish and apply reasonable standards of satisfactory progress for the purpose of the receipt of financial assistance under the programs authorized by Title IV of the Higher Education Act. The law requires institutions to develop policies regarding satisfactory academic progress (SAP). Each institution must design criteria, which outlines the definition of student progress towards a degree and the consequences to the student if progress is not achieved. Nyack College Organizational Management (OM) Undergraduate students who wish to be considered for financial aid must maintain satisfactory progress in their selected course of study as set forth in this policy.

1. Academic Policy
Incomplete course grades and withdrawals are not counted toward the grade point average component of the standard but along with course repetitions are used in measuring the academic progress of credits completed. Only the second grade of a repeat course counts in the calculation of the student’s GPA.

2. Institutional Policy

Satisfactory academic progress includes both a qualitative (grade point average) and quantitative (number of credit hours completed) measure of the student’s progress plus a maximum time frame to not exceed 150% of the program measured in academic terms and credit hours attempted. The Student Financial Services/Registrar Offices will assess the student academic progress at the end of every term for all federal and institutional aid programs.

3. Transfer Students

When a student transfers to Nyack College the academic office will determine the number of credit hours acceptable toward the OM degree program at Nyack. The standard of progress will begin at the appropriate point on the SAP chart according to the number of credit hours transferred.

4. Financial Aid Probation and Termination for Title IV FSA

The first time a student does not meet the standards of satisfactory progress at the end of the academic term, they will automatically be placed on financial aid probation for the following academic term. Federal financial aid may still be received during the probation period. At the end of the probation period, the student must again be making satisfactory academic progress or financial aid will be terminated. If the student doesn’t meet the satisfactory progress standards as of the end of the probationary term they lose eligibility for any subsequent terms until the student has reestablished financial aid eligibility.

5. Reestablishing Financial Aid Eligibility

Students who have had their financial aid terminated due to lack of satisfactory academic progress may choose to enroll without benefit of financial aid. Students may also choose to attend another institution and transfer in the specified needed number of credits earned toward a undergraduate degree at Nyack that will bring them in line with the quantitative standards of the SAP policy. Transfer credits will not be used to meet the qualitative or GPA standards of the policy. If the standards are met, financial aid eligibility is restored for subsequent terms of enrollment. Students should consult with a financial aid counselor in the Office of Student Financial Services if they have any questions about this policy, the appeal process, or reinstatement of financial aid eligibility.
6. Appeal Process

Any student who is denied Federal financial aid at the end of the financial aid probationary period or does not meet the SAP standard and who can prove special circumstances i.e. serious injury or illness, or death in the family, is allowed to appeal their case. An appeal letter may be submitted with supporting documentation, if required, to the Provost Office to request a waiver of the SAP standards for a semester. The Provost, Registrar, and Assistant Treasurer will make the final determination if Federal Aid will be restored for one semester or if the appeal will be denied. If the appeal is approved the SAP standards are suspended for that student.

7. Notification

The following schedules represent minimum academic standards that must be met by fulltime students (12 or more credits) in order to be eligible for Title IV Federal Student Aid (Stafford Loans). Students are notified in writing if they have failed to meet the standards along with implications and actions required to maintain or reestablish financial aid eligibility. Students taking a part-time load are pro-rated based on the full-time standards.

**Nyack College Organizational Management Undergraduate Program**

<table>
<thead>
<tr>
<th>For Pell and Federal Loans-----Semesters Enrolled at Nyack</th>
</tr>
</thead>
<tbody>
<tr>
<td>After ‘X’ Semester(s)</td>
</tr>
<tr>
<td>Credits Earned per semester</td>
</tr>
<tr>
<td>Cumulative GPA</td>
</tr>
</tbody>
</table>

**TAP Grants**

<table>
<thead>
<tr>
<th>Semesters Enrolled at Nyack</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before being certified for this payment*</td>
</tr>
<tr>
<td>A student must have accrued at least this many credits</td>
</tr>
<tr>
<td>With at least this grade point average</td>
</tr>
</tbody>
</table>

*Including semesters transferred from another institution.
XII. LIBRARY

A. NYACK COLLEGE/ATS LIBRARIES

Nyack College offers access to three libraries. Bailey Library and ATS Library are located in Nyack, NY and Wilson Library is located at the Manhattan Campus. These three libraries provide access to a joint collection of approximately 127,000 volumes, over 500 current journal subscriptions, and public computers offering access to the joint Nyack College/ATS Libraries online catalog, interlibrary loans, and dozens of online citation/abstract and full-text databases offering thousands of journal titles full-text online.

Students are required to present their Nyack College identification cards when checking out material. If students need a book that has already been checked out, they may place a hold on it. Students will be notified when the book is returned and it will be held for you at the Circulation Desk.

Hours:

Bailey Library hours are:
- Monday - Thursday, 8:00 a.m.-12:00 a.m.
- Friday, 8:00 a.m. - 5:00 p.m.
- Saturday, 10:00 a.m. - 9:00 p.m.
- Sunday, 1:00 p.m. - 9:00 p.m.

Please call the Library for summer hours and exceptions for holidays and breaks before coming to campus (845) 358-4580.

ATS Library hours are:
- Monday – Thursday, 8:30 a.m. - 10:00 p.m.
- Friday, 8:30 a.m. - 9:00 p.m.
- Saturday, 10:00 a.m. - 6:00 p.m.

Please call the Library for summer hours and exceptions for holidays and breaks before coming to campus (845) 770-7570.

Wilson Library hours are:
- Monday – Thursday, 9:00 a.m. - 9:00 p.m.
- Friday, 9:00 a.m. - 7:00 p.m.
- Saturday, 10:00 a.m. - 3:00 p.m.

Please call the Library for summer hours and exceptions for holidays and breaks before coming to campus (646) 378-7711.
Nyack College Rockland Campus
Contact Information:

Bailey Library
1 South Boulevard
Nyack, New York 10960

Linda Poston
Associate Dean of Libraries
(845) 678-4400, extension 4434
E-Mail: linda.poston@nyack.edu

Mick Williams
Assistant Director
Head of Reference Services
(845) 675-4400, extension 4435
E-Mail: mick.williams@nyack.edu

Sunya Notley
Assistant Director
Head of Access Services
(845) 675-4400, extension 4436
E-Mail: sunya.notley@nyack.edu

Christy Choi
Librarian
(845) 675-4400, extension 4437
E-Mail: christy.choi@nyack.edu

Nyack College Manhattan Campus
Contact Information

Wilson Library
361 Broadway 3rd Floor
New York, NY 10013

Robert Wagner
Reference Librarian
(646) 378-6000, extension 7710
E-Mail: robert.wagner@nyack.edu

Maureen Garcia
Public Service Supervisor
(646) 378-6000, extension 6142
E-Mail: maureen.garcia@nyack.edu
Holdings

1. General Circulation Books
   A student may take out general circulation books with the privilege of two renewals, unless they have been reserved by another student. The loan period is three weeks.

2. Reserve Books
   Books placed on reserve by instructors are kept at the circulation desk. These books may be requested by author and title. Reserve books are loaned for two hours. Books taken for these periods are due in the library at the time stated by the desk attendant. Each student is responsible to know when his or her books are due. A student may check out a maximum of three reserve books.

   Reserve Books taken out overnight are due at 8:30 the next morning. Those taken out for times when the library is closed are due at 8:30 a.m. the next day the library is open.

3. Reference Books
   Reference books are made available for use in the library only.

4. Periodicals
   Periodicals are not circulated and must be used in the library. The current 10 years of back issues are housed in the Reference Room alphabetically by journal title. Older back issues are located in a room at the end of the circulating collection.

5. Periodical Indexes
   Periodical Indexes, such as the Readers' Guide, Business Periodicals Index, Social Science Index, Humanities Index, Education Index, etc are located in the reference room.

6. Videos/AV
   A small collection of educational videos and AV materials are housed in the library and can circulate for a three-week loan period.

7. Microform
   Microfilm and microfiche reader-printers are available at Bailey and ATS Libraries. Ask at the circulation desk for instruction in using the machines. The periodical holdings lists identify the format and volume numbers of all microform under journal titles.
8. **Listening Equipment**

Cassette/CD players are available for both recreational listening and for assignments in languages, fine arts, etc. The MacMillan Music Library houses additional musical recordings in a variety of formats.

**Services**

1. **Photocopy Service**
   A copying machine is available for student use at a charge of 15 cents per copy.

2. **Interlibrary Loan**
   Bailey, Wilson, and ATS libraries will borrow books for students from other libraries through the interlibrary loan system. Students must be able to pick-up and return the books at one of the three libraries. Photocopies of articles requested through Interlibrary Loan will be sent to the student at no charge. Request forms for Interlibrary Loan are available online on the library websites and should be filled out completely for each book or article needed (www.nyackcollege.edu/library and www.alliance.edu/library). A total of 15 requests are granted per student per semester.

3. **On-Line Catalog**
   Access to the online catalog is available from any computer with internet access at the following URL’s: www.nyackcollege.edu/library and www.alliance.edu/library.

4. **Databases**
   A host of citation/abstract and full-text periodical databases are available on our webpage under “Electronic Resources.” Among them are EBSCO’s Academic Search Premier, a multidiscipline database with over 4,600 full-text scholarly journals, ATLA and ATLAS Religion Database, Business Source Premier with over 7,600 full-text business journals; Newspaper Source with full-text for 25 national and international newspapers and more than 200 regional as well as full-text television & radio news transcripts; PsychARTICLES with full-text articles for 44 APA published journals from 1985 to the present; Accounting and Tax Database, First Search suite of databases, Mergent Online, Reuters Business Insight and Market Line and SIRS (current issues and controversies). Students are provided off-campus user names and passwords (at their library session) to access most of these databases.
Overdue and Replacement Fees:

1. Overdue Material
   The following fines are charged for overdue materials:
   - General Circulation books: $0.25 cents per day (Maximum $5.25)
   - Overnight reserve books--$1.00 per hour or portion thereof (maximum $10.00)
   - Videos--$0.25 per day (Maximum $5.25)

2. Lost Books
   When a student has lost a book, the following charges will be made:
   - Current replacement price (as listed in *Books in Print* or out of print source)
   - or, $50.00 if not able to replace.

   If the book is found and returned, it will be considered an overdue book. Cost of the book will be refunded and the student will owe the maximum overdue fine of $5.25 per item.

B. PHONE NUMBERS FOR AREA LIBRARIES

1. Pace University - Pleasantville Campus (914) 773-3380
2. Pace University - White Plains Campus (914) 422-4384
3. Finkelstein Library, Spring Valley (845) 364-5700
4. St. Thomas Aquinas College (845) 359-9500
5. Dominican College (845) 359-8184
6. White Plains Public Library (914) 422-1400
7. New City Public Library (845) 634-4997
8. Rockland Community College Library (845) 574-4409
9. Bergen Community College Library (201) 447-7131
10. Westchester Community College Library (914) 606-6965
11. Brooklyn Community College Library (718) 780-5336
12. New York Public Library (212) 930-0800
13. Science, Industry and Business Library (of NY Public Library) (212) 592-7000
14. Saint John's University Library  (212) 815-9263

15. Queens Borough Public Library
   Jamaica (718) 990-0700
   Ozone Park (718) 845-3127
   Queensboro Hill (718) 359-8336

_Nyack College students have reciprocal borrowing privileges at St. Thomas Aquinas College, Dominican College, and The Salvation Army Officer's Training School Library. Students must present their Nyack College I.D to check out items from these libraries._

**XIII. GRADUATION**

Upon faculty confirmation that an individual has satisfied all the requirements of the degree for which he/she is a candidate, that student is eligible to graduate.

Students may graduate only if they have completed all the requirements for the degree, including: 120 credits; an acceptable Portfolio; all general education requirements; and a satisfactory research project. However, the cohort must complete week 64 by mid-April before the May graduation date. All participants must also receive financial clearance by the Office of Student Accounts. All tuition charges, assessed credit charges, library fines, parking tickets, etc. must be cleared from their account.

Cohorts that are close to completion by a graduation deadline must be certain to meet deadline schedules. These schedules may sometimes be modified to meet a cohort’s or an individual’s special situation; however, no special arrangements will be made without student request and SB&L audit of the student records. Once a deadline arrangement is set up, it is very important that students meet all established deadlines. If students delay in communicating their progress to the office, they may be excluded from graduation.

A graduation ceremony is held once each year, usually on a Saturday in May. It includes the resident students, graduate programs, parents and trustees, and all the pomp and ceremony which are associated with commencement.

By tradition, Nyack graduation ceremonies are religious in nature. Graduation is a time of great celebration for students and for the faculty and staff who rejoice at the students’ success. We hope that SB&L students will not find the religious aspect a deterrent to attending the ceremony.
The ceremony is in standard commencement format: processional, introductions of dignitaries, special music, commencement speaker, presentation of graduates, awarding of degrees, benediction, and recessional. The ceremony is usually three hours long.

Caps and gowns are ordered by graduates, to be shipped directly to their homes. College rings and graduation announcements are also available to students who desire to purchase them. Links for the above and other commencement-related information may be obtained at the Nyack College website, [http://www.Nyack.edu/commencement](http://www.Nyack.edu/commencement).
A. OMICRON-PSI HONOR SOCIETY

The Omicron-Psi Honor Society is dedicated to recognizing the achievements of non-traditional students in the United States. SB&L students, enrolled in Organizational Management have the opportunity to qualify for membership in this Honor Society if they meet the following criteria:

1) Must be at least 24 years of age;
2) Must be eligible to graduate from the School of Business and Leadership with an Organizational Management degree.
3) Must have a minimum cumulative Grade Point Average of 3.8;
4) Must currently participate in at least three community activities (e.g. 4H, Church related activities, senior centers, Boy/Girl Scouts, etc.);
5) Must maintain the principles of duty, honor, and service;
6) Must maintain and demonstrate high ethical standards in all aspects of life;
7) And must be nominated by their Primary Instructor.

Process for Membership
Students cannot apply for membership themselves, but must be nominated by a Primary Instructor. Once a year, before the spring graduation, nominations are received from Primary Instructors of graduating cohorts. All nominees are then offered the opportunity to apply online. This nomination does not guarantee one will be admitted. After application, a committee of the faculty of SB&L has the opportunity to vote on each application. Upon the election, nominees are notified of the outcome.

Those approved for membership will be invited (together with a limited number of guests) to attend an induction ceremony on the morning of graduation.

It should be noted that membership in Omicron Psi is not a right or automatic privilege of good grades. The Primary Instructors have final say in who is nominated for membership. Students should not contact the SB&L office regarding membership, since only nominations from Primary Instructors will be accepted.
END OF STUDENT HANDBOOK