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Welcome

Publication Date: March 15, 2026

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

- Students entering in Summer 2026, Fall 2026 or Spring 2027 will use this edition **(2026-2027)** to map their academic plans in consultation with faculty and staff advisers.
- Students follow the requirements of the annual catalog that was current when they entered. A student may, however, change to a more recent catalog with permission from their academic adviser.

Quick Links:

- Additional campus information can be found on the UW-Green Bay website (http://www.uwgb.edu)
- UW-Green Bay Mission statement (https://www.uwgb.edu/chancellor/university-mission/)

2026-2027 Graduate Catalog

Dates and Information

This catalog is in effect from March 15, 2026 until it is superseded by a new catalog or if an addendum is noted.

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

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

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

For More Information

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

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

Affirmative Action Policy

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

Accommodations

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

About UW-Green Bay

UW-Green Bay is Wisconsin's fastest-growing UW, driven by our mission to provide access and opportunity for all who seek to learn. Founded in 1965, we are proud Phoenix, rising to face challenges head-on and solve problems creatively as a regional comprehensive university. See our university at a glance or dive in to learn more about UW-Green Bay.

- Degrees and Accreditation (p. 7)
- Institutional Learning Outcomes (https://www.uwgb.edu/provost/institutional-learning-outcomes/)
- State Authorization for Distance Education (p. 9)

Degrees and Accreditation

Graduate Degrees

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

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

Accreditation

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

The University holds a full 10-year accreditation from the
Higher Learning Commission
230 South La Salle Street, Suite 7-500
Chicago, Illinois 60604-1413

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

Individual programs with accreditations or approvals:

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

Administration

University of Wisconsin System

Jay Rothman – President

Board of Regents

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

University of Wisconsin-Green Bay

- Michael Alexander – Chancellor
- Kathleen Burns - Provost and Vice Chancellor for Academic Affairs
- Kent Bond – Chief Financial Officer

State Authorization for Distance Education

Authorization for Distance Education in States Outside Wisconsin

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

Distance Learning Education - State Authorization Reciprocity Agreement

Pursuant to Wis. Stats. Ch. 39.85, et. al, the State of Wisconsin is a member of the State Authorization Reciprocity Agreement (SARA) through the Midwestern Higher Education Compact which regulates the manner in which participating institutions may offer distance learning education to students who reside in other states. The University of Wisconsin-Green Bay is a participating institution in M-SARA. The terms and conditions of SARA can be found in the current SARA Policy Manual (https://nc-sara.org/resources/guides/). If a student has a complaint that involves distance learning education offered under the terms and conditions of SARA, the student must file a complaint with the institution first to seek resolution. If no resolution is reached, then the student may file a complaint with the Wisconsin Distance Learning Authorization Board (DLAB) in accordance with the State Authorization Reciprocity Complaint Process and available at UW System Student Complaint Process Information (https://www.wisconsin.edu/student-complaints/). For purposes of this process, a complaint shall be defined as a formal assertion in writing that the terms of this agreement, or of laws, standards or regulations incorporated by the State Authorization Reciprocity Agreements Policies and Standards have been violated by the institution operating under the terms of SARA.

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

Approved SARA Institutions in Wisconsin

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

National Council for State Authorization Reciprocity Agreements Complaint Process

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

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

Colleges

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

Austin E. Cofrin School of Business (p. 9)

College of Arts, Humanities and Social Sciences (p. 10)

College of Health, Education and Social Welfare (p. 11)

College of Science, Engineering and Technology (p. 11)

Austin E. Cofrin School of Business

Mission Statement

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

We achieve this mission through the following actions:

- Addressing the educational imperative to increase access to, and completion of, quality baccalaureate and masters-level business degrees within UW-Green Bay’s 16 county footprint in northeastern Wisconsin.

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

Values Statement

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

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

- Master of Business Administration (p. 50)
- Master of Science in Data Science (p. 64)
- Master of Science in Management (p. 82)
- Master of Science in Supply Chain Management (p. 88)

- Data Science Certificate (p. 109)
- Enterprise Transformation Certificate (p. 111)
- Human Capital and Organizational Agility Certificate (p. 114)
- Investment Analysis Certificate (https://catalog.uwgb.edu/graduate/colleges/csb/graduate/certificate-programs/investment-analysis-certificate/)
- Modern Analytics for Information-Age Managers Certificate (p. 118)
- Operational Excellence Certificate (p. 121)
- People Management Certificate (p. 121)
- Planning and Logistics Certificate (p. 122)
- Strategic Acumen Certificate (p. 125)
- Strategic Leadership Certificate (p. 126)
- Supply Chain Project & Procurement Certificate (p. 128)

College of Arts, Humanities and Social Sciences

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

- Are critical and creative thinkers
- Engage in high impact, hands-on learning experiences
- Learn in a diverse and inclusive environment in order to enable success and understand a global, multicultural world
- Develop an understanding of civic and global citizenship and promote this through our community connections

- Can adapt to change and promote improvement

- Master of Public Administration (p. 52)
- Master of Science in Sport, Exercise, and Performance Psychology (p. 89)

- Emergency Management, Planning and Administration (p. 110)

College of Health, Education and Social Welfare

The College of Health, Education, and Social Welfare (CHESW) offers educational programs that are transforming in terms of developing a broader worldview, gaining new knowledge and skills, and preparing for a chosen profession. Through field experience in degree programs, students are offered the opportunity to connect within communities. Graduates contribute to the greater good of communities as teachers, nurses, social workers, health information specialists, innovators, and leaders. CHESW programs include:

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

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

- Doctorate of Education in Applied Leadership (p. 40)

- Doctorate of Education in First Nations Education (p. 43)
- Master of Science in Applied Leadership for Teaching and Learning (p. 58)
- Master of Science in Health and Wellness Management (p. 81)
- Master of Science in Nursing Leadership and Management (p. 83)
- Master of Social Work (p. 99)

- Coaching Certification (https://catalog.uwgb.edu/graduate/certificate-programs/coaching-certification/)
- Nursing Leadership/Management Certificate (p. 119)
- School Social Work Certificate (p. 124)
- Substance Use Disorder Treatment (p. 127)
- Sustainability & Wellbeing Certificate (p. 129)

College of Science, Engineering and Technology

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

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

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

- Master of Athletic Training (p. 47)
- Master of Science in Applied Biotechnology (p. 55)
- Master of Science in Biodiversity Conservation and Management (https://catalog.uwgb.edu/graduate/graduate-programs/biodiversity-conservation-and-management-ms/)
- Master of Science in Cybersecurity (p. 62)
- Master of Science in Environmental Science and Policy (p. 65)
- Master of Science in Nutrition and Integrated Health (p. 85)
- Master of Science in Sustainable Management (p. 98)

- Applied Bioinformatics Certificate (p. 105)
- Biodiversity and Conservation Science Certificate (p. 105)
- Climate Leadership Certificate (p. 107)
- Conservation Data Management Analysis (p. 108)
- Conservation Leadership, Policy, and Management Certificate (p. 108)
- ESG Certificate (p. 111)
- Foundations of Biodiversity Conservation and Management Certificate (p. 112)
- Sustainability and Wellbeing Certificate (p. 129)

General Information

- Admissions (p. 12)
- Academic Rules and Regulations (p. 16)
- Campus Maps (http://www.uwgb.edu/maps/)
- Emergency and Parental Notification Policy (p. 37)
- Graduation Requirements (p. 28)
- Tuition and Fees (p. 39)
- University Calendars (p. 39)

Admissions

- Overview (p. 12)
- Requirements (p. 14)
- International Applicants (p. 15)
- Transfer to UW-Green Bay (p. 16)
- Changing Graduate Programs (p. 15)

Overview

In order to receive graduate credit at UW-Green Bay, students must be admitted by the Office of Graduate Studies. Two admission statuses, degree and graduate special/certificate, are available to accommodate qualified students desiring to pursue graduate degrees and certificates as well as those who wish to earn graduate credit for personal and professional reasons. To be considered for degree or nondegree graduate status, students must apply online and submit all required materials, including the application fee. Please refer to the Graduate Studies website deadlines page (https://www.uwgb.edu/graduate/admissions/deadlines/) for program-specific deadlines.

While UW-Green Bay has required admission policies for graduate study, programs may have further required documents that are needed to assess each applicant. Applicants should consult each program's website or catalog page for program-specific information.

As part of the admission process, both the Office of Graduate Studies, as well as faculty in the graduate program, review admission materials.

Admission Process

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

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

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

Letter of Admission

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

Student Number

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

Starting Term

Indicates spring or fall term admission.

Type of Entry

Indicates the graduate degree program.

Tuition Status

Indicates resident or nonresident status.

Conditions

Indicates admission status such as provisional admission.

Graduate Special Student (GSP)

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

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

Graduate Degree Residency Requirement

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

Admission with Advanced Standing

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

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

Transfer Credit Policy

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

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

Use of Special Petition

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

Active/Inactive Status

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

Admission Requirements

Admission to Master's or Doctoral Degree Programs

To pursue a graduate degree (master's or doctoral program) at UW-Green Bay, students must be admitted to the specific program for which they are seeking a degree. The following are a list of requirements for all applicants to degree programs:

- Unless otherwise specified, required application materials will be uploaded or entered through an online application portal.
- A non-refundable graduate application fee will be paid within the online application portal. There are no waivers offered for application fees except for McNair Scholars. Please contact the Office of Graduate Studies if you are a McNair student and wish to apply.
- A baccalaureate degree from an accredited institution (or the US equivalent as determined by the Office of Graduate Studies), completed before the first term of enrollment.
- Unless otherwise indicated for a specific program, a cumulative grade point average of at least 2.75 on a 4.00 scale; or at least a 2.75 grade point average on a 4.0 scale for the last 60 hours of academic course work; or at least a 2.75 grade point average on a minimum of 9 hours of graduate credits; or evidence of professional certification or licensure in a relevant area as determined by the proposed program; or other program-approved relevant information. The submission of these additional items is a requirement for consideration, but it is not a guarantee of admission. Some programs have higher grade point average admission requirements.
- Students from schools not using a grading system will be evaluated on an individual basis.
- Applicants must submit official transcripts from all academic institutions where a bachelor's degree or above has been or will be earned, as well as any institution attended where transfer credit is desired. If graduate level work has been done, these official transcripts must also be submitted. Applicants may be asked to submit additional information if the documentation is insufficient.
- Applicants must submit a resume or curricula vitae.
- Additional requirements for entrance to the specific program chosen (i.e., letters of recommendation; statement of purpose; licensure; etc.). See program's catalog page or website for these requirements.
- International applicants will also need to provide English proficiency, as well as a course-by-course evaluation of their transcript, please see the section for international applicants for further information.
- UW-Green Bay does not require any standardized tests for admissions (e.g., GRE).

Admission to Certificate Programs or as a Graduate Special (non-degree)

The following are requirements for certificates or Graduate Specials (students who are pursuing graduate coursework for personal or professional reasons, but are not in a degree program):

- Unless otherwise specified, required application materials will be uploaded or entered through an online application portal.
- A non-refundable graduate application fee will be paid within the online portal. There are no waivers offered for application fees except for McNair Scholars. Please contact the Office of Graduate Studies if you are a McNair student and wish to apply.
- Unless otherwise indicated, a baccalaureate degree from an accredited institution (or the US equivalent as determined by the Office of Graduate Studies), completed before the first term of enrollment. Some certificates have an admissions grade point average requirement (e.g., 3.0). See certificate's catalog page or website for these further requirements.
- Applicants must submit official transcripts from all academic institutions where a bachelor's degree or above has been or will be earned, as well as any institution attended where transfer credit is desired. If graduate level work has been done, these official transcripts must also be submitted. Applicants may be asked to submit additional information if the documentation is insufficient.
- Additional requirements for specific certificates (i.e., letters of recommendation; statement of purpose; etc.). See the program's catalog page or website for these requirements. There are no additional requirements for Graduate Special students since they are not in a degree program.
- International applicants will also need to provide English proficiency, as well as a course-by-course evaluation of their transcript, please see the section for international applicants (https://catalog.uwgb.edu/graduate/general-information/admissions/requirements/graduate/general-information/admissions/international-applicants/) for further information.
- Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process.

Note: admission into an Accelerated Major Program is not considered Graduate Special admission, and therefore, students do not receive a graduate transcript.

ADMISSION CATEGORIES

Full Standing Admission

Students who have fulfilled all of the admission requirements for a given program may be granted admission on a full-standing basis.

Provisional Admission

Students who have deficiencies may be admitted on a provisional basis. Provisionally admitted students who do not meet the GPA requirement must receive at least a 3.0 GPA in courses totaling nine credit hours of graduate work after acceptance or they may be dismissed as explained in the Academic Review (https://catalog.uwgb.edu/graduate/general-information/academic-rules-regulations/acad-standing/) policy. Provisionally admitted students who do not meet the minimum coursework requirements must complete the prerequisite coursework as outlined in their admission letter.

Denied Admission

All admission decisions are final. Students are encouraged to work on any deficiencies prior to reapplying for admission in the same degree program. For deficiencies that are program specific, students may wish to consider applying for admission to a different program.

Changing Graduate Programs

Students who wish to change from one UW-Green Bay graduate degree or certificate program must submit a new application. Unlike the undergraduate level, graduate students must be admitted to each program separately and cannot transfer between graduate programs. Students who wish to earn a certificate that is stackable within their degree program do not need to apply but may complete the declaration of certificate form. Graduate special students must also submit an online application if they wish to enter a graduate degree or certificate program.

Credit previously earned at UW-Green Bay will not automatically apply toward a graduate degree program. Degree completion requirements and time limits apply. Students must obtain approval from their program and the Office of Graduate Studies prior to substituting previous coursework. Accelerated Master's Programs (p. 34) are the exception.

International Applicants

In addition to the standard graduate admission requirements, international students must also meet English proficiency requirements and provide an official evaluation of their transcripts (exceptions noted below).

Transcript Evaluation

In lieu of original transcripts, applicants who earned their undergraduate degree outside of the United States must provide a course-by-course Evaluation of Foreign Credentials from a professional evaluation service currently recognized by NACES, AICES, or another pre-approved evaluation service. Evaluations from WES and ECE are easily received within the admission system.

English Proficiency

Every applicant whose native language is not English, provide proof of English proficiency English proficiency test scores more than two years old will not be accepted. Proof of English proficiency can be provided by:

- Completing a post-secondary degree instructed in English or from a U.S. institution within the past five years.
- Holding citizenship from one of the countries listed on the Graduate Studies International Admissions website (https://www.uwgb.edu/graduate/admissions/international-students/).
- A test of English proficiency with the following minimum scores (individual programs may require higher scores):
  - Duolingo English Test (https://englishtest.duolingo.com/applicants/) - minimum score of 110.
  - International English Language Testing System (IELTS) (https://www.ielts.org/) - minimum composite score of 6.5.
  - Test of English as a Foreign Language (TOEFL) (https://www.ets.org/toefl.html) - minimum score of 4.5 (or 79 if previous scale). The institution code for the TOEFL is 1859.

Is my degree recognized at UWGB?

- Applicants must have completed at least six semesters of work in a four-year program prior to the evaluation (or the equivalent).
- Applicants who received a three-year degree awarded through the Bologna process in Europe.
- Applicants who received a three-year Bachelor of Commerce or Bachelor of Business Administration in India are eligible to apply (the degree must be from an institution that is accredited by the National Assessment and Accreditation Council with a grade of A or better at the time of the award).

Deadlines

International students requesting a student visa need to complete their application and receive an official admission letter by November 1 for spring admissions, and July 1 for fall admissions. UW-Green Bay does not offer admission to international students during the summer session with the exception of the Masters of Athletic Training program. Students who wish to transfer their I20 within the US may follow the standard application deadlines.

International applicants who do not meet the English proficiency requirement for admission may qualify for Conditional Admission. For conditional admission, a student must apply to UW-Green Bay and a UW-Green Bay ESL partner program (e.g., WESLI or Fox Valley Technical College). An English language program is not available at UW-Green Bay. If admissible, a conditional admission letter will be issued to apply toward the partner program's I-20 for the applicant to use during the visa interview. Please note that UW-Green Bay cannot issue an I-20 until the applicant completes all admission requirements, including the English proficiency standards.

Transfer to UW-Green Bay

Admission as a transfer student to a graduate program follows the standard admission process. Transfer credit is defined as credit earned at an institution other than UW-Green Bay that is to be applied toward a UW-Green Bay graduate degree program. Acceptance of transfer credits is determined by the student's Graduate Advisor or Graduate Faculty Committee and subject to review and approval by the Office of Graduate Studies (see academic transfer policy) (https://catalog.uwgb.edu/graduate/general-information/academic-rules-regulations/transfer-policy/).

Academic Rules and Regulations

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Absence and Attendance Policy

Class Attendance

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

Other Attendance Policies

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

Academic Forgiveness

Academic Forgiveness is not available at the graduate level.

Academic Standing

All students are expected to maintain certain standards of academic achievement while enrolled at the University. The University is concerned about students whose academic achievements indicate that they are not meeting the expectations of their instructors, or who are experiencing other problems that may be interfering with their studies. Students are considered to be in **good standing** when their cumulative GPA is 3.0 or higher. Following any academic term at the end of which the cumulative graduate GPA falls below 3.00, the student will be considered on **academic probation**. Students who have completed 9 credit hours whose GPA is 1.99 or less, will be **dismissed**. If a student is provisionally admitted with a low undergraduate GPA, that student must complete the first 9 graduate credits at UWGB with a minimum GPA of 3.0. If the student fails to meet this provision, they will be dismissed.

Moving from Probation to Good Standing or Dismissal

- A student on Probation who earns a 3.0 or better cumulative GPA returns to Good Standing.
- A student on Probation who earns a 3.0 or better end-of-term GPA (not cumulative GPA) remains on probation.
- A student on Probation who earns less than a 3.0 end-of-term GPA may be dismissed.

Dismissal Review Process

At the time a student is eligible for academic dismissal based on their GPA, the Office of Graduate Studies will communicate with the graduate program. The graduate program will have the opportunity to make a recommendation to the Office of Graduate Studies, whose decision is final.

Readmission Consideration Following Dismissal

Following academic dismissal, students who wish to be considered for readmission to the same degree program, must first complete a minimum of 9 credit hours of letter-graded coursework, selected with appropriate advisement to ensure future success in the program. These 9 credit hours may be taken at any level (undergraduate or graduate), but they cannot include a repeat of courses for which graduate credit was previously earned, nor any other course that is a degree elective or requirement. Such coursework must be completed with a grade point average of 3.000 on a 4.000 scale or higher for the readmission application to be considered. Meeting this standard will permit consideration of readmission to a graduate program but is not

a guarantee of readmission. Previously dismissed students who are recommended for readmission under this policy will re-enter on probation. Please be aware that coursework completed as an undergraduate student cannot be used toward a graduate degree, nor can any graduate level course taken under this consideration be used to meet degree requirements.

Audit Students

Auditing is not available at the graduate level.

Calendars

Official University Calendars

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

Cancellation

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

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

Course Adds

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

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

Enrolled students are able to add individual regular, 14-week semester-long courses during the first two weeks of the fall/spring semester with no academic grade assigned and no financial penalty[2]. Please check the Registration Calendar (http://www.uwgb.edu/registrar/calendar/registration/) for these deadline dates.

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

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

Notes:

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

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

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

Course Drops

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

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

Enrolled students are able to drop *individual* regular 14-week semester-long courses during the first two weeks of the fall/spring semester with no academic grade assigned or financial penalty[2]. Students in courses that are less than 14 weeks in duration can drop the course with no grade assigned, during the 1st week.

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

- *Week 3 to week 6:* Students can drop classes on their own and a DR (drop grade) will appear on the transcript.
- *Week 7 to the end of the term:* Drops are not allowed. Students must submit a Late Drop Petition (p. 31) which must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late drop is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course. A DR (drop grade) will appear on the transcript.

Late Drop (Courses less than 14 weeks in duration)

- From the start of week two until half the course duration (50%), a student may drop the course, and a DR (drop grade) will appear on the transcript.

- Following one day after half the course duration, a student must submit a Late Drop Petition (p. 31) which must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late drop is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course.

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

[1] A week is defined as 7 calendar days, beginning on the first day of a term or session, for the purposes of adds, drops or withdrawal deadlines.
[2] Tuition refunds and/or withdrawal fees vary by length of course and date of transaction. Please consult the Fee deadlines for the appropriate semester on the Bursar website for more details (http://www.uwgb.edu/bursar/term-deadline-calendar/). Please note that financial deadlines are different from academic deadlines.

Course Requisites

Prerequisites:

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

Recommended courses:

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

Course registration restrictions (other than requisites):

Course can have other restrictions preventing enrollment.

Closed course:

no seats are available

Reserves:

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

Time conflict:

two courses delivered at the same time

Consent:

student must gain instructor or department consent to enroll

Auditions

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

Credit Hour

A credit hour is an amount of work represented in intended student learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than one hour of classroom or direct faculty instruction and a minimum

of two hours of out-of-class student work each week for approximately fourteen weeks for one semester, or the equivalent amount of work over a different amount of time, or the equivalent amount of work for other activities as established by the University including but not limited to graduate work, internships, practica, studio work, and other academic work leading toward the awarding of credit hours.

Credit Load

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

Maximum Credit Load

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

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

Minimum Credit Load

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

Credit for Prior Learning

UW-Green Bay allows students to pursue academic credit for graduate-level knowledge gained through various experiences, both traditional and nontraditional, via the Credit for Prior Learning (CPL) process. Graduate programs determine whether CPL experiences are equivalent to specific courses. These equivalency frameworks must be included in the catalog. Examples of prior learning may include:

- Completion of professional certifications or licensure
- Military training or service (connected to coursework in the degree program)
- Work experience in a specialized field (connected to coursework in the degree program)
- Non-credit coursework or training programs

The framework for the credit for prior learning process, including assessment, is developed at the program level and detailed in the graduate catalog. CPL is only available through specific degree programs for a maximum of 9 credit hours, though programs may have further limitations. Students who are interested in this process should review the approved process in the catalog and then speak with their graduate program. If approved, this coursework will appear on the transcript as transfer credit and will not impact the GPA. Transfer credit limits will also apply. This coursework may be used to fulfill degree completion requirements.

Dual-Listed Courses

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

Developing a Dual-listed Course

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

- Students cannot enroll in both at the same time and must specifically enroll in the graduate option for the graduate credit to be identified on a graduate transcript. A graduate record must exist for a student to enroll in graduate courses. For undergraduates wanting to take graduate courses, please see Graduate Special (p. 27) for details.
- The undergraduate version must always be at the 300- or 400-level, and the graduate version is always at the 500- or 600-level.
- The course numbers should always match. For example, dual listing SOC WORK 305 and SOC WORK 540 is not acceptable.
- Courses must always be in the same discipline. For example, dual-listing PSYCH 435 and SOC WORK 727 is not acceptable.

Guidelines for Graduate Level Credit

For students to earn graduate credit, standards outlined in the syllabi should require the student's experience to be qualitatively more challenging than the undergraduate student experience. Please note that graduate programs determine the specific requirements placed on the number of dual-listed

courses allowed to be earned toward the master's degree. However, dual-listed courses can only account for half or less of all credits required for the degree.

The following guidelines have been established to assist with the development of these requirements. This is not an exhaustive list, but rather a sample of what might be included. Students should reference their syllabi for exact requirements in their dual-listed course.

- Prerequisites must be inclusive to graduate students; for example, the prerequisites cannot require undergraduate courses without adding a provision of "graduate standing" for those who did not complete undergraduate coursework at UW-Green Bay.
- Expect more work time outside of the scheduled class periods of the graduate students than of the undergraduate students.
- Require lengthier or additional assignments and presentation of research with advanced demonstration of knowledge.
- Require a stronger emphasis on the literature of the discipline and/or active engagement with the latest research and scholarly activity.

Graduate-level Learning Outcomes

Dual-listed courses must also distinguish the learning outcomes between the undergraduate and graduate course syllabus. The graduate syllabus may contain some (or all) of the learning outcomes of the undergraduate level course if there are additional outcomes that are included. Alternatively, there may also be a completely different set of learning outcomes, or a combination of these two approaches. Things faculty consider when developing different learning outcomes include, but are not limited to:

- Demonstrating advanced methodology, higher sophistication (i.e. depth of language use), or application of skills and information beyond what is typical of a bachelor's degree in the same discipline.
- Requiring students to demonstrate higher-order synthesis and analysis in the discipline.
- Bloom's taxonomy of measurable verbs (https://academicaffairs.hanover.edu/development/actionverbsbloomsbackwardsdesign.pdf) is often useful to distinguish between the two levels. For example, an undergraduate syllabus might contain "knowledge" or "comprehension" skills, while the graduate level syllabus focuses on (or adds) "synthesis" and "evaluation" skills.

Culminating Project Enrollment

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

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

Please see the degree requirement section of your program for the applicable courses available.

Cumulative Grade Point Average (GPA)

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

Degree Residency Requirement

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

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

Educational Status

Status impacts the admissions process and financial aid eligibility:

Degree-Seeking

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

Special

A special student is not seeking a degree, but taking courses or enrolled in a certificate.

Enrollment Outside of Degree Sought

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

Enrollment Status (full time, part time)

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

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

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

Experimental Courses

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

Grade Point Average (GPA)

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

Example of GPA for a Semester

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

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

Grading Policy

Cumulative Grade Point Average

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

Final Grades

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

Grades

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

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

Grade Changes

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

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

Grade Changes AFTER two semesters

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

Grade Appeals

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

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

Grading System and Grade Points

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

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

Letter Grade		Grade Points per Credit
A	Excellent	4.0
AB	Very Good	3.5
B	Good	3.0
BC	Above Average	2.5
C	Average	2.0
CD	Below Average	1.5
D	Poor	1.0

F	Unacceptable	0.0
WF	Unofficial Withdrawal	0.0
P	A "C" grade or better for gradaute courses	No effect
NC	No credit, letter grade of less than "C"	No effect
U	Unsatisfactory Audit	No effect
S	Satisfactory Audit	No effect
N	No acceptable report from instructor - temporary grade	No effect until an acceptable grade submitted
I	Incomplete, temporary grade	No effect until removed
PR	Progress in graduate thesis or internship	No effect
DR	Dropped Class	No effect
W	Withdrew	No effect

Graduate Assigned Study

Other undergraduate courses at the 300 and 400 level that are offered, may be taken for graduate credit if they contribute to a coherent program of study. A **Graduate Assigned Study Form** must be approved by the faculty instructor of the course and is submitted to the Student Services Center for completion of enrollment. To obtain the form click here (https://www.uwgb.edu/graduate/student-resources/forms/).

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

Graduate Assistantships

Student Assistants are a series of titles defined in the UW System Administrative Policy 1251 (https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/appointment-terms-and-designation-of-positions/)*Appointment Terms and Designation of Positions*. At UW-Green Bay, student assistants (generally called Graduate Assistants (GAs) as a group) encompass the following three categories, which are defined at the end of this section: GTA (graduate teaching assistant), GRA (graduate research assistant) and GPA (graduate program assistant). Hiring units wishing to employ GAs must abide by all Graduate Studies, UW-Green Bay, UW System, and State of Wisconsin policies, guidelines, and laws.

Graduate assistantships are awarded on a competitive basis to graduate students who best meet the requirements of the position and those listed below. The assistantship should not interfere with the student's educational goals; rather aid in the prompt and successful completion of the degree program while supporting the hiring department. All GA positions must encompass an applied learning experience that is directly related to their program of study. The Office of Graduate Studies will have final authority with the determination of appointment category and matters related to the applied learning experience.

Eligibility for Employment

Graduate Assistantships are competitive, and financial need is not the basis for a hiring decision. A graduate student must satisfy all the minimum requirements and conditions listed below. Exception requests should be directed to the Office of Graduate Studies.

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

Conditions of Employment

- GAs must work a minimum of 13.5 hours per week for at least one semester to qualify for benefits and typically work a maximum of 20 hours per week as a GA. Information regarding the benefits available to GAs can be found on the University of Wisconsin System's website (https://www.wisconsin.edu/ohrwd/benefits/general-employee-info/) (see Graduate Assistant / Short-Term Academic Staff Benefits Package section).
- Domestic students may be hired into a GA and an hourly student help position at the same time for a maximum of 40 hours per week total.
- International Students can work a maximum of 20 hours per week in any combination of on-campus employment while classes are in session. The International Education office will assist with obtaining a Social Security Number.
- GAs may be hired for a semester, an academic year, or a full calendar year depending on program needs.

Additional Considerations

- The Office of Human Resources and the Office of Graduate Studies must be consulted prior to early termination of an appointment.
- Minimum compensation rates for all graduate assistantships will be established and reviewed by the Office of Graduate Studies annually and upon implementation of a board of regents approved pay plan.
- GAs enrolled in study abroad courses are not entitled to salary during study abroad activity, except when: (1) student joins a study abroad activity as a research assistant, but does not register for the course, or (2) GAs make up for the missed time within the dates of the contract period and at the discretion of their supervisor.
- Non-resident and International GAs qualify for a waiver of the non-resident portion of their tuition if their contract is for a minimum of 13.5 hours per week (this includes summer provided that they were employed during the spring semester before and have been re-hired for the following fall semester).
- Hiring units should review the CGS April 15 resolution (https://cgsnet.org/resources/for-current-prospective-graduate-students/april-15-resolution/).
- UWGB employees are not eligible for GA positions, even if they are degree-seeking students.

Definitions of GA Categories

(1) **Graduate Teaching Assistant (GTA)** is a graduate student who is hired to assist faculty members with teaching or acts as an instructor of record. In this capacity, their responsibilities can include, but are not limited to the following:

- Assisting Role: Supporting a faculty member by leading discussion groups, preparing instructional materials, managing labs, grading assignments, and holding office hours to provide additional student support.

- Instructor of Record: Taking full responsibility for teaching a course, including developing the syllabus, planning and delivering lectures, creating assignments and exams, grading, and managing all aspects of classroom instruction. GTAs may not be an instructor of record for coursework that is required in their degree program.

UW-System also requires (https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/teaching-assistants-selection-training-and-evaluation/) that all GTA (https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/teaching-assistants-selection-training-and-evaluation/) appointments must include minimum standards for selection; proof of English proficiency; orientation (or waiver based on experience), training, and evaluation. At UW-Green Bay, Graduate Studies has established the following minimums for international students holding GTA appointments: IELTS: 7 (speak); TOEFL iBT 22 (speak); Duolingo English Test 120. Students who were exempt from providing proof of English proficiency at the point of admission are not required to provide proof of proficiency for these positions. Hiring units will provide orientation, training, and evaluation for these positions.

(2) **Graduate Research Assistant (GRA)** is a graduate student who is hired to assist faculty members or research teams with scholarly research projects. GRAs typically work under the supervision of a professor or principal investigator and are often funded through research grants. Their responsibilities can include, but are not limited to the following:

- Conducting experiments, collecting and analyzing data, or running simulations.
- Reviewing academic literature and writing summaries or reports.
- Assisting in the development of research proposals or grant applications.
- Preparing presentations, publications, or conference materials.
- Maintaining research equipment or managing laboratory operations.

A GRA position provides graduate students with hands-on experience in their field of study, allowing them to develop technical skills, contribute to new knowledge, and build a foundation for future academic or professional careers. An appointment as a research assistant is appropriate if the activity performed by the research assistant is primarily for the benefit of the individual's course of study and research. Their work can overlap with their thesis (or other) research, making it an integral part of their academic journey.

(3) **Graduate Program Assistant** is a graduate student who assists in tasks other than teaching or research. The requirement of an applied learning experience is often critical in this category.

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

Graduate Credits

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

Graduate Record

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

Graduate Special

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

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

Course Enrollment

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

Graduate Special Application Procedures

- Individuals applying for a graduate certificate program (only) must apply as a graduate special. See the Admission Requirements section (https://catalog.uwgb.edu/graduate/general-information/academic-rules-regulations/graduatespecial/graduate/general-information/admissions/requirements/) of the catalog ("Admission to Certificate Programs or as a Graduate Special") for more information.

Graduate Special Students Applying to a Degree Program

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

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

Enrollment of Graduate Students in Undergraduate Courses

This policy establishes the conditions under which graduate students may enroll in undergraduate courses. It does not replace existing university policies or procedures related to course enrollment, tuition, or segregated fees.

Graduate students may be required to complete undergraduate coursework as part of their admission conditions (e.g., prerequisite requirements) or may elect to take such courses for their own academic or professional development. Admission to a graduate program does not, however, automatically grant a student— including UW#Green Bay alumni—permission to enroll in undergraduate courses. Students must follow the procedures outlined below.

Enrollment Procedure

- Graduate students wishing to enroll in undergraduate courses must email the Student Services Center (ssc@uwgb.edu) to request an adjustment to their student record that will allow undergraduate-level enrollment.
- Students must provide the Student Services Center with the following information: name; 7-digit UWGB Student ID number; graduate program to which you have been admitted; the term in which you want to complete the coursework; the specific undergraduate course you wish to take.

Additional Provisions

- Any prerequisite undergraduate coursework required as a condition of admission will be stated in the student’s official admission letter.
- Tuition and fees are assessed based on the level of the course taken, not the student’s academic level.
- Undergraduate courses cannot be applied toward graduate degree requirements.
- The transcript will clearly indicate the academic level (undergraduate or graduate) of each course attempted.

Graduation Requirements

Credits Required

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

Degree Requirements

- A cumulative grade point average of at least 3.0 is required to earn the Ed.D. any of the master's degree, or a certificate.
- Students must earn a semester grade of C or higher in a graduate course for the credits to count toward fulfilment of graduate program requirements at UW-Green Bay. Individual programs may have a more rigorous grading scale than presented by the Office of Graduate Studies.
- A maximum of 50% of graduate credits may be earned as a Graduate Special student at UW-Green Bay prior to matriculation into the graduate degree program.
- A minimum of 50% of graduate credits must be earned in residence at UW-Green Bay.
- Dual listed coursework (p. 21) can only account for half or less of all credits required for the degree.

Time Limit

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

Application for Degree

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

The suggested timeline to follow is:

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

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

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

Students may walk in one of two ceremonies.

- December (for fall or January graduates who complete courses in December or in January)
- May (for spring or summer graduates who complete courses in May for spring, or any session in June, July or August in summer).
- Doctoral programs may have further restrictions related to the completion of terminal activity (e.g., dissertation).

Degree

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

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

Incomplete Grades

Incomplete grades (I grade)

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

Incomplete grades for Graduating Students

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

Independent Study

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

Individualized Course Instruction

Universal Expectations

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

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

- Independent Study
- Internship

- Special Topics
- Thesis or Dissertation

Internship

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

Mode of Instruction

In-Person

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

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

Online

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

Virtual Classroom

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

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

Hybrid

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

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

Campus-to-Campus

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

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

Campus-to-Anywhere

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

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

Petition Process for Late Drop or Withdrawal

Students who drop from coursework *after* the term has started are considered Withdrawn (https://www.uwgb.edu/student-services/college-tasks/drop/withdraw/). Withdrawing after the start of the term can be for an individual course or from a graduate program. It is important for students to be aware of UW-Green Bay's deadlines and understand their financial responsibilities (https://www.uwgb.edu/student-services/college-tasks/drop/withdraw/) before initiating a petition to withdraw. If a graduate student determines that a withdrawal is necessary, it is important to follow the Petition Process outlined below.

Petition Process

Graduate students wishing to drop from courses and/or their graduate program after a term has started must:

1. Notify their Graduate Advisor and faculty instructors of their decision to drop or withdraw.
2. Submit a petition online or in person. All petitions with appropriate documentation will be evaluated and acted on in a timely manner by the Enrollment Review Committee. Petitions include:
   a. Late Drop form (https://sis.uwgb.edu/ngforms/?formid=6aad73e9-b615-4084-bc0b-1647dff7044f&Clear=Y) for students requesting to drop from coursework, but remain enrolled in their graduate program.
   b. Late Withdrawal form (https://sis.uwgb.edu/ngforms/?formid=3639c1bf-b2dc-4c6e-824f-c68873b85758&Clear=Y) for students requesting to formally withdraw from their graduate program.
3. Provide documentation of extenuating circumstances with the Petition. The extenuating circumstance must occur within the semester the drop or withdrawal is being requested. Extenuating circumstances include:
   a. The student has serious mental or physical health problems verified by a statement from a physician or professional counselor. A Provider Verification Form (https://www.uwgb.edu/getmedia/50db1cc5-747a-4711-ba44-5e6bf3b74c7e/Provider-Verification-Form_10-10-24.pdf) is required.
   b. There is a death or prolonged serious illness in the immediate family, verified by an obituary, a physician’s statement, or other independent, official source.
   c. The student receives orders being called to military service and cannot return for the semester. Supporting documentation is required.
4. Submit a petition within one calendar year of the semester that is being petitioned.

Posthumous Degrees and In Memoriam Degrees

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

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

Provisional Admission

Provisional admission is limited to students generally lacking prerequisite coursework or carrying an undergraduate GPA below 3.0. If a student is admitted provisionally with a low undergraduate GPA, that student must complete the first 9 credit hours at UWGB with a GPA of 3.0 or above. If a student is admitted while lacking prerequisite coursework, the student must complete that competency prior to the deadline outlined in the admission letter.

If a student is provisionally admitted with a low undergraduate GPA, that student must complete the first 9 graduate credits at UWGB with a minimum GPA of 3.0. If the student fails to meet this provision, their admission decision will be rescinded (and they will no longer be in the graduate program).

Regular and Substantive Interaction

UW-Green Bay is committed to offering courses that meet or exceed Department of Education Federal Regulations Vol. 85 No. 171 Part 600 (https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.govinfo.gov%2Fcontent%2Fpkg%2FFR-2020-09-02%2Fpdf%2F2020-18636.pdf&data=04%7C01%7Clagrown%40uwgb.edu%7Ce758bf47a52e4b4c503208d88caf0a2b%7C7fc34f9d1f754f96b5b33cdcaab03aea%7C0%7C0%7C637414030712165209%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=TahDeVJrtk52Cn4RifdK4Hlwi0x3TCNaC003FeNI7P0%3D&reserved=0) regarding academic engagement and regular and substantive interaction between the faculty and students.

Academic Engagement

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

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

Regular

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

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

Substantive

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

Repeat Policy

Repeating a Course

Repeating Courses for Credit

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

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

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

Repeating Courses to Improve a Grade

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

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

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

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

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

Special Topics

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

Student

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

Thesis or Dissertation

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

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

Committee Selection:

Students complete a thesis or dissertation under the supervision of a major professor and committee. Students select their research committee, which includes a Major Advisor (UW-Green Bay faculty member from their degree program) and two additional faculty members with appropriate degrees or expertise who guide, advise, and approve the thesis or dissertation defense and manuscript. All members of the committee must have graduate faculty status to participate. After selecting their committee members, the student submits a proposal and GR-2: Approval for Candidacy for a Graduate Degree Program form. Guidelines for how to prepare a proposal can be found on the Graduate Studies website (https://www.uwgb.edu/graduate/student-resources/dissertation-project-thesis/).

Defending a Thesis or Dissertation:

When students are ready to defend their thesis or dissertation, they should work with their program to follow any specific procedures that may exist. Defenses should be open to the public. Students may choose between in-person, virtual, or hybrid models for presentation. Members of the committee preside over the defense and notify the student in a private meeting following the presentation whether the defense was successful. After the defense, students will initiate a GR-4: Approval of Presentation form, which is signed by all members of the committee.

Manuscript Preparation and Archiving:

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

Deadlines:

Current deadlines are posted on the Office of Graduate Studies's website (https://www.uwgb.edu/graduate/student-resources/dissertation-project-thesis/).

Transfer Credit Policy

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

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

level, and content to a course in our graduate curriculum) to UW-Green Bay graduate courses. If granted as graduate elective credit to meet a program requirement, a course substitution is made.

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

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

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

General guidelines for evaluating potential transfer credits are:

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

Types of Credit

Attempted Credits

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

Degree Credits

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

Earned Credits

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

Undergraduate Record

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

Accelerated Programs

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

Accelerated Master's Programs (bachelor's to master's degree)

Accelerated Master's Programs at UWGB are designed for students interested in pursuing a UWGB graduate degree program upon completion of the baccalaureate degree. UWGB undergraduate students accepted into one of these programs may take graduate-level courses that fulfill requirements for both an undergraduate and graduate degree.

The following Accelerated Master's Programs have been approved and can be seen in the undergraduate catalog:

- Applied Leadership for Teaching & Learning (MS) (https://catalog.uwgb.edu/graduate/graduate-programs/applied-leadership-teaching-learning-ms/) can begin with an Education Major (https://catalog.uwgb.edu/undergraduate/programs/education/major/#acceleratedintegratedwithgraduateappliedleadershipforteachingandlearningprogramtext)* - Accelerated emphasis
- Athletic Training (MAT) (p. 47) can begin with a Human Biology Major - Sports M (https://catalog.uwgb.edu/undergraduate/programs/human-biology/major/#athletictrainingacceleratedintegratedwithgraduatemasterofathletictrainingprogramtext)edicine (https://catalog.uwgb.edu/undergraduate/programs/human-biology/major/#sportsmedicinetext)* emphasis
- Environmental Science & Policy (MS) (https://catalog.uwgb.edu/graduate/graduate-programs/environmental-science-policy-ms/) can begin with one of the following Majors with an Accelerated emphasis:
  - Biology Major - Animal Biology* (https://catalog.uwgb.edu/undergraduate/programs/biology/major/#animalbiologyacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext) emphasis
  - Biology Major - Ecology and Conservation (https://catalog.uwgb.edu/undergraduate/programs/biology/major/#ecologyandconservationacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext)* emphasis
  - Environmental Policy and Planning Major - Environmental Policy (https://catalog.uwgb.edu/undergraduate/programs/environmental-policy-planning/major/#environmentalpolicyacceleratedintegratedwithgraduateenvironmentalsciencepolicyprogramtext)* emphasis
  - Environmental Science Major - Environmental Science (https://catalog.uwgb.edu/undergraduate/programs/environmental-science/#majortext)* accelerated emphasis
  - Geoscience Major (https://catalog.uwgb.edu/undergraduate/programs/geoscience/#majorstext)* accelerated emphasis
  - Water Science Major* (https://catalog.uwgb.edu/undergraduate/programs/water/#majortext) accelerated emphasis
- Management (MS) (https://catalog.uwgb.edu/graduate/graduate-programs/management-ms/) can begin with a Marketing Major - Marketing* (https://catalog.uwgb.edu/undergraduate/programs/marketing/) accelerated emphasis
- Nursing (MSN) (https://catalog.uwgb.edu/graduate/graduate-programs/nursing-ms/) can begin with a Nursing Major - RN - BSN - MSN* Accelerated Leadership (https://catalog.uwgb.edu/undergraduate/programs/nursing/) emphasis
- Nutrition and Integrated Health (MS) (https://catalog.uwgb.edu/graduate/graduate-programs/nutrition-and-integrated-health-ms/) can begin with a Human Biology Major - Nutritional Sciences/Dietetics* (https://catalog.uwgb.edu/undergraduate/programs/human-biology/major/#nutritionalsciencesdieteticsacceleratedtext) accelerated emphasis
- Public Administration (MPA) (p. 52) can begin with a
  - Public Administration Major - Emergency Management* (https://catalog.uwgb.edu/undergraduate/programs/public-administration/major/#emergencymanagementacceleratedintegratedwithgraduatemasterofpublicadministrationprogramtext) accelerated emphasis
  - Public Administration Major - Public & Nonprofit Management* (https://catalog.uwgb.edu/undergraduate/programs/public-administration/major/#publicnonprofitmanagementacceleratedintegratedwithgraduatemasterofpublicadministrationprogramtext) accelerated emphasis
- Supply Chain Management (MS) (p. 88) can begin with a Business Administration Major - Supply Chain Management* accelerated emphasis (https://catalog.uwgb.edu/undergraduate/programs/business-administration/major/#supplychainmanagementtext)

Application Process

Interested undergraduate students must apply for entry into an accelerated master's program with an Accelerated master's admission form (https://sis.uwgb.edu/ngforms/?formid=bdae0250-fc59-4c9d-9de1-eb15461bf596&Clear=Y). The Office of Graduate Studies sets minimum standards, but individual programs may have higher or additional requirements. Programs with additional requirements will be described on the accelerated major page of the undergraduate catalog. For all other accelerated majors, the following applies:

- Student must be an admitted UW-Green Bay undergraduate degree-seeking student.
- Students must have at least junior standing to apply. Exceptions may be made for transfer students.
- Students must carry a cumulative GPA of 3.0 or higher.

Questions concerning the accelerated major should be directed to the appropriate Graduate Program Chair that can be found at the bottom of our contact page (p. 34).

Accelerated Master's Program Guidelines

- Accelerated students must enroll at the graduate level in select graduate courses listed in the Undergraduate Catalog (indicated by an asterisk). An approved Accelerated Course Enrollment form (https://sis.uwgb.edu/ngforms/?formid=6f9478c8-36eb-4da5-b216-1dd2d93974aa&Clear=Y) is required for every semester the student plans to enroll for graduate credit.

- Accelerated students are typically eligible to enroll in up to 15 graduate credits prior to obtaining their bachelor's degree. Individual programs may allow for fewer credit hours and programs that have a higher number of credit hours than the minimum number required for a master's degree (i.e., 30 hours) may allow for more, but cannot exceed more than 50% of the total credit hours required for the degree. Accelerated master's program specific details are found in the degree requirement section of the undergraduate catalog for each program.

- Students remain eligible for federal financial aid at the undergraduate level provided the coursework taken is part of their bachelor's degree requirements.
- Accelerated students graduate with an undergraduate major.
- Accelerated students must adhere to all Graduate Catalog policies and standards when taking their graduate-level coursework.

Entering the Graduate Program

- Accelerated students must apply for admission to their graduate program, following all graduate admissions processes and requirements outlined in the Graduate Catalog. Graduate admission is not automatic or guaranteed. Students who succeed in their coursework (B or better) should expect to receive admission to the program.
- Upon graduate admission, all graduate courses must adhere to requirements outlined in the Graduate Transfer Credit Policy. Courses that meet the Transfer Credit Policy will automatically transfer into the student's master's degree program.

Note: Accelerated Master's Program coursework is currently assessed at undergraduate tuition rates provided that the student is still classified as an undergraduate student.

Undergraduates Seeking Enrollment in Undergraduate-Graduate Consortia Accelerated Programs

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

- This policy only applies to programs for which UWGB and one or more partner institutions have formally enter into an Agreement for an Accelerated Degree Program (the "ADP"). For a list of formal partnerships falling under this policy, please contact the Office of Graduate Studies at gradstu@uwgb.edu.
- Interested undergraduate students must receive official acceptance into a desired consortia accelerated program.
- Students must have at least junior standing to apply, although standing requirements for individual programs may be more restrictive.
- Students must have completed at least one full-time semester's coursework at UWGB.
- Students must carry a cumulative GPA of 3.00 or higher.
- Students must submit a graduate application for admission as a non-degree seeking student (Graduate Special status).
- Students must also gain permission from the UWGB instructor to enroll in the course using the **Course Registration/Late Add** form by clicking here (http://www.uwgb.edu/registrar/forms/).
- Enrollment and permission to enter graduate-level courses is not guaranteed and may not be granted if student has not yet completed their Bachelor's degree.
- Admitted students enroll at the graduate level in select graduate courses. Admitted accelerated students are eligible to enroll in up to a maximum of 12 graduate credits prior to obtaining their Bachelor's degree, although individual programs may allow fewer.
- Course tuition and fees are assessed based on the level of the course taken.
- Graduate credits can satisfy undergraduate degree course requirements through the established University substitution process.
- Course data is annotated on the transcript by level of course.
- *Please note that seeking a graduate degree while still an undergraduate may have financial aid implications. Undergraduate students applying for graduate programs should consult with the Office of Financial Aid prior to accepting an offer of admission. Any undergraduate students enrolled in a graduate degree program may not be eligible to request a continuance of their federal financial aid beyond their eighth semester of study. Furthermore, students will not be eligible for any undergraduate financial aid after the completion of their undergraduate degree requirements; thereinafter the student would only eligible for graduate loans if classified as a graduate student. Students are not classified as graduate students until they have successfully completed their undergraduate degree program.*

Undergraduates Who Want to Enroll in Graduate-Level Courses

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

- Students must submit a UW System Application for Graduate Special Status (non-degree seeking): apply.wisconsin.edu
- Students must gain permission from instructor to enroll in the course using the **Course Registration/Late Add** form by clicking here (http://www.uwgb.edu/registrar/forms/).
- Enrollment and permission to enter graduate-level courses is not guaranteed and may not be granted if student has not yet completed their Bachelor's degree.

- If student is admitted as a graduate special student and permission is granted for enrollment the Registrar's office will contact student to confirm enrollment or provide further instruction if permission is denied. If the student has questions they should email the Student Service Center at ssc@uwgb.edu.
- Course tuition and fees are assessed based on the level of the course taken.
- Graduate credits can satisfy undergraduate degree course requirements through the established University substitution process.
- Course data is annotated on the transcript by level of course.

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

Withdrawal

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

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

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

See the billing and refund schedule link on the Bursar website for these fees and deadlines[2]. Once a student drops to zero credits of enrollment, the Registrar's office withdraws the student from the semester.

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

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

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

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

A Late Withdrawal Petition (p. 31) must be submitted and approved by the Enrollment Review Committee to withdraw after the deadline. Petitions are only approved for extenuating circumstances with supporting documentation.

Late Withdrawal (*Courses less than 14 weeks in duration)*

- Start of week two until half the course duration (50%) a student may drop all courses, and a DR (drop grade) will appear on the transcript for each enrollment, the Registrar's office will withdraw the student for the semester.
- Day after half the course duration, a Late Withdrawal Petition (p. 31) is submitted and must be approved by the Enrollment Review Committee. Petitions are only approved for extenuating circumstances with supporting documentation. If a late withdrawal is granted, students remain responsible for the tuition and fees assessed for the course as they received instruction and held a seat in the course.

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

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

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

Emergency and Parental Notification Policy

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

Disclosures are also allowed among university employees where there is a “need to know,” such as conducting transactions or sharing updates between departments with whom the student interacts.

Health or Safety Emergency

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

Disciplinary Records

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

Annual Security Report

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

Law Enforcement Unit Records

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

Disclosure to Parents

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

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

FERPA and Student Health Information

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

FERPA and Student and Exchange Visitor Information System (SEVIS)

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

Transfer of Education Records

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

Contact Information

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

More information regarding FERPA can be obtained from the:
Family Policy Compliance Office -
U.S. Department of Education
400 Maryland Ave. S.W.
Washington, DC 20202-5920
202-260-3887
https://studentprivacy.ed.gov/ferpa (https://studentprivacy.ed.gov/ferpa/)

Tuition and Fees

Costs

Fees and tuition are subject to change by action of the University of Wisconsin System Board of Regents and the Wisconsin Legislature. The actual costs for each academic year are available through the Bursar's Office. Consult the Bursar's website at https://www.uwgb.edu/student-billing/.

Residency

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

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

Non-Resident Tuition Waivers

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

Other Financial Aid

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

Other Fee Related Policy Information

Tuition Appeals

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

Official University Calendars

Official University Calendars

To be sure students meet registration deadlines, know the dates of breaks and holidays, can prepare for final exams and more, refer to the official calendars for current academic year:

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

Graduate Programs

D

- Doctorate of Education in Applied Leadership (p. 40)
- Doctorate of Education in First Nations Education (p. 43)

M

- Master of Athletic Training (p. 47)
- Master of Business Administration (p. 50)
- Master of Public Administration (p. 52)
- Master of Science in Applied Biotechnology (p. 55)
- Master of Science in Applied Leadership for Teaching and Learning (p. 58)
- Master of Science in Biodiversity Conservation and Management (p. 61)
- Master of Science in Cybersecurity (p. 62)
- Master of Science in Data Science (p. 64)
- Master of Science in Environmental Science and Policy (p. 65)
- Master of Science in Health & Wellness Management (p. 81)
- Master of Science in Management (p. 82)
- Master of Science in Nursing Leadership and Management (p. 83)
- Master of Science in Nutrition and Integrated Health (p. 85)
- Master of Science in Sport, Exercise, and Performance Psychology (p. 89)
- Master of Science in Supply Chain Management (p. 88)
- Master of Science in Sustainable Management (p. 98)
- Master of Social Work (p. 99)

Doctorate of Education in Applied Leadership

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

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

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

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

Student Learning Outcomes and Program Objectives

Program-level student learning outcomes include:

- Examine how behavior impacts an organization and its unique culture
- Design and implement policies and processes to effectively lead change in an organization
- Apply teaching and learning principles and methods in the construction of educational training and development
- Apply leadership knowledge, theory, principles, practices, and skills within an organization

- Utilize ethical behavior and decision-making within an organization, with a focus on equity and its role in shaping policy
- The degree is a community-focused degree program that fosters development of strong leadership skills in a collaborative environment to effect organizational transformation. Graduates will demonstrate an ongoing commitment to diversity and inclusion with a focus on addressing inequalities in organizational systems, policies, processes and practices. Moreover, this program emphasizes innovative and strategic thinking, and is targeted toward learners with diverse backgrounds in fields such as education, psychology, public administration, non-profits, and athletics, including those currently working in a profession overlapping with these areas.

Credit for Prior Learning

The Applied Leadership Ed.D. allow students to pursue academic credit for graduate-level knowledge gained through various experiences, both traditional and nontraditional, via the Credit for Prior Learning (CPL) (p. 21) process. Graduate faculty in Education evaluate whether CPL experiences are equivalent to specific courses. Examples of prior learning may include the following:

- Completion of professional certifications or licensure
- Military training or service (connected to coursework in the degree program)
- Work experience in a specialized field (connected to coursework in the degree program)
- Non-credit coursework or training programs

Students who are interested in pursuing this option must submit a graduate portfolio which includes an abstract, artifacts (reports, program designs, certifications, etc.), a crosswalk describing how the evidence meets learning outcomes as well as a statement describing where the knowledge was acquired. Please meet with the program director for more details, including a list of previously vetted programs that would not require a complete portfolio. If approved, this coursework will appear on the transcript as transfer credit. No more than six (6) credit hours may be awarded and used to fulfill degree completion requirements.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit. All applications will be reviewed by a graduate admission committee who will make admission recommendations based on the listed criteria. Applicants who do not meet these criteria can be accepted on a provisional basis based on committee recommendations.

In addition to the minimum requirements described above, admission to the Doctorate of Education in Applied Leadership program also requires:

- A 200-300 word statement describing principal areas of academic interest, capabilities, experience, and reasons for pursuing the doctorate degree.
- Three letters of evaluation from professional contacts who can attest to academic potential (i.e. former professors, current supervisors, past supervisors, and/or co-workers).
- *Preferred:* Minimum of 3 years satisfactory teaching or professional experience.

International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

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

The emphases listed below do not represent all possible options. Additional options may exist, please contact the Program Director for individualized pathways.

Code	Title	Credits
Leadership Sequence		**15**
Required:		
EDUC 706	Doctoral Inquiry	
EDUC 717	Organizational Theory and Behavior	
EDUC 718	Leading Diverse Organizations	
EDUC 719	Leadership for Equity and Social Justice	
EDUC 801	Seminar in Leading with Emerging Technologies	
Inquiry Sequence		**9**
Required:		
EDUC 806	Research Designs and Methodologies	
EDUC 808	Introduction to Quantitative Methods	
EDUC 809	Advanced Qualitative Methods (GLOBAL LEADERSHIP)	

Emphasis Options:		**12**
Choose one emphasis		
1. Leadership and Peak Performance Certificate		
Students using the certificate to complete their emphasis option will need to complete one additional course since the certificate is comprised of 9 credit hours. Any of the courses, required or elective, may be used to complete this requirement. [1]		
2. Specialized Studies		
Four graduate courses; Select courses aligned with your learning and leadership goals approved by Director of Applied Leadership. The courses below may also be selected and would not need approval, though it is still recommended that you consult with your advisor as to your plans		
EDUC 699	Travel Course	
EDUC 777	Seminar in the Neuroscience of Leadership	
EDUC 795	Special Topics	
EDUC 895	Special Topics	
EDUC 666	Leading through Curriculum and Community	
EDUC 709	Effective Schools	
EDUC 711	The Instructional Leader	
EDUC 788	School Law, Policies and Procedures	
3. Sport, Exercise and Performance Psychology (SEPP) Emphasis		
Choose four of the following courses:		
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
5. Global Leadership		
Required Core:		
HUM STUD 560	Globalization and Cultural Conflict	
POL SCI 560	International Relations	
Choose two electives:		
DJS 563	Topics in Democracy and Justice	
HUM STUD 583	Contemporary Cultural Issues	
HISTORY 526	Global Environmental History	
POL SCI 553	Politics of Developing Areas	
6. Public & Non-Profit Leadership		
Choose four courses from the following:		
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	
PUB ADM 705	Public and Nonprofit Ethics and Leadership	
PUB ADM 706	Capstone Seminar	
PUB ADM 710	Geographic Information Systems for Public Service	
PUB ADM 715	Community Development	
PUB ADM 720	Nonprofit Administration and Theory	
PUB ADM 725	Fund Development and Grant Writing	
PUB ADM 730	Nonprofit Boards and Governance	
PUB ADM 735	Strategic Planning	
PUB ADM 740	Applied Concepts for Practitioners	
PUB ADM 797	Internship in Public Service	
Applied Sequence		**18**
Required:		

EDUC 713	Leadership Field-Based Application	
EDUC 811	Seminar: Immersive Leadership Experience	
EDUC 888	Dissertation Project Seminar	
EDUC 899	Dissertation	
Total Credits		**54**

[1] Leadership and Peak Performance Certificate (p. 115)

Progress to Degree

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

      Students will be assigned a committee chair and begin creating the rest of the committee while they are writing the dissertation proposal. All committee members will be in place within year three. The Dissertation Committee Composition will consist of 3 members required, with a 4 committee member maximum.
      i. Committee Member 1, Committee Chair assigned to student by the faculty.
      ii. Committee Member 2, Faculty member with an earned doctorate (required)
      iii. Committee Member 3 and optional Member 4: Additional member must be one of the following (required):
         - academic scholar
         - professional/practitioner from the field
         - community partner
4. Student begins EDUC 899 Dissertation coursework.
   a. Student maintains continuous enrollment, semester-to-semester (fall, spring, and summer) until the dissertation's completion. Enrollment options include:
      i. Completing 6 credits of EDUC 899.
      ii. After 6 credits of EDUC 899 have been completed, the student may enroll in:
         1. GRAD 893 Dissertation Completion (a 0-credit dissertation completion course for doctoral students)
         2. EDUC 899 for additional dissertation credits
         3. Enroll for other graduate course credit applicable to the Ed.D. in Applied Leadership program.
5. Student writes and publicly defends their dissertation.
6. Faculty approves defense and dissertation manuscript. Student uploads their dissertation to ProQuest.
7. Degree is awarded and graduate receives diploma.

Doctorate of Education in First Nations Education

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

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

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

The 54-credit degree program is offered over 4 years. The degree consists of a set of core courses offered primarily in face to face settings, reflecting the oral tradition. Classes are offered on weekends with limited online delivery to accommodate working professionals. Students enter the program in a

cohort and work collaboratively in classes during the first two years of the program, including summer. Students complete the degree with a culminating applied dissertation project in years three and four. The dissertation project is developed in collaboration with First Nations governments, communities, and individuals. It is a scholarly project that impacts the Tribal World.

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

Ed.D. i First Nations Education Learning Outcomes

Four Core Areas:

1. Foundations – Sociocultural, historical, and political grounding in intersectional educational contexts:

a. Students evaluate and interpret education as a complex intergenerational activity and cultural institution.

2. Philosophy of education and indigenous oral teachings:

a. Students develop, practice, and critique educational organizational and institutional policies related to administrative leadership, curriculum development, and assessment and program evaluation.

b. Students are able to assess key needs and develop effective strategies to design and lead appropriate intervention strategies including advocacy, policy development, and program design and evaluation.

c. Students formulate a philosophy of education and Indigenous Original Teachings.

3. Focus on praxis, service, and connection to the needs of tribal nations and communities:

a. Students interpret complex cultural and academic concepts effectively in oral and written forms as necessary and appropriate to the research question, purpose, or audience.

b. Students analyze the role that education in various forms plays in tribal nation building and create strategies sustaining sovereignty.

4. Research Methods and Knowledge Systems:

a. Students compare, contrast, and implement research and practice in holistic Indigenous knowledge systems (Shared Core Values, Original Teachings).

b. Students demonstrate proficiency in qualitative, quantitative, and Indigenous research methodology, and will select each/all as necessary and appropriate to the research question, purpose, or audience.

Admissions Applications for the Ed.D. in First Nations Education occurs in the fall of every even year and has two parts:

Part One - Electronic Application

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 GPA
- The Ed.D. in First Nations Education requires all applicants to submit two writing statements in support of their application to the program: (1) personal statement of intent, 800-1000 words (2) statement of scholarly interests, 1200-1500 words
- References: Applicants are required to submit three letters of evaluation. Applicants are responsible to ensure that all references have completed and submitted their letters by the application deadline.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Part Two - On-Campus Interview and Essay

After an initial review of submitted materials, some applicants may be asked to complete

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

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

Note: This program follows a cohort model. Students who take a break from their studies (do not have continuous enrollment) will be required to reapply for admission regardless of the length of absence. Re-entry through the admission process is not guaranteed.

Code	Title	Credits
Foundations Courses		**18**
Required:		
FNED 800	Introduction to Indigenous Education	
FNED 801	Ancestral Leadership Ways of Leadership	
FNED 804	Indigenous Pedagogy	
FNED 805	Generational Healing	
FNED 820	Critical Analysis of Systemic Inequity: Social Justice Education	
FNED 830	First Nations Law and Policy	
First Nations Research and Assessment		**13**
Required:		
FNED 807	Indigenous Inquiry	
FNED 825	Relational Assessment	
FNED 826	Grant Writing	
FNED 831	Qualitative Research Methods	
FNED 834	Quantitative Research Methods	
Comprehensive Exam		
Upon completion of 33 credits of First Nations Education coursework (not including the elective credits) students must pass one individual written comprehensive exam and one cohort oral comprehensive exam. Students who do not pass one or both of the examinations on the first attempt may retake the exams once. A second unsuccessful attempt results in a recommendation of dismissal from the program to the Office of Graduate Studies.		
Area of Emphasis or Approved Elective Class [1]		**5**
Dissertation Applied Project		**18**
Upon completion of 9 credits of dissertation seminar, student must successfully defend a written dissertation project proposal.		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis (9 credits required)	
Upon completion of the dissertation project, student must pass a public oral defense.		
FNED 899	Dissertation Project (9 credits required)	
Total Credits		**54**

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

Course	Title	Credits
First Year		
Fall		
FNED 800	Introduction to Indigenous Education	3
FNED 801	Ancestral Leadership Ways of Leadership	3
	Credits	**6**
Spring		
FNED 804	Indigenous Pedagogy	3
FNED 820	Critical Analysis of Systemic Inequity: Social Justice Education	3
	Credits	**6**
Summer		
FNED 805	Generational Healing	3
FNED 807	Indigenous Inquiry	3
	Credits	**6**
Second Year		
Fall		
FNED 825	Relational Assessment	2
FNED 826	Grant Writing	2
Elective		3
	Credits	**7**

Spring		
FNED 830	First Nations Law and Policy	3
Elective		2
Individual written comprehensive exam		
Cohort oral comprehensive exam		
	Credits	**5**
Summer		
FNED 831	Qualitative Research Methods	3
FNED 834	Quantitative Research Methods	3
	Credits	**6**
Third Year		
Fall		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
	Credits	**3**
Spring		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
	Credits	**3**
Summer		
FNED 898	Dissertation Project Seminar: Relational Knowledge and Praxis	3
	Credits	**3**
Fourth Year		
Fall		
FNED 899	Dissertation Project	3
	Credits	**3**
Spring		
FNED 899	Dissertation Project	3
	Credits	**3**
Summer		
FNED 899	Dissertation Project	3
	Credits	**3**
	Total Credits	**54**

Steps Toward the Degree

1. Student applicant is admitted to the doctoral program.
2. In year three, after completion of 33 credits of coursework (not including elective credits), student enrolls in FNED 898 Dissertation Project Seminar.
   a. Student successfully completes an individual comprehensive written exam. Students have two possible attempts, if they do not successfully complete after these attempts, they will be recommended for dismissal to Graduate Studies.
   b. Student successfully completes an all-cohort comprehensive oral exam. Students have two possible attempts, if they do not successfully complete after these attempts, they will be recommended for dismissal to Graduate Studies.
   c. Student successfully completes a dissertation project proposal.
      In year three, students will be assigned a committee chair after completion of the oral and written comprehensive exams and begin creating the rest of the committee while they are writing the dissertation proposal. All committee members will be in place after the dissertation proposal is approved (also in year three). The FNED Dissertation Committee Composition will consist of 3 members required, with a 4 committee member maximum.
      i. Committee Member 1, Committee Chair: is assigned to student by the FNED faculty (required). The dissertation committee chair funding model was proposed and approved by HLC. Committee members oversee dissertation projects as part of their credit load.
      ii. Committee Member 2, FNED faculty member with an earned doctorate (required)
      iii. Committee Member 3, Must be one of the following (required):
         - Indigenous oral scholar or knowledge bearer
         - academic scholar
         - professional/practitioner from the field
         - community partner
      iv. Optional Member 4, may be one of the following:
         - Indigenous oral scholar or knowledge bearer
         - academic scholar
         - professional/practitioner from the field
         - community partner
3. Student enrolls in FNED 899 Dissertation Project.

a. Student maintains continuous enrollment, semester-to-semester (fall, spring, and summer) until the dissertation's completion. Enrollment options include:
   i. Enroll in GRAD 893 Dissertation Completion (no-credit dissertation completion course for doctoral students)
   ii. Enroll for additional dissertation credits
   iii. Enroll for other graduate course credit
b. Student successfully completes a dissertation project including the dissertation oral defense.

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

Master of Athletic Training

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

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

Program Goals

- The UW-Green Bay MAT prepares students who are qualified to provide patient centered care as part of an interprofessional team incorporating evidence best practices and patient values.
- The UW-Green Bay MAT will provide students a curriculum, classroom instruction, and clinical education experiences that prepares graduates to practice Athletic Training as part of an interdisciplinary team.
- UW-Green Bay MAT Students will demonstrate the knowledge, skills, and abilities necessary for the practice of athletic training.
- MAT students will develop the qualities of professionalism expected of an athletic trainer working as part of an interprofessional healthcare team.
- Please see the MAT Student Handbook (https://www.uwgb.edu/athletic-training/about/) for a complete listing of program goals and objectives.

CAATE Accreditation Status

The UW-Green Bay Master of Athletic Training program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE). Please see the program webpage, https://www.uwgb.edu/athletic-training/, for up-to-date information concerning accreditation status and all other aspects of the Master of Athletic Training.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires that applicants apply for admission to the MAT through the ATCAS (https://atcas.liaisoncas.com/applicant-ux/#/login) portal. Applications are accepted on a rolling basis until May 1st each year. Applicants that have submitted their materials through ATCAS prior to November 1st each year will receive an early admissions decision.

In addition to the minimum requirements described above, including a 2.75 cumulative GPA, the following items also need to be submitted through ATCAS:

1. Completion of the following pre-requisite coursework with a grade of C or better:

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

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

Although not prerequisite courses, the following are highly recommended:

- Medical Terminology
- Introduction to Athletic Training
- Health and Wellness

2. Letters of Recommendation

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

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

4. Observation Hours: Applicants must complete a minimum of 25 hours of documented observation/job shadowing in athletic training under the supervision of a certified athletic trainer.

5. International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

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

NOTE: A limited number of applicants will be admitted to the Master of Athletic Training (MAT) program. A maximum of 16 students will be admitted to the program each year.

Required Documents for Admitted Students

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

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

*Physical examination, vaccination information and TB test information is required by our clinical partners. Covid vaccination information is required by some, but not all, clinical sites.

Provisional Admissions Policy

Applicants that do not meet the minimum 2.75 undergraduate GPA requirement may be offered provisional admissions if space is available. Applicants that meet the following criteria will be considered for provisional admissions:

- Overall Undergraduate GPA of 2.5-2.74.
- Prerequisite GPA of 2.0 or better.
- Overall recommendation of at least "recommend" on letters of evaluation.
- MAT selection committee unanimous recommendation of provisional admission.

- Students admitted to the MAT on provisional status must complete the first 9 credit hours of MAT coursework with a GPA of 3.0 or higher. If the student is not able to achieve a GPA of 3.0 or higher following completion of the first 9 credit hours, they will be dismissed from the program.

Evaluation of Prerequisite Coursework

Coursework submitted by the applicant will be reviewed by the MAT to determine if the coursework satisfies the prerequisite course requirements of the program. The following procedures are used to evaluate if the submitted course(s) satisfies the MATs prerequisite requirements:

1. The program director (PD) will evaluate the applicant's official transcripts uploaded to the ATCAS portal. The PD will assess the prerequisite coursework for the following:
   a. Course name is equivalent to UW-Green Bay course name
   b. Applicant received a minimum grade of C in the course
2. In cases that the coursework submitted as a prerequisite course does not have an equivalent name to a UW-Green Bay course, the applicant may be asked to provide the following documentation for review:
   a. Course description
   b. Course syllabus
3. The program director will decide if coursework submitted as prerequisite courses is sufficient to support the program's curricular plan.

Transfer Policy

The Master of Athletic Training Program at UW-Green Bay accepts transfer students on a case-by-case basis. Students interested in transferring to UW-Green Bay will still need to complete two years of study in the MAT to meet clinical education and capstone requirements. Transfer students might be able to complete the MAT on a part time basis, depending on a review of transfer credits. Didactic and clinical education courses that teach and assess athletic training clinical skills are not eligible to be considered for transfer credit. The MAT Program Chair will make all decisions related to transfer credits.

Degree Requirements

Code	Title	Credits
Core Courses:		**39**
Required:		
AT 551	Clinical Kinesiology	
AT 601	Foundations of Athletic Training	
AT 605	Therapeutic Interventions I	
AT 610	Psychosocial Aspects of Healthcare	
AT 620	Evaluation and Management of Acute/Emergent Conditions	
AT 700	Evidence Based Practice I	
AT 701	Evidence Based Practice II	
AT 705	Therapeutic Interventions II	
AT 709	Therapeutic Interventions III	
AT 710	Evaluation and Diagnosis of Lower Extremity Injuries	
AT 720	Evaluation and Diagnosis of Head, Neck, and Spine Injuries	
AT 730	Evaluation and Diagnosis of Upper Extremity Injuries	
AT 740	Evaluation and Management of Non-Orthopedic Conditions	
AT 750	Athletic Training Administration	
AT 760	Clinical Education I	
AT 761	Clinical Education II	
Clinical Education III & IV		**9**
total of 9 credits required [1]		
AT 762	Clinical Education III	
AT 763	Clinical Education IV	
Culminating Experience		**6-8**
Required:		
AT 789	Athletic Training Seminar	
AT 790	Athletic Training Research Capstone	
AT 797	Internship	
Total Credits		**54-56**

[1] Students are required to complete an immersive experience in either AT 762 or AT 763. Students will register for 6 credits when completing their immersive experience. Students will register for 3 credits when not completing their immersive experience. (For example, students completing their immersive experience in the fall will register for 6 credits in AT 762, and 3 credits for AT 763.)

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

Potential Curriculum Guide

Course	Title	Credits
First Year		
Summer		
AT 551	Clinical Kinesiology	3
AT 601	Foundations of Athletic Training	3
AT 605	Therapeutic Interventions I	2
AT 620	Evaluation and Management of Acute/Emergent Conditions	3
	Credits	**11**
Fall		
AT 610	Psychosocial Aspects of Healthcare	2
AT 700	Evidence Based Practice I	2
AT 705	Therapeutic Interventions II	2
AT 710	Evaluation and Diagnosis of Lower Extremity Injuries	3
AT 760	Clinical Education I	2
	Credits	**11**
Spring		
AT 701	Evidence Based Practice II	2
AT 709	Therapeutic Interventions III	2
AT 720	Evaluation and Diagnosis of Head, Neck, and Spine Injuries	3
AT 730	Evaluation and Diagnosis of Upper Extremity Injuries	3
AT 761	Clinical Education II	2
	Credits	**12**
Second Year		
Summer		
AT 740	Evaluation and Management of Non-Orthopedic Conditions	3
AT 797	Internship	1-3
	Credits	**4-6**
Fall		
AT 750	Athletic Training Administration	2
AT 762	Clinical Education III (*)	3
AT 789	Athletic Training Seminar	2
	Credits	**7**
Spring		
AT 763	Clinical Education IV (*)	6
AT 790	Athletic Training Research Capstone	3
	Credits	**9**
	Total Credits	**54-56**

***Students are required to complete an immersive experience in either AT 762 or AT 763. Students will register for 6 credits when completing their immersive experience. Students will register for 3 credits when not completing their immersive experience. (For example, students completing their immersive experience in the fall will register for 6 credits in AT 762, and 3 credits for AT 763.)**

Master of Business Administration

The University of Wisconsin-Green Bay's executive Impact MBA program in the Cofrin School of Business is designed for leaders who recognize the rapid changes facing businesses today and who seek to prepare themselves and their organizations for success in this era of disruption. Program

coursework is anything but traditional, forgoing the repeat of the undergraduate topics covered in traditional MBA programs for an array of forward-looking courses designed to prepare leaders to navigate the organizational changes needed to capitalize on the technological advances changing the way business operates. To promote a rich diversity of professional backgrounds, entry into the Impact MBA intentionally forwent the standard requirement of a traditional business undergraduate degree. Rather, an initial assessment by our faculty identifies prerequisite disciplinary gaps, with learners upskilled in these basics through a short, no-cost online boot camp offered prior to the start of the formal program.

The Impact MBA accommodates the busy lives of today's leaders who balance a full slate of professional and personal commitments, with curricula delivered over five, seven-week sessions, with two courses completed in each session.This program is fully online so learners can complete at their own pace without the need to log in for class time. The entire 30-credit Impact MBA program is completed in as little as one year.

Our Impact MBA is structured in a way, that students can also earn two certificates as they progress through the program.

Admission Requirements

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

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

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- **Impact Statement**: In approximately 500 words (~1 page single-spaced), please respond to the following questions: (1) Why do you want to enroll in the Executive Impact MBA? and (2) What impact you hope to make for both (a) yourself and (b) your organization by completing this program? Space for the impact statement is included in the online application.
- **Two Professional Recommendations:** Two letters of professional evaluation from persons who can assess your potential and motivation to use this program as a developmental accelerator for both personal and organizational impact.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

Code	Title	Credits
Human Capital and Organizational Agility		**9**
Required:		
MBA 708	Entrepreneurship: Disruptive Innovation	
MBA 710	The Path to Sustainability	
MBA 712	Management: Alternative Futures & Strategic Foresight	
Certificate in Enterprise Transformation		**9**
Required:		
MBA 706	Marketing: Creating Brand Value	
MBA 707	Financial Management	
MBA 709	Artificial Intelligence & Technological Advances	
Signature Course		**3**
Required:		
MBA 701	Purpose Driven Leadership	
Electives		**9**
Choose one of the following certificates: [1]		
Strategic Acumen Certificate		
Operational Excellence Certificate		
Modern Analytics for Information-age Managers Certificate		
Supply Chain Project & Procurement Certificate		

Sourcing and Production Certificate	
Planning and Logistics Certificate	
Investment Analysis Certificate	
People Management Certificate	
Strategic Leadership Certificate	
Climate Leadership Certificate	
ESG Certificate	
Foundations of Health and Wellness Certificate	
Improving Health with Data and Policy Certificate	
Leadership in Health and Wellness Certificate	
Total Credits	**30**

[1] Preferred Certificate for program: Certificate in Strategic Acumen (p. 103)

Master of Public Administration

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

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

Program Learning Outcomes

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

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

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, including a 2.75 cumulative GPA, this program also requires the following:

- A personal statement that describes your interest in working in the public and nonprofit sector, your professional goals as they relate to this interest, and how you believe UW-Green Bay's MPA program can help you achieve these goals. Space for the personal statement is included in the online application.
- Two letters of evaluation
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

NOTE: Applicants with a GPA of less than 2.75 may be considered for provisional admission.

Emergency Management Degree Requirements

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

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

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

Code	Title	Credits
Core Requirements		**18**
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	
PUB ADM 705	Public and Nonprofit Ethics and Leadership	
Required Capstone (All Students):		**3**
PUB ADM 706	Capstone Seminar	
Completion Pathway		**6**
Traditional Option:		
(must also complete 9 credits of electives)		
PUB ADM 539	Political and Policy Dimensions of Emergency Management	
PUB ADM 797	Internship in Public Service	
Executive Option:		
(must also complete 3 credits of electives)		
PUB ADM 539	Political and Policy Dimensions of Emergency Management	
PUB ADM 740	Applied Concepts for Practitioners	
Emergency Management Electives		**3-9**
PUB ADM 535	Principles and Practices of Emergency Management	
PUB ADM 536	Strategic Emergency Preparedness, Planning and Implementation	
PUB ADM 537	Disaster Response Operations and Management	
PUB ADM 538	Disaster Recovery	
Total Credits		**30-36**

Nonprofit Management Degree Requirements

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

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

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

Code	Title	Credits
Core Requirements:		**18**
PUB ADM 700	Foundations of Public Administration	
PUB ADM 701	Research Methods and Evidence Based Decision Making	
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management	
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior	
PUB ADM 704	Public Policy Theories and Analysis	
PUB ADM 705	Public and Nonprofit Ethics and Leadership	
Required:		**3**

PUB ADM 706	Capstone Seminar	
Completion Pathway		**6**
Traditional Option:		
(must complete 9 credits of electives)		
PUB ADM 720	Nonprofit Administration and Theory	
PUB ADM 797	Internship in Public Service	
Executive Option:		
(must complete 3 credits of electives)		
PUB ADM 720	Nonprofit Administration and Theory	
PUB ADM 740	Applied Concepts for Practitioners	
Nonprofit Management Electives		**3-9**
PUB ADM 545	Human Resource and Risk Management	
PUB ADM 625	Marketing, Fund Development, and Grant Writing for Nonprofits	
PUB ADM 628	Public and Nonprofit Program Evaluation	
PUB ADM 715	Community Development	
PUB ADM 730	Nonprofit Boards and Governance	
PUB ADM 735	Strategic Planning	
Total Credits		**30-36**

Public Management Emphasis Degree Requirements

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

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

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

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

PUB ADM 545	Human Resource and Risk Management
PUB ADM 628	Public and Nonprofit Program Evaluation
PUB ADM 710	Geographic Information Systems for Public Service
PUB ADM 715	Community Development
PUB ADM 735	Strategic Planning
Total Credits	**30-36**

Progress to Degree

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

Master of Science in Applied Biotechnology

Overview

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

Learning Outcomes

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

Admission Requirements

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

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Bachelor's degree in any discipline.
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Prerequisite coursework: two semesters of biology with lab; or two semesters of chemistry with lab; or one semester of biology with lab and one semester of chemistry with lab.
- If you **do not meet the minimum admission requirements**—such as having a GPA below 3.0 or are missing prerequisite coursework—you will need to submit **two letters of recommendation**. These can be: **Professional** (a workplace colleague or supervisor) or **Academic** (former professor or academic advisor)
- Personal statement up to 1,000 words describing your motivation to pursue this degree.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

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

Area of Emphasis (p. 56)

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

- Applied Bioinformatic (p. 56)
- Business Management (p. 57)
- Quality Assurance and Compliance (p. 57)
- Research and Development (p. 57)

Progress to Degree

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

M.S. in Applied Biotechnology

Area of Emphasis

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

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

- Applied Bioinformatic (p. 56)
- Business Management (p. 57)
- Quality Assurance and Compliance (p. 57)
- Research and Development (p. 57)

Applied Bioinformatics

Code	Title	Credits
Core Courses		**18**
Required:		
ABT 700	Principles of Biotechnology	
ABT 705	Ethics, Safety, and Regulatory Environments in Biotechnology	
ABT 710	Professional and Technical Communication in Biotechnology	
ABT 715	Techniques in Biotechnology	
ABT 720	Experimental Design and Analysis in Biotechnology	
ABT 725	Leadership in Organizations	
Emphasis Courses		**9**
Required:		
ABT 730	Python for Bioinformatics	
ABT 780	Bioinformatic Inquiry	
ABT 785	Applications of Bioinformatics	
Capstone		**4**
Required:		
ABT 789	Pre-capstone	

ABT 790	Capstone	
Total Credits		**31**

Business Management

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

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

Quality Assurance and Compliance

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

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

Research and Development

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

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

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

Master of Science in Applied Leadership for Teaching and Learning

The Master of Science in Applied Leadership for Teaching and Learning at UW–Green Bay is an applied, cohort-based graduate program designed for working professionals who want to strengthen their leadership capacity in PK–12 schools, higher education, business, healthcare, nonprofits, and other organizational settings. The program emphasizes reflective inquiry, evidence-based decision-making, and applied research connected to authentic problems of practice.

Students complete a 30-credit curriculum that blends theory and practice and culminates in an applied research project or thesis. Cohorts meet approximately two Saturdays per month, with additional online learning to support flexibility for professionals.

The MSAL degree may be completed on its own or paired with Administrative Licensure (Principal, PK–12) and/or the K–9 Teaching License pathway for individuals seeking Wisconsin educator certification.

Program Highlights

• Flexible for Working Professionals – Courses meet two Saturdays per month; online options included.

• Cohort Model – Students progress through the program together, building a supportive professional learning community.

• Applied Learning – Coursework connects directly to students' professional settings and goals.

• Customizable Area of Emphasis – Students design 9 credits of specialized study aligned to their interests or certification needs.

• Optional Licensure Pathways – Principal (PK–12) and K–9 Teaching License.

Credit for Prior Learning

The Master of Science in Applied Leadership for Teaching and Learning allows students to pursue academic credit for graduate-level knowledge gained through various experiences, both traditional and nontraditional, via the Credit for Prior Learning (CPL) (p. 21) process. Graduate faculty in Education evaluate whether CPL experiences are equivalent to specific courses. Examples of prior learning may include the following:

- Completion of professional certifications or licensure
- Military training or service (connected to coursework in the degree program)
- Work experience in a specialized field (connected to coursework in the degree program)
- Non-credit coursework or training programs

Students who are interested in pursuing this option must submit a graduate portfolio which includes an abstract, artifacts (reports, program designs, certifications, etc.), a crosswalk describing how the evidence meets learning outcomes as well as a statement describing where the knowledge was acquired. Please meet with the program director for more details, including a list of previously vetted programs that would not require a complete portfolio. If approved, this coursework will appear on the transcript as transfer credit. No more than six (6) credit hours may be awarded and used to fulfill degree completion requirements.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

Each applicant's prior academic work and experience will be evaluated prior to admission. Applicants are expected to have college-level writing, oral communication and computer skills. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally.

In addition to the minimum requirements, this program also requires the following:

- A writing sample/letter of application describing principal areas of academic interest, capabilities, experience, and reasons for pursuing the M.S. degree.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Undergraduate-Graduate Accelerated Program

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

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

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

General Degree Requirements

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

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

Core Requirement

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

Code	Title	Credits
Core Courses		**15**
Required:		
EDUC 701	Reflective Inquiry	
EDUC 702	Approaches to Educational Inquiry	
EDUC 703	Contemporary Issues and Historical Contexts	
EDUC 704	Applied Educational Leadership	
Impact Coursework		**6**
Required:		
EDUC 644	Strategic Leadership in Practice	
EDUC 766	Transformative Leadership Seminar: Innovation and Impact	
Area of Emphasis		**9**
Select at least nine credits of coursework at the 500-700 level. See advisor for guidance as needed.		
Total Credits		**30**

Area of Emphasis (9 credits)

Students work with an advisor to select 9 credits of graduate coursework aligned with their professional goals. Courses may be taken at UW–Green Bay or another accredited institution with approval.

Pathways to certification

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

Students may complete the K–9 Teaching License Pathway as part of or in addition to the MSAL degree.

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

Pathway to Administrative/Principal certification

Students may pursue Wisconsin Principal licensure in conjunction with or following completion of the MSAL degree.

Eligibility

• Bachelor’s degree from an accredited institution

• Valid Wisconsin teaching or pupil services license

• At least three years of successful full-time experience in schools

• State-required coursework, practicum (300 hours), and performance assessments

Outcome: Eligibility for the Wisconsin Principal (PK–12) license.

Code	Title	Credits
Core Courses		**15**
Required:		
EDUC 701	Reflective Inquiry	
EDUC 702	Approaches to Educational Inquiry	
EDUC 703	Contemporary Issues and Historical Contexts	
EDUC 711	The Instructional Leader	
Area of Emphasis		**18**
Required:		
EDUC 666	Leading through Curriculum and Community	
EDUC 712	Building Capacity: Budgets and Funding	
EDUC 713	Leadership Field-Based Application	
EDUC 717	Organizational Theory and Behavior	
EDUC 719	Leadership for Equity and Social Justice	
EDUC 788	School Law, Policies and Procedures	
Total Credits		**33**

Pathway to Coaching Certificate

Students may pursue a Coaching Certificate while completing the MSAL degree.

Code	Title	Credits
Core Courses		**15**
Required:		

EDUC 701	Reflective Inquiry	
EDUC 702	Approaches to Educational Inquiry	
EDUC 703	Contemporary Issues and Historical Contexts	
EDUC 704	Applied Educational Leadership	
Area of Emphasis		**12**
Required:		
EDUC 616	Principles of Coaching	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
EDUC 619	Field Experience in Coaching	
Impact Coursework		**6**
Required:		
EDUC 644	Strategic Leadership in Practice	
EDUC 766	Transformative Leadership Seminar: Innovation and Impact	
Total Credits		**33**

Master of Science in Biodiversity Conservation and Management

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

Learning Outcomes

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

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

Admission Requirements

Each student’s background is evaluated by the UW-Green Bay program Chair. Students with a GPA of less than 3.0 may be considered for provisional admission and should contact an enrollment adviser for more information. Alternatively, students with a GPA of less than 3.0 could apply to a BCM certificate program first in order to demonstrate their ability to succeed in the master's program. Applicants are not required to take the GRE for admission.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Two letters of evaluation or recommendation letters (can be professional or academic)
- Up to 1,000 word statement of personal intent describing your decision to pursue this degree and what you believe you will bring to the conservation field. If you do not meet the minimum requirements for the program, please include a description of extenuating circumstances to explain why your application does not accurately reflect who you are as a student and your ability to succeed in a graduate program.

- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

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

Master of Science in Cybersecurity

The Master of Science in Cybersecurity represents a comprehensive, multidisciplinary curriculum that prepares students to advance their careers and pursue their academic ambitions through leadership and management positions within the cybersecurity field. The degree represents a fully online, asynchronous curriculum comprised of 31 credits to include 5 core courses, 4 track courses, and 2 capstone courses (a one-credit capstone preparation course and a three-credit capstone course) to satisfy degree requirements. UW-Green Bay, UW-La Crosse, UW-Oshkosh, UW-Parkside, UW-Platteville, UW-River Falls, UW-Stevens Point, and UW-Superior offer the program jointly. The program equips students with the skills needed to effectively develop, implement and maintain a security strategy within diverse organizations and industry sectors. Core courses provide students with a solid foundation in IT and operating system security, network security, cyber crime, legal and ethical issues in cybersecurity, and technical communications. Students must complete one of two unique tracks (Secure Systems Design or Digital Forensics & Security Management) which assist them in tailoring their coursework to meet their career goals. The curriculum was developed in alignment with defined requirements of the Center for National Centers of Academic Excellence in Cyber Defense (CAE-CD) and several established and recognized industry certifications.

Learning Outcomes

1. Foundational - Students will describe key principles of cybersecurity.
2. Networking & Network Defense - Analyze network infrastructures and protect them against threats.
3. Cybersecurity planning and management - Perform security risk analysis for an organization and develop system-specific security programs.
4. Policy / Legal / Ethics / Compliance - Explain the role of policy, law, and ethics in cybersecurity and ensure compliance with relevant organizational policies and regulatory frameworks.
5. Forensics - Forensically investigate and interpret security incidents.

Admission Requirements

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

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Prerequisite coursework in Introduction to Computer Science (which must include significant programming content) and prerequisite coursework in Calculus or Statistics, with grades of a C or better. Please contact an enrollment adviser for details.
- A personal statement describing the reasons behind your decision to pursue this degree and what you believe you will bring to the MS Cybersecurity program. Space for the personal statement is included in the online application.

- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements (p. 63)

The Master of Science in Cybersecurity program program is 100% online and offers two tracks of study to personalize student learning with tracks in Secure Systems Design and Digital Forensics & Security Management. The 31 credit program prepares students for careers in cybersecurity, protecting organizations, and important information in various industries.

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

- Secure Systems Design
- Digital Forensics & Security Management

Progress to Degree

Steps Toward the Degree

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

M.S. in Cybersecurity

Area of Emphasis

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

- Secure Systems Design
- Digital Forensics & Security Management

Secure Systems Design

Code	Title	Credits
Core Courses		**21**
Required:		
CYB 700	Fundamentals of Cybersecurity	
CYB 701	IT and Operating Systems Security	
CYB 703	Network Security	
CYB 705	Cyber Crime	
CYB 720	Cybersecurity Ethics & Communication	
Secure Systems Design Emphasis		**9**
Required:		
CYB 710	Introduction to Cryptography	
CYB 770	Security Architecture	
CYB 775	Advanced Cryptography	
CYB 780	Software Security	
Capstone Courses		**4**
Required:		
CYB 789	Cybersecurity Pre Capstone	
CYB 790	Cybersecurity Capstone	
Total Credits		**34**

Digital Forensics & Security Management

Code	Title	Credits
Core Courses		**21**
Required:		
CYB 700	Fundamentals of Cybersecurity	
CYB 701	IT and Operating Systems Security	
CYB 703	Network Security	
CYB 705	Cyber Crime	
CYB 720	Cybersecurity Ethics & Communication	
Digital Forensics & Security Management Emphasis		**9**
Required:		
CYB 707	Cybersecurity Program Planning	
CYB 715	IT Security Risk Management	
CYB 725	Digital Forensics	
CYB 765	Security Program Management	
Capstone Courses		**4**
Required:		
CYB 789	Cybersecurity Pre Capstone	
CYB 790	Cybersecurity Capstone	
Total Credits		**34**

Master of Science in Data Science

The University of Wisconsin - Green Bay, the University of Wisconsin – Eau Claire, the University of Wisconsin - La Crosse, the University of Wisconsin – Oshkosh, the University of Wisconsin – Stevens Point, and the University of Wisconsin – Superior in collaboration with the University of Wisconsin – Online Collaboratives are offering a Master's of Science in Data Science. This master's program is entirely online and will teach you how to harness the power of big data using the latest tools and analytical methods. The program focuses on how to clean, organize, analyze, and interpret structured and unstructured data, deriving knowledge and communicating your discoveries clearly to stakeholders. It is a 10-course, 30 credit program and is taught by expert faculty.

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

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- Prerequisite courses: (1) Completion of a programming course in Python or Java (other languages may be considered). Related relevant work experience or recognized online learning platforms may be substituted. (2) Completed coursework in elementary statistics. Related relevant work experience or recognized online learning platforms may be substituted. Contact the Chair of the MS in Data Science Program for more details.
- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this degree and what you believe you will bring to the data science field.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Note: Applicants who do not meet the above criteria may be admitted provisionally.

Degree Requirements

Code	Title	Credits
Core Curriculum		
DS 701	Exploratory Data Analysis	3
DS 705	Statistical Methods	3
DS 710	Programming for Data Science	3
DS 716		
DS 730	Big Data: High-Performance Computing	3
DS 740	Data Mining	3
DS 750	Data Storytelling	3
DS 770	Ethical Decision-Making Using Data	3
DS 776	Deep Learning	3
DS 785	Capstone	3
Total Credits		**27**

Progress to Degree

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

Master of Science in Environmental Science and Policy

Program Overview

The University of Wisconsin–Green Bay's Master of Science in Environmental Science and Policy (ES&P) provides interdisciplinary graduate training grounded in environmental science. While the curriculum incorporates aspects of public policy, the program is not an environmental policy degree. Instead, it emphasizes scientific approaches to understanding and managing environmental systems, with policy and administration viewed as valuable extensions of scientific knowledge. The program reflects UW–Green Bay's long-standing commitment to environmental inquiry—dating back to its founding as "Eco#U"—and aligns with the university's mission to foster responsible citizenship, sustainability, and problem-solving. It also embraces the Wisconsin Idea, which holds that knowledge created at the university should benefit communities across the state and beyond.

Students may pursue the M.S. degree through one of three degree plans—Thesis, Practicum, or Capstone-Based—depending on their academic background, career goals, and preferred mode of study. All degree plans share a common core curriculum but offer flexibility in how students engage with research, professional experience, and coursework. Through advising, students may choose to focus on coursework and professional development that emphasizes areas such as Animal Behavior and Ecology, Conservation Biology and Ecological Restoration, Freshwater Ecology and Management, Geoscience and Hydrogeochemistry, or Environmental Engineering and Remediation. This flexibility is designed to reflect the program's scientific strengths and allow students to tailor their training to specific fields of interest. These informal areas of emphasis are compatible with all degree plans and are selected in consultation with the ES&P Graduate Program Chair or the student's advisor and allows students to engage in real-world environmental problems and build the technical, analytical, and communication skills necessary to address them.

Full-time students with appropriate prerequisites typically complete the degree in 2-3 years, while part-time students usually take 3-5 years. Many of our courses are offered during evenings or other times convenient for working professionals. Students benefit from small class sizes, close mentorship from faculty, and the diverse perspectives of classmates with varying levels of academic, professional, and cultural experience. Program faculty are active researchers, dedicated educators, and leaders in their respective disciplines. Their expertise spans freshwater ecology, conservation biology, ecological restoration, geoscience, environmental engineering, chemistry, and policy. Faculty routinely publish peer-reviewed research, secure external grants, and mentor students in both original thesis research and applied practicum projects.

The program maintains strong connections with regional, state, and federal agencies—including the U.S. Fish and Wildlife Service, U.S. Forest Service, U.S. Geological Survey, U.S. Environmental Protection Agency, Wisconsin Department of Natural Resources, The Nature Conservancy, NEW Water, The Wisconsin Geological & Natural History Survey, and local and tribal governments. These partnerships provide rich opportunities for student involvement in research, internships/practicum projects, and community-based environmental work. The University offers modern facilities that support student learning and research in the environmental sciences, including laboratories for water quality analysis, geochemistry, environmental engineering, and GIS. Computing resources provide access to advanced spatial analysis, statistical, and modeling software. Students also benefit from access to several University-managed natural areas and the Wabikon Forest Dynamics Plot in northern Wisconsin, a permanent research site managed by the U.S. Forest Service as part of the Smithsonian Institution's Global Earth Observatory Network.

In all, the Environmental Science and Policy graduate program at UW–Green Bay prepares students to become leaders in environmental science, management, and communication. Through rigorous coursework, applied training, and a strong foundation in environmental science, graduates are equipped to address pressing environmental challenges across the Great Lakes region and beyond.

Switching Between Thesis, Practicum, and Capstone-Based Tracks

Students in the M.S. in Environmental Science and Policy program may pursue one of three degree tracks —Thesis, Practicum, or Capstone-Based —based on their professional goals and academic interests. Switching between emphases is common and permitted at any time during a student's graduate career. Students must file an updated Graduate Requirements (GR) form and consult with their advisor or committee to ensure a smooth transition.

In general, many credits—such as those for elective coursework, capstone, practicum, thesis, and seminar—can be applied across emphasis areas, though exact substitutions must be approved by the student's major advisor, the ES&P Graduate Program Chair, and the Associate Vice Chancellor for Graduate Studies and Research. Additional coursework may be required depending on the direction of the switch (e.g., from Thesis to Capstone-Based). All students must meet the minimum credit requirements and specific components outlined in the catalog for their selected emphasis.

Accelerated Master's Program (Bachelor to Master's Degree)

The Accelerated Bachelor/Master Program at UW–Green Bay provides a structured pathway for high-achieving undergraduates to begin graduate-level coursework while completing their bachelor's degree, effectively shortening the time required to earn both degrees. The program is intended for students with a minimum GPA of 3.0 and is designed to support a seamless transition into the M.S. in Environmental Science and Policy. Students must apply to this program and are strongly encouraged to consult with the ES&P Program Chair or their undergraduate advisor before reaching senior status. Further information about these courses may be found in the undergraduate catalog. Information about the policies governing accelerated master's programs at UWGB can be found in the front of this catalog (https://catalog.uwgb.edu/graduate/general-information/academic-rules-regulations/undergrad-in-accelerated/).

Admission Requirements

Applications to the M.S. in Environmental Science and Policy (ES&P) program are accepted each term; however, applications are formally reviewed by the Admissions Committee twice annually—once during the fall semester and once during the spring. To receive priority consideration for graduate teaching assistantships, applicants should submit their materials by October 1 (for spring enrollment) or January 15 (for fall enrollment), although applications will be considered until assistantships are filled. A smaller number of fellowships may be available for incoming fall students for in-state tuition waivers for those who meet the priority deadline and are selected for graduate teaching assistantships.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A cumulative GPA of 3.0 (on a 4.0 scale) for the final two years of undergraduate coursework (at least 60 credit hours).
- Completion of an undergraduate-level statistics course or equivalent.
- Two letters of recommendation: Preferred: One from a faculty advisor and one from an employer or supervisor. Alternate: Two letters from academic faculty.
- A 300-word Statement of Interest describing qualifications, scientific interests, relevant experience, and (if applicable) potential faculty mentors.
- Selection of a preferred degree track (Thesis, Practicum, or Capstone-Based) at the time of application.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Track-Specific Guidance:

- Admission to the program does not require a formal thesis supervisor at the time of application. However, if you are interested in pursuing the Thesis Track, we strongly encourage you to reach out to Environmental Science faculty members whose research aligns with your interests, though this is not required. Establishing these connections early will help you identify a potential advisor and strengthen your academic experience once enrolled.

- Students applying to the Practicum or Capstone Tracks must contact the ES&P Graduate Program Chair to discuss opportunities, expectations, and program fit.

Each applicant's academic background is evaluated holistically by the Admissions Committee. Applicants who do not meet all minimum criteria may be considered for provisional admission if their academic record and letters of reference indicate strong potential for success. Provisional admits may be asked to complete additional coursework or meet other conditions before advancing in the program.

Students not pursuing a graduate degree may enroll in courses as graduate special students. Undergraduates currently enrolled at UW–Green Bay may earn concurrent undergraduate and graduate credit through the Accelerated Bachelor/Master Program (see the Accelerated Program (p. 34) page).

Through advising, students will choose electives that focus on coursework and professional development that emphasizes areas appropriate to their career aspirations. These informal areas of emphasis include Animal Behavior and Ecology, Conservation Biology and Ecological Restoration, Freshwater Ecology and Management, Geoscience and Hydrogeochemistry, or Environmental Engineering and Remediation. Note that each area of emphasis requires different skills and preparation. Therefore, prerequisite courses appropriate to the area of emphasis are required for admission. This typically includes undergraduate supporting courses (e.g., chemistry, biology, geoscience, statistics).

Thesis Track

The Thesis Track is the ideal choice for students who wish to pursue advanced, hypothesis-driven research in environmental science and policy or related disciplines. This traditional, research-led M.S. option is best suited for individuals whose career paths require formal training in experimental design, data analysis, and scholarly writing—whether they plan doctoral studies, research-intensive roles in government or NGOs, or technical policy analysis contexts. Students admitted under this track begin by consulting with their Major Advisor and establishing a Thesis Committee. Together, they select a focused Area of Emphasis and design a research project framed around a clear hypothesis tested through original data collection or analysis. The thesis process typically includes developing and defending a research proposal, conducting sustained investigation over multiple terms, drafting a document of publishable quality, and completing a formal oral defense.At UW–Green Bay, students are initially admitted into the Capstone Track—unless an ES&P graduate faculty member has agreed to serve as thesis advisor. While not required, students interested in the Thesis Track are strongly encouraged to identify and contact a prospective advisor before applying. Should a Practicum or Capstone-Track student develop a thesis-worthy project and secure faculty supervision, switching into the Thesis Track is permitted.

Credit Structure:

- Core Coursework: All Thesis Track students must complete the program's core course requirements. Students lacking sufficient preparation may be required to take additional background courses. This section counts for 10 credits.

- Electives: At least 15 credits must be chosen from courses aligned with the student's areas of interest. These must be distinct from core requirements and exclude thesis credits.

- Thesis Credits: A minimum of 6 credits of ENV#S&P#799 are required, coinciding with major research effort, thesis writing, and defense preparation.

Code	Title	Credits
Core Curriculum		**10**
Foundational Course:		
Required:		
ENV S&P 701	Perspectives in Environmental Science and Policy	
Seminar Courses		
Choose one of the following courses, some of which are repeatable (2 credits) [1]		
ENV S&P 702	Stable Isotopes in the Environment	
ENV S&P 703	Critical Minerals for Green Energy	
ENV S&P 705	Seed-Free Plant Ecology & Evolution	
ENV S&P 715	Seminar in Environmental Science and Policy	
ENV S&P 795	Special Topics	
Quantitative Course		
Required:		
ENV S&P 755	Environmental Data Analysis	
Public Policy Course		
Choose one course:		
ENV S&P 750	Fish and Wildlife Law and Policy	
ENV S&P 751	Environmental Law	
Culminating Experience		**6**
Complete 6 credits:		
ENV S&P 799	Thesis	
Elective Courses:		**15**
Choose any combination from the courses listed here or above.		
Environmental Science & Policy 700 Level Electives		

ENV S&P 702	Stable Isotopes in the Environment
ENV S&P 703	Critical Minerals for Green Energy
ENV S&P 705	Seed-Free Plant Ecology & Evolution
ENV S&P 715	Seminar in Environmental Science and Policy
ENV S&P 727	Radioactivity and the Environment
ENV S&P 740	Ecology and Management of Ecosystems
ENV S&P 743	Ecology and Analysis of Communities and Landscapes
ENV S&P 750	Fish and Wildlife Law and Policy
ENV S&P 751	Environmental Law
ENV S&P 763	Capstone in Environmental Science and Policy
ENV S&P 795	Special Topics
ENV S&P 797	Internship
ENV S&P 798	Independent Study
Biology:	
BIOLOGY 510	Plant Biodiversity
BIOLOGY 511	Plant Physiology
BIOLOGY 512	Mycology
BIOLOGY 520	Field Botany
BIOLOGY 522	Environmental Microbiology
BIOLOGY 542	Ornithology
BIOLOGY 543	Mammalogy
BIOLOGY 555	Entomology
BIOLOGY 557	Marine Biology
BIOLOGY 565	Aquatic Invertebrates
BIOLOGY 601	Fish and Wildlife Population Dynamics
BIOLOGY 602	Advanced Microbiology
BIOLOGY 649	Wetland Ecology
BIOLOGY 669	Conservation Biology
Chemistry:	
CHEM 520	Thermodynamics and Kinetics
CHEM 522	Therymodynamics and Kinetics Laboratory
CHEM 530	Biochemistry
CHEM 531	Biochemistry Laboratory
CHEM 602	Advanced Organic Chemistry
CHEM 603	Advanced Organic Chemistry Laboratory
CHEM 613	Instrumental Analysis
Environmental Science:	
ENV SCI 505	Environmental Fate and Transport
ENV SCI 518	Pollution Control
ENV SCI 520	The Soil Environment
ENV SCI 530	Hydrology
ENV SCI 535	Water and Waste Water Treatment
ENV SCI 537	Environmental GIS
ENV SCI 601	Stream Ecology
ENV SCI 603	Limnology
ENV SCI 615	Solar and Alternate Energy Systems
ENV SCI 660	Resource Management Strategy
Geoscience:	
GEOSCI 596	Special Topics
GEOSCI 602	Sedimentology & Stratigraphy
GEOSCI 621	Geoscience Field Trip
GEOSCI 632	Hydrogeology

GEOSCI 670	Glacial Geology & Landscapes
Water Science:	
WATER 610	Agriculture-Water Nexus in Wisconsin
WATER 611	Agriculture-Water Nexus Field Experience
WATER 644	Aqueous Geochemistry
Environmental Policy and Planning:	
ECON 713	Environmental Economics and Sustainability
EPP 579	Natural Resource Policy, Law, and Administration
POL SCI 578	Environmental Law
Global Environmental Politics and Policy:	
PUB ADM 522	Environmental Planning
Math and Statistics:	
MATH 529	Applied Regression Analysis
MATH 630	Design of Experiments
Total Credits	**31**

[1] Other Seminar Courses may become available that can be substituted into this category with an e-form.

[2] A total of 50% of the minimum degree requirements must be earned at the 700-level, unless extenuating circumstances arise. This requires a total of 16 credits at the 700-level for Thesis track.

Selection of the Thesis Committee

Each Thesis Track student must form a Thesis Committee consisting of three members, with the following composition:

1. Major Advisor – A member of the Environmental Science & Policy (ES&P) graduate faculty, who serves as the student's primary mentor and research supervisor.
2. Second Member – Another member of the UW–Green Bay graduate faculty, which may include ES&P faculty or graduate faculty from other UW–Green Bay programs.
3. Third Member – May be from UW–Green Bay or an external institution. This individual must hold either: a Ph.D. in a related field, or a master's degree in a related field with at least 10 years of relevant professional experience.

The Major Advisor is responsible for determining the appropriateness of the third member based on the student's research needs and professional background.

The Thesis Committee plays an essential role in guiding the student's research, providing support on project design, methodology, coursework, data interpretation, and professional development. Students are encouraged to select committee members who offer complementary expertise and mentoring styles aligned with their academic and career goals.

Committee membership is formally established—and the thesis proposal approved—through submission of the GR-2: Approval for Candidacy form, completed in consultation with the Major Advisor. Additional information on thesis proposal requirements is provided in the next section.

Thesis Proposal

Once a thesis proposal has been developed in collaboration with the Major Advisor, students must defend it in a closed meeting with their full Thesis Committee. The written proposal must be vetted and approved by the Major Advisor prior to distribution and then submitted to all committee members at least two weeks in advance of the scheduled defense date. The proposal defense is a critical step in advancing to candidacy. It provides the student an opportunity to demonstrate command of their research topic, clearly articulate the relevance and feasibility of their proposed study, and receive structured feedback from their committee before major research activities begin. Students should prepare a 20–30-minute oral presentation summarizing the research question, significance, methodology, and anticipated outcomes, followed by in-depth questions and discussion with the committee.

The committee will evaluate both the written proposal and the oral presentation for clarity, rigor, and readiness to proceed. Possible outcomes include:

- Approval with no changes,
- Conditional approval requiring minor or major revisions (to be reviewed by the Major Advisor or full committee, as determined), or
- Non-approval, requiring substantial reworking and re-defense.

Once the committee approves the proposal, the GR-2: Approval of Thesis or Project Proposal form is signed and submitted, along with the final proposal, to the Associate Vice Chancellor for Graduate Studies and Research. Approval of the GR-2 officially places the student into candidacy for the M.S. in Environmental Science and Policy and authorizes registration in thesis credits.

Thesis Defense

- The Thesis Defense is a formal public event and the culminating step in the Thesis Track. It is attended by the candidate, their Thesis Committee, and other interested individuals from the university and broader community.
- Students must work closely with their Major Advisor over multiple drafts of the thesis manuscript. A complete, advisor-approved version of the thesis must be distributed to all committee members at least two weeks prior to the defense. This ensures the committee has adequate time to review the document and prepare constructive feedback.
- To schedule the defense, students must submit the GR-3: Request for Thesis Defense / Project Presentation Form to the Office of Graduate Studies at least two weeks prior to the proposed date, while also meeting any Graduate Studies deadlines.
- The defense begins with a public presentation of approximately 40 minutes, during which the student summarizes the research questions, methods, results, and implications of their work. The committee and audience may pose clarifying questions during or after the presentation. Following the public portion, the committee meets privately with the student to ask in-depth questions and deliberate on the outcome.
- After a satisfactory defense, the student initiates the GR-4: Approval of Thesis Defense / Project Presentation Form to obtain committee signatures. If any committee member dissents, they must provide a written explanation. A candidate is considered to have passed the thesis defense only after all issues have been resolved and the signed GR-4 form is submitted to the Office of Graduate Studies.

Best Practices & Important Considerations

Iterative Draft Review

Students should expect to submit multiple thesis drafts to their Major Advisor across several weeks. A polished, near-final version should be reviewed and approved by the advisor before being shared with the full committee.

Two-Week Lead Time for Committee Review

The thesis must be delivered to the committee at least two weeks before the defense to allow for thoughtful reading and feedback. This reduces the risk of last-minute revisions and helps maintain professional courtesy.

Advisor-Led Readiness Check

The Major Advisor plays a role in determining when the thesis is ready for committee review and formal defense scheduling. Students should never send an unvetted thesis to the full committee.

Public Presentation (~40 minutes)

The public portion of the defense should last approximately 40 minutes, allowing the student to clearly present their research questions, approach, key findings, and implications to a broader audience.

Thorough Preparation

Students should anticipate questions about study design, data interpretation, limitations, and broader significance. Practicing answers and preparing a backup slide or notes for tough questions can help maintain confidence and clarity.

Scheduling Logistics

Students should coordinate with their committee well in advance—ideally a month before the desired date—to confirm availability.

Outcome Possibilities

After the defense, outcomes may include: unconditional approval; approval pending minor or major revisions; or, in rare cases, a need for significant reworking. All issues must be resolved before the GR-4 form is finalized.

Thesis Document Preparation

The thesis is a formal academic document and must be prepared in accordance with UW–Green Bay library requirements and graduate program standards. It represents a permanent, scholarly record of the student's research and should reflect the highest standards of academic writing and formatting.

Students must follow the university's official Style and Format Requirements for the Master of Science Thesis, available under the Student Resources section of the Office of Graduate Studies website. These guidelines outline formatting expectations for pagination, headings, tables, references, margins, font use, and submission procedures.

It is the student's responsibility to ensure that the final version of the thesis adheres to these standards. Students are strongly encouraged to begin formatting their document early and to consult the guidelines throughout the writing process—not just at the end. The Office of Graduate Studies style

manual must be followed, though advisors may also recommend a specific style manual (e.g., APA, Chicago, or CSE style) based on disciplinary norms. Students should confirm with their Major Advisor which style is appropriate for in-text citations, reference formatting, and figure captions. Failure to follow formatting requirements may delay graduation or final approval of the thesis. Students are advised to build in time for thorough proofreading, formatting revisions, and advisor review prior to final submission.

Thesis Document Deposition

Upon successful completion of the thesis defense, students must submit their final thesis document to the Office of Graduate Studies by the appropriate deadline (https://www.uwgb.edu/graduate/student-resources/dissertation-project-thesis/). The Office of Graduate Studies will review the thesis for adherence to university formatting and style requirements. Templates and archiving instructions are located on the Office of Graduate Studies website (https://www.uwgb.edu/graduate/student-resources/dissertation-project-thesis/) under Student Resources (Dissertation, Project & Thesis).

Progress to Degree:

- Formation of a Thesis Committee
- Development and defense of a thesis proposal
- Continuous enrollment in thesis research
- Completion and defense of the final thesis
- Submission of the finalized document to university archives

Practicum Track

The Practicum Track offers a professionally focused alternative to the Thesis Track, allowing students to apply environmental science and policy concepts in real-world contexts while completing a substantial project under faculty supervision. The track maintains equivalent academic rigor and time commitment to the Thesis Track and is not intended as a lighter or less demanding option.

Structure and Expectations

- Duration and Scope: A Practicum should span approximately one full calendar year or the equivalent of two intensive summer field seasons, depending on project scope, organizational needs, and student availability. Work should involve substantive, graduate-level engagement with environmental management, analysis, communication, or policy applications.
- Proposal and Defense: Prior to beginning the practicum experience, students must prepare a formal written proposal in collaboration with their Major Advisor and practicum supervisor. This proposal must be defended in a closed meeting with the Practicum Committee, similar in format and expectations to the Thesis Track proposal defense. Upon approval, the student files the GR2: Approval of Candidacy form.
- Final Deliverable: A formal, archive-ready practicum product is required upon completion of the experience. The final product should be roughly 40–60 pages, demonstrate analytical depth and professional polish, and must be suitable for permanent archiving in the UW–Green Bay Cofrin Library. Students are expected to submit multiple drafts to their Major Advisor for review and revision prior to submission.

Code	Title	Credits
Core Curriculum		**10**
Foundational Course		
Required:		
ENV S&P 701	Perspectives in Environmental Science and Policy	
Seminar Courses		
Choose one of the following courses, some of which are repeatable (2 credits) [1]		
ENV S&P 702	Stable Isotopes in the Environment	
ENV S&P 703	Critical Minerals for Green Energy	
ENV S&P 705	Seed-Free Plant Ecology & Evolution	
ENV S&P 715	Seminar in Environmental Science and Policy	
ENV S&P 795	Special Topics	
Quantitative Course		

Required:		
ENV S&P 755	Environmental Data Analysis	
Public Policy Course		
Choose one course:		
ENV S&P 750	Fish and Wildlife Law and Policy	
ENV S&P 751	Environmental Law	
Culminating Experience		**6**
Required 6 credits:		
ENV S&P 796	Practicum	
Elective Courses		**15**
Choose any combination from the courses listed here or above.		
Environmental Science 700 Level Electives [2]		
ENV S&P 702	Stable Isotopes in the Environment	
ENV S&P 703	Critical Minerals for Green Energy	
ENV S&P 705	Seed-Free Plant Ecology & Evolution	
ENV S&P 715	Seminar in Environmental Science and Policy	
ENV S&P 727	Radioactivity and the Environment	
ENV S&P 740	Ecology and Management of Ecosystems	
ENV S&P 743	Ecology and Analysis of Communities and Landscapes	
ENV S&P 750	Fish and Wildlife Law and Policy	
ENV S&P 751	Environmental Law	
ENV S&P 763	Capstone in Environmental Science and Policy	
ENV S&P 795	Special Topics	
ENV S&P 797	Internship	
ENV S&P 798	Independent Study	
Biology:		
BIOLOGY 510	Plant Biodiversity	
BIOLOGY 511	Plant Physiology	
BIOLOGY 512	Mycology	
BIOLOGY 520	Field Botany	
BIOLOGY 522	Environmental Microbiology	
BIOLOGY 542	Ornithology	
BIOLOGY 543	Mammalogy	
BIOLOGY 555	Entomology	
BIOLOGY 557	Marine Biology	
BIOLOGY 565	Aquatic Invertebrates	
BIOLOGY 601	Fish and Wildlife Population Dynamics	
BIOLOGY 602	Advanced Microbiology	
BIOLOGY 649	Wetland Ecology	
BIOLOGY 669	Conservation Biology	
Chemistry:		
CHEM 520	Thermodynamics and Kinetics	
CHEM 522	Therymodynamics and Kinetics Laboratory	
CHEM 530	Biochemistry	
CHEM 531	Biochemistry Laboratory	
CHEM 602	Advanced Organic Chemistry	
CHEM 603	Advanced Organic Chemistry Laboratory	
CHEM 613	Instrumental Analysis	
Environmental Science:		
ENV SCI 505	Environmental Fate and Transport	
ENV SCI 518	Pollution Control	
ENV SCI 520	The Soil Environment	

ENV SCI 530	Hydrology
ENV SCI 535	Water and Waste Water Treatment
ENV SCI 537	Environmental GIS
ENV SCI 601	Stream Ecology
ENV SCI 603	Limnology
ENV SCI 615	Solar and Alternate Energy Systems
ENV SCI 660	Resource Management Strategy
Geoscience:	
GEOSCI 596	Special Topics
GEOSCI 602	Sedimentology & Stratigraphy
GEOSCI 621	Geoscience Field Trip
GEOSCI 632	Hydrogeology
GEOSCI 670	Glacial Geology & Landscapes
GEOSCI 696	
Water Science:	
WATER 610	Agriculture-Water Nexus in Wisconsin
WATER 611	Agriculture-Water Nexus Field Experience
WATER 644	Aqueous Geochemistry
Environmental Policy and Planning:	
ECON 713	Environmental Economics and Sustainability
EPP 579	Natural Resource Policy, Law, and Administration
POL SCI 578	Environmental Law
Global Environmental Politics and Policy:	
PUB ADM 522	Environmental Planning
Math and Statistics:	
MATH 529	Applied Regression Analysis
MATH 630	Design of Experiments
Total Credits	**31**

[1] Other Seminar Courses may become available that can be substituted into this category with an e-form.

[2] A total of 50% of the minimum degree requirements must be earned at the 700-level, unless extenuating circumstances arise. This requires 16 credits at the 700-level for Thesis and Practicum tracks, and 18 credits at the 700-level for the Capstone Track.

Acceptable Final Products

The final practicum deliverable should demonstrate independent thought, applied analysis, and graduate-level writing. Acceptable formats include, but are not limited to:

- Management Report
- Technical Report
- Policy Brief or Analysis
- Program or Project Evaluation
- Feasibility Study
- Strategic or Implementation Plan
- Environmental Assessment

- Stakeholder Engagement Analysis
- GIS Mapping Report
- Case Study Portfolio
- Public Outreach Toolkit or Training Manual

The choice of deliverable should reflect the student's area of emphasis and practicum focus and must be approved by the Major Advisor.

Credit and Oversight

- Students must enroll in ENV S&P 796: Practicum for a total of 6 practicum credits, which may be distributed across multiple terms.
- Ongoing collaboration with the Major Advisor and practicum site supervisor is essential to ensure the project meets programmatic expectations.
- A public or closed presentation or defense of the practicum project may be required at the committee's discretion.

Practicum Track (31 total credits)

Students admitted to the Practicum Track in the Environmental Science and Policy program are required to complete the program's core curriculum, which provides foundational knowledge across environmental science and policy disciplines. Students who lack specific prerequisites may be required to complete additional background coursework prior to enrolling in core classes.

In addition to core requirements, Practicum Track students must complete a minimum of 15 elective credits that suit their area of interest. This is usually done in conjunction with the ES&P Chair or their practicum advisor. Elective courses must be distinct from core courses and in addition to practicum credits.

Practicum students are required to enroll in a minimum of 6 practicum credits (ENV S&P 796), which must align with active practicum activities. These credits may be spread over multiple terms as appropriate. The practicum experience culminates in:

- Approval of achieved practicum objectives and deliverables by the student's committee;
- Submission of a final, archive-ready practicum document;
- A successful public oral defense of the practicum experience.

Completion of these components results in the awarding of the Master of Science in Environmental Science and Policy degree.

Students must formally select and complete an Area of Emphasis and follow all Practicum Track milestones, including:

- Selection of an Practicum Committee
- Practicum Proposal and Defense
- Registration for Practicum Credit
- Practicum Project Defense
- Practicum Document Preparation and Deposition

For detailed guidance on each of these components, students should refer to the Practicum Track sections of the catalog or consult with their Major Advisor and the ES&P Graduate Program Chair.

Students pursuing the Practicum Track must submit the GR-1: Official Declaration of Master's Degree Form to the Office of Graduate Studies no later than the end of the semester in which they complete their first six graduate credits. This form confirms the student's intent to pursue the Practicum Track.

Practicum Track students are expected to form a three-member Practicum Committee during their first or second semester. The committee plays a critical role in guiding the student's academic progress and ensuring the quality and relevance of the practicum experience. A well-chosen committee provides mentorship, interdisciplinary insight, and professional oversight that are vital to the success of the student's project and overall degree completion.

The committee must include the following members:

1. Practicum Major Advisor – A member of the ES&P graduate faculty, who serves as the primary mentor and academic advisor for the student throughout the practicum process.

1. Second Member – Another member of the ES&P graduate faculty, who provides additional academic support and contributes disciplinary or methodological expertise.

1. Practicum Supervisor – An on-site professional from the host organization where the practicum experience takes place. This individual provides field-specific mentoring and oversees the day-to-day scope and execution of the practicum project.

The Practicum Committee is responsible for:

- Advising the student on appropriate course selection in support of their core program requirements (i.e., informal areas of emphasis that are suited to their career aspirations;

- Assisting in the development and evaluation of the practicum proposal;

- Assessing the rigor, structure, and relevance of the practicum project experience;

- Ensuring that the final deliverable meets the standards of the Environmental Science and Policy graduate program and reflects the interdisciplinary nature of the degree.

The committee also oversees the student's practicum proposal defense, provides feedback on draft deliverables, and evaluates the final practicum presentation. Formal approval of the committee and the practicum proposal is documented via the GR-2: Approval of Candidacy Form.

Practicum Proposal

Practicum Track students are expected to develop a formal practicum proposal in close collaboration with their Practicum Major Advisor and committee. The proposal outlines the student's intended project and serves as the foundation for evaluating the academic and professional merit of the practicum experience.

The proposal must clearly articulate:

- The problem, issue, or opportunity to be addressed;

- The relevance or application of the project to environmental science and policy;

- The methods, tools, and resources that will be used to complete the project;

- The expected deliverables and how they will meet graduate-level standards for applied analysis and synthesis.

The proposal may be written using the official Guidelines for Preparing the Proposal, available on the Office of Graduate Studies website, or in consultation with the student's Major Advisor using an alternative structure appropriate to the nature of the practicum. The GR-2: Approval of Thesis or Project Proposal Form must accompany the final version.

Practicum proposals must be reviewed and approved by the Practicum Major Advisor prior to distribution to the full committee. A complete, advisor-vetted version of the proposal must be submitted to all committee members at least two weeks prior to the scheduled proposal defense. The proposal defense is a closed meeting with the committee and must occur on or before the completion of 21 graduate credits.

During the proposal defense, the student delivers a structured oral presentation (typically 20–30 minutes) and responds to questions from the committee regarding the scope, approach, and anticipated outcomes of the project. The committee will evaluate both the written and oral components of the proposal.

Possible outcomes of the proposal defense include:

- Approval with no revisions,
- Conditional approval pending minor or major revisions,
- Or non-approval, requiring resubmission and a second defense.

Once the proposal is approved, the student submits the signed GR-2 Form and a copy of the approved proposal to the Associate Vice Chancellor for Graduate Studies and Research for final review. Successful approval places the student into candidacy for the Master of Science in Environmental Science and Policy degree.

Registration for Practicum Credit

Practicum Track students must complete a minimum of six (6) practicum credits (ENV S&P 796) in addition to all core and elective requirements. Students may only register for practicum credits after their proposal has been approved and the GR-2 form is on file.

Practicum credits are typically earned under the following timelines:

- Part-time practicum (10–20 hours/week): Three credits per semester across one academic year (fall and spring).
- Full-time practicum (30–40 hours/week): Six credits during a single summer term.
- In some cases, practicum activities may be distributed across two consecutive summer terms as appropriate to the host site's needs or student availability.

Practicum credits may be distributed over multiple terms but should not exceed three credits per semester during the academic year or six credits in a single summer term. A student must be enrolled in at least one practicum credit or GRAD 693: Practicum Continuation during the term in which the practicum project defense is scheduled.

Practicum Project Defense

The Practicum Project Defense is a formal, public event and a culminating requirement for students in the Practicum Track. It is attended by the student's Practicum Committee and may also include faculty, peers, and other interested individuals. The purpose of the defense is to evaluate whether the student has successfully integrated their academic training with a meaningful, interdisciplinary practicum experience that meets the program's standards for graduate-level work.

Students must work closely with their Practicum Major Advisor to complete a high-quality final report or project document. The document must be shared with the full committee at least two weeks prior to the scheduled defense. The Practicum Major Advisor must approve the document prior to committee distribution to ensure it reflects a polished, near-final version.

To formally schedule the defense, students must submit the GR-3: Request for Thesis Defense / Project Presentation Form to the Office of Graduate Studies at least two weeks before the proposed defense date. The defense is typically scheduled during a regular academic term unless other arrangements are approved by the committee and Graduate Program Chair.

The defense includes a public presentation of approximately 40 minutes, during which the student summarizes the practicum project, key deliverables, and its relevance to their Area of Emphasis and broader environmental challenges. The committee and audience may ask clarifying questions during or after the presentation. A closed session with the committee follows, during which more detailed questions are asked and a final evaluation is made.

Following a successful defense, the student must initiate the GR-4: Approval of Thesis Defense / Project Presentation Form to collect committee signatures. A dissenting vote must be accompanied by a written explanation from the dissenting member. A student is considered to have passed the Practicum Project Defense only after all committee concerns have been resolved and the completed GR-4 form is submitted to the Office of Graduate Studies.

Best Practices and Considerations

Advisor-Led Review

Students should work through multiple drafts of the practicum project/report with their Practicum Major Advisor before it is distributed to the full committee. This ensures that the document meets professional and academic standards.

Two-Week Lead Time

Students must provide the final draft to their full committee at least two weeks prior to the scheduled defense. This allows committee members to provide thoughtful, substantive feedback.

Structured Presentation (~40 minutes)

The public portion of the defense should clearly communicate the project's objectives, methods, outcomes, and relevance. Students should practice in advance and be prepared for follow-up questions.

Defense Timing

Schedule the defense during a regular academic term unless alternative arrangements are approved. Coordinate with all committee members early to secure availability.

Q&A Preparation

Students should prepare for questions related to problem-solving, stakeholder engagement, project limitations, and lessons learned—emphasizing reflection as well as technical competence.

Professional Context

Students should contextualize their practicum project within their Area of Emphasis and demonstrate how their work contributes to applied environmental science or policy in real-world settings.

Final Committee Review

The defense is not complete until all issues are resolved. Committee members must sign the GR-4 form, and any dissent must be explained in writing.

Archival Standards

Final reports must be suitable for permanent archiving and submitted along with a signed title page and Grant of Permission form following a successful defense.

Practicum Document Preparation

The final practicum product—which may take the form of a technical report, management report, public outreach document, multimedia tool, policy brief, environmental assessment, or other approved deliverable—must be converted into a formal document that meets UW–Green Bay's graduate program standards and library archiving requirements.

The student is responsible for preparing a final document that:

- Demonstrates graduate-level writing and formatting;
- Clearly articulates the project's objectives, methods, outcomes, and implications;
- Is suitable for permanent digital archiving in the Cofrin Library.

Where appropriate, students are encouraged to follow the Style and Format Requirements for the Master of Science Thesis, available on the Office of Graduate Studies website. However, because practicum products may vary in structure, formatting expectations should be confirmed with the Practicum Major Advisor and committee. Students should also consult any discipline-specific style guides (e.g., APA, CSE, or Chicago) relevant to their area of study.

Capstone Track

The Capstone Track is designed to be the most flexible pathway towards earning the Environmental Science and Policy Master's Degree. This track is particularly appropriate for professionals who are already employed in primary or secondary education (e.g., high school biology) or applied environmental science or public policy fields. A Master's degree obtained via the Capstone Track will be particularly valuable for individuals interested in teaching opportunities at the community college level; development of advanced skills in environmental consulting, geographic information technology,

environmental data analysis, etc.; and a deeper understanding of environmental policy and policy implementation. Capstone Track students may further wish to build a more competitive foundation for pursuing related careers in business sustainability, ecological restoration and various medical fields.

Capstone Track (36 total credits)

Students must complete the program's core curriculum (10 credits), designed to ensure interdisciplinary fluency in environmental science and policy. They must also take the Capstone in Environmental Science - ES&P 763 (3 credits). In addition, they must complete a minimum of 23 elective credits, at least five of which must be at the 700-level. Through advising, students will choose electives that focus on coursework and professional development that emphasizes areas appropriate to their career aspirations, such as Animal Behavior and Ecology, Conservation Biology and Ecological Restoration, Freshwater Ecology and Management, Geoscience and Hydrogeochemistry, or Environmental Engineering and Remediation. Electives must be distinct from those used to satisfy the core requirements and can include opportunities such as independent study, research, or internships for credit (e.g.,#79, 798). These experiences, guided by faculty, enrich the degree with real-world relevance while maintaining academic rigor.To further customize their studies, students may substitute up to 6 elective credits (usually two 3 credit hour courses) from other UW–Green Bay graduate programs (https://catalog.uwgb.edu/graduate/graduate-programs/)—such as Applied Biotechnology, Cybersecurity, Data Science, Management, Public Administration, Sustainable Management, Nutrition & Integrated Health, etc. Elective substitutions must be approved by the ES&P Graduate Program Chair and cannot duplicate program core courses.

Code	Title	Credits
Core Curriculum		**10**
Foundational Course		
Required:		
ENV S&P 701	Perspectives in Environmental Science and Policy	
Seminar Courses		
Choose one of the following courses, some of which are repeatable		
ENV S&P 702	Stable Isotopes in the Environment	
ENV S&P 703	Critical Minerals for Green Energy	
ENV S&P 705	Seed-Free Plant Ecology & Evolution	
ENV S&P 715	Seminar in Environmental Science and Policy	
ENV S&P 795	Special Topics	
Quantitative Course		
Required:		
ENV S&P 755	Environmental Data Analysis	
Public Policy Course		
Choose one course:		
ENV S&P 750	Fish and Wildlife Law and Policy	
ENV S&P 751	Environmental Law	
Culminating Experience		**3**
Required:		
ENV S&P 763	Capstone in Environmental Science and Policy	
Elective Courses		**23**
Complete 23 elective credits for the Capstone track, of which at least 5 credits must be at the 700 level.		
Environmental Science & Policy 700 Level Electives [2]		
ENV S&P 702	Stable Isotopes in the Environment	
ENV S&P 703	Critical Minerals for Green Energy	
ENV S&P 705	Seed-Free Plant Ecology & Evolution	
ENV S&P 715	Seminar in Environmental Science and Policy	
ENV S&P 727	Radioactivity and the Environment	
ENV S&P 740	Ecology and Management of Ecosystems	
ENV S&P 743	Ecology and Analysis of Communities and Landscapes	
ENV S&P 743	Ecology and Analysis of Communities and Landscapes	
ENV S&P 750	Fish and Wildlife Law and Policy	
ENV S&P 751	Environmental Law	
ENV S&P 763	Capstone in Environmental Science and Policy	
ENV S&P 795	Special Topics	
ENV S&P 797	Internship	

ENV S&P 798	Independent Study
Biology:	
BIOLOGY 510	Plant Biodiversity
BIOLOGY 511	Plant Physiology
BIOLOGY 512	Mycology
BIOLOGY 520	Field Botany
BIOLOGY 522	Environmental Microbiology
BIOLOGY 542	Ornithology
BIOLOGY 543	Mammalogy
BIOLOGY 555	Entomology
BIOLOGY 557	Marine Biology
BIOLOGY 565	Aquatic Invertebrates
BIOLOGY 601	Fish and Wildlife Population Dynamics
BIOLOGY 602	Advanced Microbiology
BIOLOGY 649	Wetland Ecology
BIOLOGY 669	Conservation Biology
Chemistry:	
CHEM 520	Thermodynamics and Kinetics
CHEM 522	Therymodynamics and Kinetics Laboratory
CHEM 530	Biochemistry
CHEM 531	Biochemistry Laboratory
CHEM 602	Advanced Organic Chemistry
CHEM 603	Advanced Organic Chemistry Laboratory
CHEM 613	Instrumental Analysis
Environmental Science:	
ENV SCI 505	Environmental Fate and Transport
ENV SCI 518	Pollution Control
ENV SCI 520	The Soil Environment
ENV SCI 530	Hydrology
ENV SCI 535	Water and Waste Water Treatment
ENV SCI 537	Environmental GIS
ENV SCI 601	Stream Ecology
ENV SCI 603	Limnology
ENV SCI 615	Solar and Alternate Energy Systems
ENV SCI 660	Resource Management Strategy
Geoscience:	
GEOSCI 596	Special Topics
GEOSCI 602	Sedimentology & Stratigraphy
GEOSCI 621	Geoscience Field Trip
GEOSCI 632	Hydrogeology
GEOSCI 670	Glacial Geology & Landscapes
Water Science:	
WATER 610	Agriculture-Water Nexus in Wisconsin
WATER 611	Agriculture-Water Nexus Field Experience
WATER 644	Aqueous Geochemistry
Environmental Policy and Planning:	
ECON 713	Environmental Economics and Sustainability
EPP 579	Natural Resource Policy, Law, and Administration
POL SCI 578	Environmental Law
Global Environmental Politics and Policy	
PUB ADM 522	Environmental Planning
Math and Statistics:	

MATH 529	Applied Regression Analysis
MATH 630	Design of Experiments
Total Credits	**36**

1 Other Seminar Courses may become available that can be substituted into this category with an e-form.
2 A total of 50% of the minimum degree requirements must be earned at the 700-level, unless extenuating circumstances arise. This requires 16 credits at the 700-level for Thesis and Practicum tracks, and 18 credits at the 700-level for the Capstone Track.

Academic Advising & Independent Credit Opportunities

Capstone Track students are not required to form a committee. However, they are strongly encouraged to consult with the ES&P Graduate Program Chair or any ES&P graduate faculty member when selecting electives or designing independent/applied coursework. Faculty support is particularly important for:

- Planning and registering special topics (ENV#S&P#795), internship (ENV#S&P#799), or independent study (ENV#S&P#798)
- Ensuring academic merit and proper alignment with environmental science and policy goals.

Graduate faculty emphasize that Capstone Track students may pursue applied projects—such as data analysis, program evaluation, policy briefs, or technical reports—that demonstrate initiative and learning consistent with the expectations of the other tracks.

Completion Requirements

There is no formal oral defense or written comprehensive examination required for the Capstone Track. Degree completion is based on:

- Fulfillment of all core and elective coursework (including at least 23 credits of electives),
- Approval of any course substitutions,
- Compliance with all university and program academic policies.

Capstone Track: Progress to Degree

Students pursuing the Captsone Track follow the sequence below to complete the Master of Science in Environmental Science and Policy:

1. Admission
The candidate is formally admitted to the Environmental Science and Policy (ES&P) graduate program.

2. Declaration of Track and Emphasis
The student submits the GR-1: Official Declaration of Master's Degree Form to the Office of Graduate Studies no later than the end of the semester in which the first six graduate credits are completed. This form confirms the student's intention to pursue the Capstone Track and notifies the ES&P Graduate Program Chair of the student's selected track.

3. Coursework Completion
The student completes a total of 36 graduate credits, including:

- 10 credits from the program core, and
- 3 credits from the ES&P 763 Capstone in Environmental Science course, and
- 23 elective credits, selected from any of the listed electives or approved substitutions from other UW–Green Bay graduate programs. All elective courses must be distinct from the program core.

4. Graduation
Upon completion of all academic requirements, the student registers to graduate. The Master of Science degree is awarded, and the graduate receives their diploma, contingent upon final approval from the Office of Graduate Studies.

Master of Science in Health & Wellness Management

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

Program Learning Outcomes

Graduates of the HWM program will be able to:

- Demonstrate effective professional communication skills for diverse audiences
- Demonstrate effective leadership skills in a variety of settings
- Apply appropriate management practices to advance a culture of well-being
- Evaluate the impact of the social, legal, and ethical environment on health and wellness programs
- Utilize evidence-based practices to design holistic wellness initiatives

Admission Requirements

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

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- A personal statement of up to 1,000 words describing your decision to pursue this degree and what you believe you will bring to the Health and Wellness field.
- Two letters of evaluation (https://www.uwgb.edu/UWGBCMS/media/graduate/files/pdf/Letter-of-Evaluation-(M-S-in-Health-and-Wellness-Management).pdf)

International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Degree Requirements

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

HWM 790	Health and Wellness Management Capstone	3
Total Credits		**31**

Progress to Degree

Steps Toward the Degree

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

Master of Science in Management

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

Students in the program include managers from organizations of all sizes, as well as individuals aspiring to enter the management profession. This program provides students with the knowledge and critical thinking skills needed to lead and succeed in complex, dynamic organizations. Experienced professionals find that further education enhances their profiles and opens new opportunities. The program develops leaders prepared to address new management challenges and contribute meaningfully to their workplaces and communities.

Leadership, innovation, strategic thinking, sustainable stewardship, global thinking, and effective communication are the program's cornerstones. Students experience a diverse array of courses in marketing strategy, data science and decision-making, leadership, entrepreneurship, finance, managing sustainable and responsible organizations, and human resources practices. The program's curriculum and teaching methods emphasize critical thinking and problem-solving, integrating theoretical and applied approaches to foster lifelong learning.

The Master of Science in Management is designed with students' needs in mind. Students benefit from small classes and the opportunity to work closely with dedicated faculty who challenge them to perform at the highest levels. These instructors have extensive community, professional, and international experience, and hold doctorate degrees or possess decades of industry expertise.

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

Students can complete the program within a year through the 7-week semester class options available. All classes are available online.

Boost your career in a shorter time frame through stackable graduate management certificates. The credits you earn through a certificate can be put toward a graduate degree when you're ready for the next step. Students who complete all requirements of the graduate program can earn up to three graduate certificates during the process.

Accelerated Track for Undergraduate Students

Undergraduate students in the Cofrin School of Business, in majors such as Accounting, Finance, Management, and Marketing, can take up to nine graduate credits at the undergraduate level from general emphasis degree electives as part of our accelerated track. Please consult your undergraduate advisor and the Graduate Studies Office before choosing this option.

Admission Requirements

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

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit. In addition to the minimum requirements, this program also requires the following:

- A 200-300 word statement describing principal areas of academic interest, capabilities, experience, and reasons for pursuing the M.S. degree.
- Applicants with a GPA of less than 2.75 may be considered for provisional admission.

- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). This program is 100% online. International students are welcome to apply for and enroll in the program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Applicants who do not meet the 3.0 grade point average requirement or who have other deficiencies may be admitted on a provisional basis. Persons holding a bachelor's or higher-level degree who wish to enroll in courses but do not want to pursue a Master of Science in Management degree may enroll as graduate special students. Graduate credit will be awarded provided that the student registers in graduate-level courses as a graduate special student and pays appropriate fees.

General Emphasis Degree Requirements

Code	Title	Credits
CERTIFICATE IN PEOPLE MANAGEMENT		**9**
Required:		
MGMT 730	Leading the Self	
MGMT 759	Sustainable Management	
HRM 700	Strategic Human Resource Management	
CERTIFICATE IN STRATEGIC LEADERSHIP		**9**
Required:		
FIN 700	Finance and Accounting for Non-Finance Leaders	
MKTG 745	Business and Marketing Strategy	
MGMT 746	Strategic Management	
SIGNATURE COURSE		**3**
Required:		
MGMT 705	Evidence Based Decision Making	
ELECTIVE CERTIFICATE [1]		**9**
Choose one certificate: [2]		
Certificate in Strategic Acumen		
Certificate in Operational Excellence		
Supply Chain Project & Procurement Certificate		
SCM Sourcing and Production		
Planning and Logistics Certificate		
Modern Analytics for Information-age Managers		
Investment Analysis		
Human Capital and Organizational Agility		
Certificate in Enterprise Transformation		
Leadership in Health and Wellness Certificate		
Foundations of Health and Wellness Certificate		
Improving Health with Data and Policy Certificate		
Climate Leadership Certificate		
ESG Certificate		
Leadership and Peak Performance Certificate		
Coaching Certificate		
Total Credits		**30**

1 see Graduate Certificate Programs (p. 103)
2 Preferred Certificate for program: Certificate in Strategic Acumen

Progress to Degree

Master of Science in Nursing Leadership and Management

The MSN Leadership and Management is intended for RNs holding a bachelor's degree in nursing. This master's degree provides advanced coursework in leadership and management to improve care at multiple levels across the continuum of health care settings. The curriculum will provide students with knowledge and skills to improve outcomes in areas of quality processes, cost savings, and patient satisfaction. Core content within the curriculum includes leadership, fiscal management, evaluative methods, information systems, health care policy, communication, and organizational behavior.

Didactic and practicum courses will comprise the curriculum. Practicum experiences will be arranged with health care facilities in students' geographic areas. More information, admission requirements, required application materials and applications can be can be found on the UW-Green Bay Graduate Studies website.

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

The MSN Leadership and Management program prepares the graduates to:

1) **Knowledge for Nursing Practice:** Synthesize knowledge from nursing, sciences, and humanities to inform leadership and nursing practice.
2) **Person-Centered Care**: Lead the development, implementation, and evaluation of person-centered care that prioritizes the unique needs and preferences of patients, promoting holistic and patient-focused care.
3) **Population Health:** Evaluate and enhance the role of nurse leaders in reducing health disparities and promoting population health through targeted interventions.
4) **Scholarship for Nursing Discipline**: Integrate and apply research evidence to drive improvements in nursing leadership, practice, and patient outcomes.
5) **Quality and Safety:** Lead initiatives to enhance safety and quality in healthcare settings, utilizing evidence-based practices and interprofessional collaboration.
6) **Interprofessional Partnerships:** Foster effective communication and collaboration within interprofessional teams to enhance healthcare delivery and patient outcomes.
7) **Systems-based Practice:** Employ organizational and systems leadership principles to make informed decisions in the implementation of policy changes, fiscal strategies, and system-level interventions to improve healthcare environments and outcomes.
8) **Informatics and Healthcare Technologies:** Leverage informatics and healthcare technologies to optimize patient care, enhance communication, and improve health outcomes.
9) **Professionalism:** Impact healthcare outcomes through master's level nursing practice, to include a focus on healthcare sustainability and environmental conservation.
10) **Personal, Professional, and Leadership Development:** Continuously assess and develop personal and professional growth as a nurse leader, reflecting on leadership practices and outcomes.

The MSN Leadership and Management Program Outcomes and curriculum are aligned with the American Association of Colleges of Nursing (AACN) Essentials of Masters Education (2021); American Organization of Nurse Leaders (AONL) Nurse Leader Core Competencies (2024); and the University of Wisconsin - Green Bay Institutional Learning Outcomes.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A 3.0 grade point average (measured on a 4.0 scale) or higher on a Bachelor of Science in Nursing degree transcript from a program accredited by a professional nursing organization (e.g., National League for Nursing Accrediting Commission [NLNAC] or Commission on Collegiate Nursing Education [CCNE]). Evidence of receiving a grade of "C" or better in a college-level inferential statistics course within the past 10 years. An inferential statistics course is available online from UW-Green Bay for potential applicants.
- A 300-500 word written statement describing the following: academic interest in leadership & management; nursing strengths and capabilities; knowledge of online technology (computer use, online course work, etc.); reasons for pursuing a MSN degree to include a description of where you see yourself in five years; and a brief description of a leadership quality improvement/evidence-based practice topic you are interested in exploring
- Two (2) letters of recommendation from persons who can assess your academic and/or leadership potential (i.e. supervisor and/or previous instructors).
- Copy of current, unencumbered U.S. RN license
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

If above requirements are not met at the time of application, a provisional admission may be considered on a case-by-case basis.

Upon admission to the program, you will need to provide the following to the coordinator of the MSN Leadership and Management:

- Professional photo of yourself or one of you at your job (headshot) will be required upon admission to the MSN program. UWGB will use the photo for education and marketing purposes.

Special Students

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

Degree Requirements

The 34-credit curriculum consists of 13 graduate courses. Students in the program are required to earn a grade of "B" or better in all required courses. The program is delivered via a part-time model. Students can complete the program in 6 semesters (fall I, spring I, summer I, fall II, spring II, summer II) with two courses offered each semester. A master's professional project is the capstone of the program's academic experience. The master's leadership project is in lieu of a thesis.

Three practicum/project courses (9 credits) are required and in total amount to 378 practicum hours.

Code	Title	Credits
NURSING 734	Evaluation and Evidence-Based Practice	3
NURSING 737	Leadership in Complex Systems	3
NURSING 741	Theories of Organizational Behavior and Nursing Leadership	3
NURSING 745	Health Economics and Policy	3
NURSING 750	Human Resource Management	3
NURSING 755	Program Planning for Population Health	2
NURSING 760	Informatics for Nursing Leaders	3
NURSING 770	Practicum I: Leadership and Management Practices - Quality and Safety	2
NURSING 772	Practicum II: Leadership and Management Practices - Change, Culture and Communication	2
NURSING 774	Practicum III: Transition to Leadership and Management Roles	2
NURSING 780	Financial Management for Nurses	3
NURSING 785	Environmental Sustainability for Nurse Leaders	2
Complete 3 credits of NURSING 790		**3**
NURSING 790	MSN Leadership Project	
Total Credits		**34**

Progress to Degree

Steps Toward the Degree

1. Applicant is admitted to the MSN graduate program.
2. Students successfully complete all MSN courses, according to policies of the Graduate Studies Office.
3. The MSN student successfully completes required practicum hours with an approved practicum mentor who possesses a master's degree (or higher) during the last year of the program in conjunction with the MSN leadership project.
4. The MSN student develops a leadership project proposal with his or her MSN Project Chair (UW Green Bay MSN faculty member and N790 Leadership Project instructor). After approval of the MSN student's project proposal by his or her Project Committee (comprised of the Project Chair, the practicum site mentor and a project content expert), the MSN student designs and implements the project. Project data and outcomes are also analyzed by the MSN student. The Project Committee guides the student through these processes.
5. The MSN student prepares and presents a professional project summary to his or her Project Committee, interested practicum or project site individuals, and MSN student peers.
6. After the Project Committee approves successful completion and presentation of the professional project, the MSN student applies for conferral of the MSN degree to the Registrar's Office through the Student Information System (SIS).
7. The MSN degree is awarded and the MSN graduate receives his or her diploma. Graduating MSN students (in a cohort model) are encouraged to participate in the May graduation ceremonies, usually completing the final practicum and courses in the following summer semester, with actual diplomas received upon completion of these courses in August.

Master of Science in Nutrition and Integrated Health

The University of Wisconsin-Green Bay's Master of Science in Nutrition and Integrated Health program provides an evidence-based education to prepare the next generation of nutrition experts. Dietary and lifestyle factors are at the heart of prevention and treatment of the major chronic diseases prevalent within our local and global populations, and professionals are needed to provide integrated nutrition and lifestyle medicine to help individuals and communities reclaim their health. Food systems and nutrition-related health problems are increasingly complex and require nutrition experts with

more interdisciplinary and functional nutrition knowledge to be effective members of healthcare teams in clinical settings, and to address community, public health and food system challenges.

Our program has two tracks:

1. **Master of Science Track:**
   This route is for those interested in continuing and enhancing their education by obtaining a master's degree in nutrition and integrated health. This track is designed for persons who have a bachelor's degree and are interested in obtaining an advanced degree in nutrition. This track is also designed for those who already have their RDN credential and are interested in enhancing their nutrition/dietetics knowledge and skills with a master's degree.
2. **Combined RDN and Master of Science Track:**
   This route is for those interested in completing a master's program and the integrated supervised experiential learning that culminates in earning a master's degree and eligibility to take the Commission on Dietetic Registration Examination for Dietitians to obtain the RDN credential. After successful accreditation through The Accreditation Council for Education in Nutrition and Dietetics (ACEND),* this program will begin in fall 2023.

*The Accreditation Council for Education in Nutrition and Dietetics (ACEND) released the *Future Education Model Accreditation Standards* for programs in nutrition and dietetics (see www.eatrightpro.org/FutureModel (https://www.eatrightpro.org/acend/accreditation-standards-fees-and-policies/future-education-model-standards-and-templates/)). These accreditation standards integrate didactic coursework with supervised experiential learning in a competency-based curriculum designed to prepare nutrition and dietetics practitioners for future practice.

The University of Wisconsin-Green Bay's Master of Science in Nutrition and Integrated Health has been granted Candidacy for Accreditation Status in spring 2022 from the ACEND to open a new and innovated program to prepare Registered Dietitian Nutritionists (RDNs). This innovative program combines master's coursework with over 1,000 hours of supervised practicum (also known as supervised experiential learning) in professional settings, including community/public health, food service and clinical settings. The program grants a Master of Science degree and prepares students to sit for the RDN credentialing exam.

Please see the program webpage, https://www.uwgb.edu/ms-nutrition/ for up-to-date information concerning all aspects of the Master of Science in Nutrition and Integrated Health.

Credit for Prior Learning

The Master of Science in Nutrition and Integrated Health combined track allows students to pursue academic credit for graduate-level knowledge gained through various experiences, both traditional and nontraditional, via the Credit for Prior Learning (CPL) (p. 21) process. Graduate faculty in the Nutrition and Integrated Health program evaluate whether CPL experiences are equivalent to specific courses. Examples of prior learning may include the following:

- Completion of professional certifications or licensure
- Military training or service (connected to coursework in the degree program)
- Work or extensive volunteer experience in a specialized field (connected to coursework in the degree program)
- Non-credit coursework or training programs

Students who are interested in pursuing this option should meet with the program director to thoroughly explore this option and for full instructions on assembling and submitting a graduate portfolio which includes an abstract, artifacts (reports, program designs, certifications, etc.), a crosswalk describing how the evidence meets learning and competency outcomes as well as a statement describing where the knowledge was acquired. Please meet with the program director for more details, including a list of previously vetted programs that would not require a complete portfolio. If approved, this coursework will appear on the transcript as transfer credit. There is a limit of 9 credit hours possible.

Admission Requirements

A maximum of 24 students will be admitted into the program each year. Each student's prior academic background is evaluated by the University of Wisconsin – Green Bay program Chair. Students who show exceptional promise but lack the minimal prerequisites may be admitted provisionally. Applicants are not required to take the GRE for admission.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- Two letters of evaluation or recommendation letter with at least one letter from an academic reference.
- Personal statement
- Prerequisite coursework* with a grade of C or better in:
  - Biology with a lab
  - General Chemistry I with a lab

- General Chemistry II with a lab
- Organic Chemistry or Bio-Organic Chemistry with a lab
- Biochemistry or Nutritional Biochemistry
- Human Anatomy and Physiology with a lab
- General or Introductory Psychology
- Human Nutrition*
- Introductory Statistics
- Microbiology with a lab
- Genetics/Human Genetics*
- Food Science/Food Chemistry with a lab

- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

*Upon admission into the master's program, up to **two** of these courses may be taken in the first year

MS Degree Requirements

Code	Title	Credits
Courses:		**34**
Required:		
NUT SCI 621	Community and Public Health Nutrition	
NUT SCI 623	Community and Public Health Nutrition Lab	
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	
NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach	
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture	
NUT SCI 688	Medical Nutrition Therapy II: An Integrative and Functional Approach - Discussion	
NUT SCI 712	Culinary Medicine	
NUT SCI 750	Nutrient Metabolism Across the Lifespan	
NUT SCI 753	Biostatistics and Research Methods	
NUT SCI 754	Nutritional Epidemiology	
NUT SCI 787	Medical Nutrition Therapy III: An Integrative and Functional Approach	
NUT SCI 796	Special Topics in Nutrition	
NUT SCI 799	Capstone Project, Thesis	
Elective:		**3**
Choose one course:		
NUT SCI 670	Advanced Nutrition for Sport and Fitness	
NUT SCI 730	Eating Disorders A Comprehensive Approach	
Total Credits		**37**

MS/RDN

As a program accredited by The Accreditation Council for Education in Nutrition and Dietetics (ACEND), classroom learning is integrated with supervised practicum experiences that assist students in demonstrating competency across seven areas (foundational knowledge in food and nutrition-related sciences; client/patient services; food systems management; community and population health nutrition; leadership, business, management and organization; critical thinking, research and evidence-informed practice; and core professional behaviors).

The 47 credit program consists of 10 graduate courses (32 credits) and 6 supervised practicum courses (15 credits) that in total provide over 1000 practicum hours in the required professional settings of clinical, community/public health and food service required for RD/RDN credentialing.

Code	Title	Credits
Courses:		**47**
Required:		
NUT SCI 612	Supervised Experiential Learning Practicum I - Food Service & Systems	
NUT SCI 614	Supervised Experiential Learning Practicum II - Food Service & Systems	
NUT SCI 621	Community and Public Health Nutrition	
NUT SCI 623	Community and Public Health Nutrition Lab	
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	

NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture
NUT SCI 688	Medical Nutrition Therapy II: An Integrative and Functional Approach - Discussion
NUT SCI 712	Culinary Medicine
NUT SCI 750	Nutrient Metabolism Across the Lifespan
NUT SCI 753	Biostatistics and Research Methods
NUT SCI 754	Nutritional Epidemiology
NUT SCI 721	Supervised Experiential Learning Practicum - Community Nutrition
NUT SCI 786	Supervised Experiential Learning Practicum - Medical Nutrition Therapy - Variable Clinical Settings
NUT SCI 787	Medical Nutrition Therapy III: An Integrative and Functional Approach
NUT SCI 788	Supervised Experiential Learning Practicum - Medical Nutrition Therapy Inpatient
NUT SCI 789	Supervised Experiential Learning Practicum - Medical Nutrition Therapy Outpatient
NUT SCI 799	Capstone Project, Thesis
Total Credits	**47**

Progress to Degree

1. Prospective student submits an admission application and is recommended for admission.
2. Applicant is admitted to the Nutrition and Integrated Health graduate program.
3. The student develops a Capstone project or thesis which is defined in consultation with the program faculty and adviser.
4. The student files an *Application for Graduation* with the Registrar's Office through the Student Information System (SIS). The application must be completed and submitted to the Office of the Registrar in the fall semester for spring and summer semester graduates.
5. Upon successful completion of the Capstone project or thesis and all other graduation requirements, the degree is awarded and graduate receives diploma.

Master of Science in Supply Chain Management

The University of Wisconsin-Green Bay's Master of Science in Supply Chain Management is an innovative and exciting program created with the help of global industry leaders. As a student at UW-Green Bay, you'll expand and leverage your knowledge of the various moving parts of the supply chain. But you won't just learn what they are—you'll gain skills for the marketplace, including how to apply technology in real-world applications. Robust partnerships drive real-time collaboration between this program and the industry. These partnerships make our curriculum adaptable and responsive to market trends, providing the skills to solve emerging challenges. You'll gain transformative applied learning that integrates technology, analytics, and skills in a curriculum that moves with industry advancements, all while building relationships with leading experts in supply chain management. The graduate program in supply chain management offers online, asynchronous courses to adapt to your life. The program speaker series provides you with the chance to interact in-person with peers and employers. Boost your career in a shorter time frame through stackable graduate supply chain management certificates. The credits you earn through a certificate can be put toward a graduate degree when you're ready for the next step.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- **Two Professional Recommendations:** Two letters of professional evaluation from people who can assess your potential and motivation to use this program as a developmental accelerator for both personal and organizational impact.
- **A 200-300 word Statement of Interest** in the program. Describe your qualifications and professional experiences.
- Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). This program is 100% online. International students are welcome to apply for and enroll in the program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

If you do not meet the minimum entrance requirements, you may be admitted on a provisional basis. You can enroll in graduate courses without pursuing a degree by enrolling as graduate special students.

Degree Requirements

Code	Title	Credits
Planning and Logistics Certificate		**9**
Required:		

SCM 701	Supply Chain Management Strategies & Financing	
SCM 702	Advanced Logistics Management	
SCM 703	Sustainability in Supply Chains	
SCM Sourcing and Production Certificate		**9**
Required:		
SCM 704	Applied Inventory Management and Risks in Supply Chains	
SCM 705	Advanced Operations Management	
SCM 706	Supply Chain and Operation Analytics	
Signature Course		**3**
Required:		
SCM 707	Integrative Global Supply Chain Strategy and Analysis	
Electives		**9**
Choose one of the following certificates: [1]		
Supply Chain Project and Procurement Certificate (Preferred)		
Certificate in Strategic Acumen		
Modern Analytics for Information Age Managers		
Total Credits		**30**

[1] Graduate Certificate Programs (p. 103)

Progress to Degree

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

Master of Science in Sport, Exercise, and Performance Psychology

The master's program in Sport, Exercise, and Performance Psychology at UW-Green Bay is designed to fulfill the needs of students who would like to have a master's degree as their final degree as well as those who would like to pursue a doctoral degree in the future. The program is housed in the Psychology Department (https://www.uwgb.edu/psychology/), which has multiple faculty (https://www.uwgb.edu/psychology/contact/) specialized in various areas: counseling psychology, developmental psychology, neuroscience, aging, school psychology, social psychology, health psychology, etc. Information and contact information for the SEPP faculty can be found on the SEPP Contact Us Page (https://www.uwgb.edu/sport-psych/contact/).

Here are the main features of the program:

- It has two tracks:
  - **Applied:** Prepares students to work in applied sport, exercise, and/or performance psychology careers, providing foundation courses and practicum opportunities to progress toward becoming Certified Mental Performance Consultant® (https://appliedsportpsych.org/certification/) (CMPC). (39 credit hours)
  - **Course-based:** Equips students with knowledge and skills in mental performance that can be applied to careers with performance-oriented individuals. Provides opportunity for foundation courses aligned with the Certified Mental Performance Consultant® (https://appliedsportpsych.org/certification/) (CMPC) and individualized coursework in areas like coaching, leadership, and group facilitation. (39 credit hours)
- The program learning outcomes are in line with the knowledge areas and tasks identified by the Association for Applied Sport Psychology (https://appliedsportpsych.org/certification/certification-program-candidate-handbook/) (AASP) as central for competent work in SEPP.

Program Learning Outcomes

1. Professional Ethics and Knowledge
   - Integrate their practice ethics and standards related to professional practice.
   - Demonstrate techniques to develop rapport with clients, to explain their professional roles, and to adjust expectations of clients.
   - Identify ethical and legal issues related to professional activities.
   - Apply strategies to evaluate and resolve ethical and legal dilemmas, as well as decision making in the professional practice.
2. Sport Psychology

- Demonstrate understanding of theoretical foundation of the psychological processes that influence human performance in athletic settings.
- Identify and apply psychological techniques and strategies to enhance performance in sport and other domains (e.g. performing arts, military).
- Evaluate research in sport psychology and psychological factors related to performance and participation in sport and exercise settings.
- Evaluate the needs of clients and plan interventions based on this evaluation.
- Choose and apply sport psychology theories and research that best fit different performance and exercise psychology cases.

3. Sport Science
   - Define, distinguish, and assess physiological principles relevant to the effect of exercise on human functioning and performance.
   - Identify motor control processes and mechanisms underlying the learning and performance of motor skills.
   - Integrate sociocultural perspectives on sport (e.g., gender, race, economics, politics).
   - Explain historical foundations and philosophical questions related to the development of sport and physical activity programs.
4. Psychopathology
   - Identify and distinguish abnormal human behavior.
   - Assess clients for psychopathology.
   - Apply etiology of mental disorders in working with clients.
   - Identify and implement strategies that ameliorate psychopathology symptoms.
5. Helping Relationships
   - Demonstrate understanding of counseling theories.
   - Develop a professional philosophy based on their theoretical approach to working with performers and exercisers.
   - Implement skills to successfully interact with clients, such as listening, interviewing, assessment, and counseling/consulting skills.
   - Engage in supervised practice of sport, exercise, and performance psychology.
6. Research Methods and Statistics
   - Demonstrate understanding of research methods and design.
   - Evaluate the strengths and weaknesses of tests and measurements.
   - Execute and interpret basic and advanced data analyses.
   - Engage in ethical implementation of research and program evaluation.
7. Psychological Foundations of Behavior
   - Apply principles of theories of cognition and affect to influence behavior.
   - Assess the influences of social aspects (e.g., group processes, persuasion) on performance and well-being.
   - Utilize knowledge of theories of personality to assess individual differences and human lifespan development.
   - Apply concepts of positive psychology (e.g., mindfulness, flow, grit) to the improvement of performance and well-being.
8. Diversity and Culture
   - Demonstrate knowledge of conceptual frameworks for sociopolitical and cultural factors that impact human behavior.
   - Assess the dimensions of personal identity and individual differences (e.g., race, ethnicity, sexual orientation) and how they may influence the professional relationship.
   - Identify and implement intervention strategies for addressing the needs of individuals from unique racial/ethnic background, religious affiliations, gender identity, etc.
   - Integrate culturally competent approaches to consultation with performers and exercisers.
9. Communication, Psychological Literacy, and Technology Skills
   - Interact effectively with others.
   - Write and present effectively for different purposes.
   - Provide evidence of psychological literacy.
   - Exhibit appropriate technological skills to improve communication and literacy.

Applicants must have a cumulative GPA of 3.0 or higher to apply, although applicants with a GPA lower than 3.0 may be admitted provisionally. In such case, the student will need to maintain a GPA of 3.0 or higher during their first 9 credits in the program. While we may admit part-time students, priority will be given to full-time students.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (https://nextcatalog.uwgb.edu/graduate/general-information/admissions/requirements/) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 GPA
- **Statement of interest** (max. 1000 words) answering the prompt: “Describe how you developed an interest in the field of SEPP, your professional goals in the field, and how your selected track in the UWGB SEPP program will help you get there."

- **Two Recommendation Letters.** One letter must be completed by a faculty member. If you are unable to request a letter be completed by a faculty member, please reach out to the SEPP Chair to discuss alternative options. References will be asked to speak to how long they have known the applicant and in what capacity; assess the applicant's strengths and areas of improvement related to potential success in a graduate SEPP program; and provide any other relevant information they feel the admission panel should know. It is the responsibility of the applicant to ensure that their references have completed and submitted the letter of recommendation by the application deadline.
- Your resume should include experiences relevant to sport, exercise, performance, psychology, research, and other related activities.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://nextcatalog.uwgb.edu/graduate/general-information/admissions/international-applicants/).

Each applicant who submits a complete application and meets minimum requirements will be invited for a virtual **interview** with SEPP faculty so the SEPP faculty can learn more about applicants and their interests in the SEPP program, the selected track, and career aspirations. The interview is part of the application process to help determine best-fit track placements.

Deadlines

Review of completed applications will begin on the priority date of January 15th**.** Applications will continue to be reviewed if there are still available spots in the program up until August 14.

Degree Requirements (p. 94)

- Students will complete 39 credits on either the Applied Track or the Course-based Track as listed below. Each track's curriculum guide can also be found in the SEPP Handbook of students' catalog year.
- In the last semester of the program, SEPP students will complete a program required culminating project that is embedded in a SEPP course (PSYCH 788 or 790) and is presented at an end of the year SEPP event (in May). These culminating projects are evaluated by SEPP faculty and must be approved by SEPP faculty as a degree requirement.

Applied Track Course List

Code	Title	Credits
Required Courses (36 credits total):		
PSYCH 605	Applied Psychological Statistics and Methods	
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 625	Theoretical Orientations	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 730	Sport Sociology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
PSYCH 786	Pre-Practicum	
PSYCH 787	Practicum I	
PSYCH 788	Practicum II	
Choose 3 credits of Electives (3 credits total):		
AT 601	Foundations of Athletic Training	
AT 610	Psychosocial Aspects of Healthcare	
AT 620	Evaluation and Management of Acute/Emergent Conditions	
BUSAN 570	Data Science for Managers	
EDUC 616	Principles of Coaching	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
EDUC 619	Field Experience in Coaching	
EDUC 644	Strategic Leadership in Practice	
EDUC 701	Reflective Inquiry	
EDUC 704	Applied Educational Leadership	
EDUC 717	Organizational Theory and Behavior	
EDUC 777	Seminar in the Neuroscience of Leadership	

EDUC 808	Introduction to Quantitative Methods (PSYCH 605 must be taken prior to enrolling in EDUC 808)
EDUC 809	Advanced Qualitative Methods (PSYCH 605 must be taken prior to enrolling in EDUC 808)
EDUC 811	Seminar: Immersive Leadership Experience
HUM BIOL 602	Human Physiology (Differential tuition fee)
HWM 700	Contemporary Health and Wellness Perspectives (Differential tuition fee)
HWM 705	Strategic Management for Wellness Managers (Differential tuition fee)
HWM 715	Professional Communication for Wellness Managers (Differential tuition fee)
HWM 725	Evidence-based Practices in Health and Wellness (Differential tuition fee)
HWM 730	Holistic Aspects of Health (Differential tuition fee)
HWM 750	Planning and Evaluation for Wellness Managers (Differential tuition fee)
HWM 755	Health and Wellness Law, Policy and Action (Differential tuition fee)
HWM 770	Human and Group Behavior (Differential tuition fee)
MBA 706	Marketing: Creating Brand Value
MKTG 745	Business and Marketing Strategy
MGMT 730	Leading the Self
NUT SCI 602	Entrepreneurship in Dietetics
NUT SCI 621	Community and Public Health Nutrition
NUT SCI 623	Community and Public Health Nutrition Lab
NUT SCI 670	Advanced Nutrition for Sport and Fitness
NUT SCI 712	Culinary Medicine
NUT SCI 730	Eating Disorders A Comprehensive Approach
NUT SCI 750	Nutrient Metabolism Across the Lifespan
NUT SCI 754	Nutritional Epidemiology
PSYCH 544	Dying, Death, and Loss
PSYCH 635	Psychopathology
PSYCH 692	Applied Research Lab
PUB ADM 625	Marketing, Fund Development, and Grant Writing for Nonprofits
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior
PUB ADM 715	Community Development
SOC WORK 542	Psychopharmacology
SOC WORK 723	Trauma Informed Care
SOC WORK 724	Motivational Interviewing
SOC WORK 737	Crisis Intervention

Course-based Track Course List

Code	Title	Credits
Required Courses (30 credits total):		
PSYCH 605	Applied Psychological Statistics and Methods	
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 625	Theoretical Orientations	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 730	Sport Sociology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
PSYCH 790	Special Topics and Projects	
Choose 9 credits of Electives (9 credits of electives total):		
AT 601	Foundations of Athletic Training	

AT 610	Psychosocial Aspects of Healthcare
AT 620	Evaluation and Management of Acute/Emergent Conditions
BUSAN 570	Data Science for Managers
EDUC 616	Principles of Coaching
EDUC 617	Philosophy of Athletics and Coaching
EDUC 618	Organization and Administration of Athletics
EDUC 619	Field Experience in Coaching
EDUC 644	Strategic Leadership in Practice
EDUC 701	Reflective Inquiry
EDUC 704	Applied Educational Leadership
EDUC 717	Organizational Theory and Behavior
EDUC 777	Seminar in the Neuroscience of Leadership
EDUC 808	Introduction to Quantitative Methods (PSYCH 605 must be taken prior to enrolling in EDUC 808)
EDUC 809	Advanced Qualitative Methods (PSYCH 605 must be taken prior to enrolling in EDUC 809)
EDUC 811	Seminar: Immersive Leadership Experience
HUM BIOL 602	Human Physiology
HWM 700	Contemporary Health and Wellness Perspectives (Differential tuition fee)
HWM 705	Strategic Management for Wellness Managers (Differential tuition fee)
HWM 715	Professional Communication for Wellness Managers (Differential tuition fee)
HWM 725	Evidence-based Practices in Health and Wellness (Differential tuition fee)
HWM 730	Holistic Aspects of Health (Differential tuition fee)
HWM 750	Planning and Evaluation for Wellness Managers (Differential tuition fee)
HWM 755	Health and Wellness Law, Policy and Action (Differential tuition fee)
HWM 770	Human and Group Behavior (Differential tuition fee)
MBA 706	Marketing: Creating Brand Value
MGMT 730	Leading the Self
MKTG 745	Business and Marketing Strategy
NUT SCI 602	Entrepreneurship in Dietetics
NUT SCI 621	Community and Public Health Nutrition
NUT SCI 623	Community and Public Health Nutrition Lab
NUT SCI 670	Advanced Nutrition for Sport and Fitness
NUT SCI 712	Culinary Medicine
NUT SCI 730	Eating Disorders A Comprehensive Approach
NUT SCI 750	Nutrient Metabolism Across the Lifespan
NUT SCI 754	Nutritional Epidemiology
PSYCH 544	Dying, Death, and Loss
PSYCH 635	Psychopathology
PSYCH 692	Applied Research Lab
PUB ADM 625	Marketing, Fund Development, and Grant Writing for Nonprofits
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management
PUB ADM 703	Public and Nonprofit Organizational Management and Behavior
PUB ADM 715	Community Development
SOC WORK 542	Psychopharmacology
SOC WORK 723	Trauma Informed Care
SOC WORK 724	Motivational Interviewing
SOC WORK 737	Crisis Intervention

Note: When offered and approved by faculty, students may have the opportunity to enroll in PSYCH 798: Independent Study. For degree requirements, students can enroll in up to three credits of PSYCH 798 during their time in the SEPP Program. Students may enroll in additional 798 credits beyond the three counted toward degree requirement credits, but these additional credits do not count toward degree requirements and may be considered overload credits if they are taken in a semester when a student is enrolled in more than nine credits.

Progress to Degree

1. The candidate applies to the Master of Science in Sport, Exercise, and Performance Psychology (SEPP) program by completing all admissions requirements.
2. The candidate is admitted to the Master of Science in SEPP program.
3. The student fulfills the degree requirements for the SEPP program.
   a. This includes one SEPP course in the summer between the first year and the second year.
   b. This includes a program required culminating project and presentation to be completed in the last semester of the program.
4. The student is awarded a Master of Science in SEPP degree from the University of Wisconsin-Green Bay.

M.S. in Sport, Exercise, and Performance Psychology

https://www.uwgb.edu/sport-psych/

The master's program in Sport, Exercise, and Performance Psychology at UW-Green Bay is designed to fulfill the needs of students who would like to have a master's degree as their final degree as well as those who would like to pursue a doctoral degree in the future. The program is housed in the Psychology Department (https://www.uwgb.edu/psychology/), which has multiple faculty (https://www.uwgb.edu/psychology/contact/) specialized in various areas: counseling psychology, developmental psychology, neuroscience, aging, school psychology, social psychology, health psychology, etc. Information and contact information for the SEPP faculty can be found on the SEPP Contact Us Page (https://www.uwgb.edu/sport-psych/contact/).

Here are the main features of the program:

- It has two tracks:
  - **Applied:** Prepares students to work in applied sport, exercise, and/or performance psychology careers, providing foundation courses and practicum opportunities to progress toward becoming Certified Mental Performance Consultant® (https://appliedsportpsych.org/certification/) (CMPC). (39 credit hours)
  - **Course-based:** Equips students with knowledge and skills in mental performance that can be applied to careers with performance-oriented individuals. Provides opportunity for foundation courses aligned with the Certified Mental Performance Consultant® (https://appliedsportpsych.org/certification/) (CMPC) and individualized coursework in areas like coaching, leadership, and group facilitation. (39 credit hours)
- The program learning outcomes are in line with the knowledge areas and tasks identified by the Association for Applied Sport Psychology (https://appliedsportpsych.org/certification/certification-program-candidate-handbook/) (AASP) as central for competent work in SEPP.

Program Learning Outcomes

1. Professional Ethics and Knowledge
   - Integrate their practice ethics and standards related to professional practice.
   - Demonstrate techniques to develop rapport with clients, to explain their professional roles, and to adjust expectations of clients.
   - Identify ethical and legal issues related to professional activities.
   - Apply strategies to evaluate and resolve ethical and legal dilemmas, as well as decision making in the professional practice.
2. Sport Psychology
   - Demonstrate understanding of theoretical foundation of the psychological processes that influence human performance in athletic settings.
   - Identify and apply psychological techniques and strategies to enhance performance in sport and other domains (e.g. performing arts, military).
   - Evaluate research in sport psychology and psychological factors related to performance and participation in sport and exercise settings.
   - Evaluate the needs of clients and plan interventions based on this evaluation.
   - Choose and apply sport psychology theories and research that best fit different performance and exercise psychology cases.
3. Sport Science
   - Define, distinguish, and assess physiological principles relevant to the effect of exercise on human functioning and performance.
   - Identify motor control processes and mechanisms underlying the learning and performance of motor skills.
   - Integrate sociocultural perspectives on sport (e.g., gender, race, economics, politics).
   - Explain historical foundations and philosophical questions related to the development of sport and physical activity programs.
4. Psychopathology
   - Identify and distinguish abnormal human behavior.
   - Assess clients for psychopathology.
   - Apply etiology of mental disorders in working with clients.
   - Identify and implement strategies that ameliorate psychopathology symptoms.
5. Helping Relationships

- Demonstrate understanding of counseling theories.
- Develop a professional philosophy based on their theoretical approach to working with performers and exercisers.
- Implement skills to successfully interact with clients, such as listening, interviewing, assessment, and counseling/consulting skills.
- Engage in supervised practice of sport, exercise, and performance psychology.

6. Research Methods and Statistics
   - Demonstrate understanding of research methods and design.
   - Evaluate the strengths and weaknesses of tests and measurements.
   - Execute and interpret basic and advanced data analyses.
   - Engage in ethical implementation of research and program evaluation.
7. Psychological Foundations of Behavior
   - Apply principles of theories of cognition and affect to influence behavior.
   - Assess the influences of social aspects (e.g., group processes, persuasion) on performance and well-being.
   - Utilize knowledge of theories of personality to assess individual differences and human lifespan development.
   - Apply concepts of positive psychology (e.g., mindfulness, flow, grit) to the improvement of performance and well-being.
8. Diversity and Culture
   - Demonstrate knowledge of conceptual frameworks for sociopolitical and cultural factors that impact human behavior.
   - Assess the dimensions of personal identity and individual differences (e.g., race, ethnicity, sexual orientation) and how they may influence the professional relationship.
   - Identify and implement intervention strategies for addressing the needs of individuals from unique racial/ethnic background, religious affiliations, gender identity, etc.
   - Integrate culturally competent approaches to consultation with performers and exercisers.
9. Communication, Psychological Literacy, and Technology Skills
   - Interact effectively with others.
   - Write and present effectively for different purposes.
   - Provide evidence of psychological literacy.
   - Exhibit appropriate technological skills to improve communication and literacy.

Applied Track

Code	Title	Credits
Applied Track		**36**
Required:		
PSYCH 605	Applied Psychological Statistics and Methods	
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 625	Theoretical Orientations	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 730	Sport Sociology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
PSYCH 786	Pre-Practicum	
PSYCH 787	Practicum I	
PSYCH 788	Practicum II [1]	
Electives:		**3**
Choose 3 credits:		
AT 601	Foundations of Athletic Training	
AT 610	Psychosocial Aspects of Healthcare	
AT 620	Evaluation and Management of Acute/Emergent Conditions	
BUSAN 570	Data Science for Managers	
EDUC 616	Principles of Coaching	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	

EDUC 619	Field Experience in Coaching
EDUC 644	Strategic Leadership in Practice
EDUC 701	Reflective Inquiry
EDUC 704	Applied Educational Leadership
EDUC 717	Organizational Theory and Behavior
EDUC 777	Seminar in the Neuroscience of Leadership
EDUC 808	Introduction to Quantitative Methods (PSYCH 605 must be taken prior to taking EDUC 808)
EDUC 809	Advanced Qualitative Methods (PSYCH 605 must be taken prior to taking EDUC 808)
EDUC 811	Seminar: Immersive Leadership Experience
HUM BIOL 602	Human Physiology
HWM 700	Contemporary Health and Wellness Perspectives (Differential tuition fee)
HWM 705	Strategic Management for Wellness Managers (Differential tuition fee)
HWM 715	Professional Communication for Wellness Managers (Differential tuition fee)
HWM 725	Evidence-based Practices in Health and Wellness (Differential tuition fee)
HWM 730	Holistic Aspects of Health (Differential tuition fee)
HWM 750	Planning and Evaluation for Wellness Managers (Differential tuition fee)
HWM 755	Health and Wellness Law, Policy and Action (Differential tuition fee)
HWM 770	Human and Group Behavior (Differential tuition fee)
MBA 706	Marketing: Creating Brand Value
MGMT 730	Leading the Self
MKTG 745	Business and Marketing Strategy
NUT SCI 602	Entrepreneurship in Dietetics
NUT SCI 621	Community and Public Health Nutrition
NUT SCI 623	Community and Public Health Nutrition Lab
NUT SCI 670	Advanced Nutrition for Sport and Fitness
NUT SCI 712	Culinary Medicine
NUT SCI 730	Eating Disorders A Comprehensive Approach
NUT SCI 750	Nutrient Metabolism Across the Lifespan
NUT SCI 754	Nutritional Epidemiology
PSYCH 544	Dying, Death, and Loss
PSYCH 635	Psychopathology
PSYCH 692	Applied Research Lab
PUB ADM 625	Marketing, Fund Development, and Grant Writing for Nonprofits
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management
PUD ADM 703	
PUB ADM 715	Community Development
SOC WORK 542	Psychopharmacology
SOC WORK 723	Trauma Informed Care
SOC WORK 724	Motivational Interviewing
SOC WORK 737	Crisis Intervention
Total Credits	**39**

[1] **Required Culminating Project:**
In their last semester of study, Applied Track students will complete a culminating project (in PSYCH 788 and at the end of the year SEPP event) that requires students to reflect on SEPP related milestone learning/knowledge experiences. The culminating project paper will be completed in PSYCH 788 and the culminating project presentation will be presented at the end of the year SEPP event. The culminating project is a SEPP degree requirement.

Course-Based Track

Code	Title	Credits
Course Based Track		**30**
Required:		

PSYCH 605	Applied Psychological Statistics and Methods	
PSYCH 610	Counseling Microskills	
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology	
PSYCH 625	Theoretical Orientations	
PSYCH 627	Professional Ethics in Psychology	
PSYCH 721	Applied Sport and Performance Psychology	
PSYCH 730	Sport Sociology	
PSYCH 738	Psychology of Injury	
PSYCH 740	Multicultural Psychology	
PSYCH 790	Special Topics and Projects [1]	
Electives:		**9**
Choose 9 credits:		
AT 601	Foundations of Athletic Training	
AT 610	Psychosocial Aspects of Healthcare	
AT 620	Evaluation and Management of Acute/Emergent Conditions	
BUSAN 570	Data Science for Managers	
EDUC 616	Principles of Coaching (Education is adding EDUC 616, 617 and 618 to their graduate curriculum this catalog year)	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
EDUC 619	Field Experience in Coaching	
EDUC 644	Strategic Leadership in Practice	
EDUC 701	Reflective Inquiry	
EDUC 704	Applied Educational Leadership	
EDUC 717	Organizational Theory and Behavior	
EDUC 777	Seminar in the Neuroscience of Leadership	
EDUC 808	Introduction to Quantitative Methods (PSYCH 605 must be taken prior to taking EDUC 808)	
EDUC 809	Advanced Qualitative Methods (PSYCH 605 must be taken prior to taking EDUC 808)	
EDUC 811	Seminar: Immersive Leadership Experience	
HUM BIOL 602	Human Physiology	
HWM 700	Contemporary Health and Wellness Perspectives (Differential tuition fee)	
HWM 705	Strategic Management for Wellness Managers (Differential tuition fee)	
HWM 715	Professional Communication for Wellness Managers (Differential tuition fee)	
HWM 725	Evidence-based Practices in Health and Wellness	
HWM 730	Holistic Aspects of Health (Differential tuition fee)	
HWM 750	Planning and Evaluation for Wellness Managers (Differential tuition fee)	
HWM 755	Health and Wellness Law, Policy and Action	
HWM 770	Human and Group Behavior (Differential tuition fee)	
MBA 706	Marketing: Creating Brand Value	
MGMT 730	Leading the Self	
MKTG 745	Business and Marketing Strategy	
NUT SCI 602	Entrepreneurship in Dietetics	
NUT SCI 621	Community and Public Health Nutrition	
NUT SCI 623	Community and Public Health Nutrition Lab	
NUT SCI 670	Advanced Nutrition for Sport and Fitness	
NUT SCI 712	Culinary Medicine	
NUT SCI 730	Eating Disorders A Comprehensive Approach	
NUT SCI 750	Nutrient Metabolism Across the Lifespan	
NUT SCI 754	Nutritional Epidemiology	
PSYCH 544	Dying, Death, and Loss	
PSYCH 635	Psychopathology	
PSYCH 692	Applied Research Lab	

PUB ADM 625	Marketing, Fund Development, and Grant Writing for Nonprofits
PUB ADM 702	Public and Nonprofit Budgeting and Financial Management
PUD ADM 703	
PUB ADM 715	Community Development
SOC WORK 542	Psychopharmacology
SOC WORK 723	Trauma Informed Care
SOC WORK 724	Motivational Interviewing
SOC WORK 737	Crisis Intervention
Total Credits	**39**

[1] **Required Culminating Project Process:**
In their last semester of study, Course-based Track students will complete a culminating project (in PSYCH 790 and at the end of the year SEPP event) that requires students to reflect on SEPP related milestone learning/knowledge experiences. The culminating project paper will be completed in PSYCH 790 and the culminating project presentation will be presented at the end of the year SEPP event. The culminating project is a SEPP degree requirement.

Master of Science in Sustainable Management

The University of Wisconsin-Green Bay, the University of Wisconsin-Oshkosh, the University of Wisconsin-Parkside, the University of Wisconsin-Stout and the University of Wisconsin-Superior have collaborated to offer an online master's degree program in Sustainable Management. The master's degree in Sustainable Management is appropriate for students with an existing bachelor's degree in a range of disciplines and the desire to continue their education in this developing field. The interdisciplinary nature of this degree encourages students to examine sustainability from different perspectives and the curriculum ensures that students gain a comprehensive understanding of the ways in which changing human activities affect our natural, social and economic environments.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 GPA
- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this degree, your short- and long-term career goals, and the value you believe you will add to the learning experience of your fellow students.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Please note that this program is entirely online. International students are welcome to apply for and enroll in an online program. However, they are unable to apply for an F-1 or J-1 visa based on enrollment in this program.

Students with a GPA above 2.5 may be considered for provisional admission by an Admissions Committee consisting of representatives from all the participating campuses, although additional verification of academic record and potential could be requested.

Degree Requirements

Students who are adequately prepared when they enter the program may earn the degree by satisfactorily completing a minimum of 34 credits of course work, which includes 1 credit for a capstone preparation course and 3 credits for a capstone project. Those who lack appropriate prerequisites may need to take additional courses to strengthen their backgrounds. Credits earned in undergraduate courses cannot be applied toward the graduate degree in Sustainable Management.

All students in the Sustainable Management program are required to complete a core curriculum of 24 credits, the capstone preparation course and the capstone course. The remaining 6 credits can be selected from a group of specialty track electives based on the student's areas of interest.

Code	Title	Credits
Core Curriculum		**24**
SMGT 700	Cultural and Historical Foundations of Sustainability	
SMGT 710	The Natural Environment	
SMGT 720	Applied Research and the Triple Bottom Line	
SMGT 730	Policy, Law and the Ethics of Sustainability	
SMGT 740	Economics of Sustainability	

SMGT 750	The Built Environment	
SMGT 760	Geopolitical Systems: Decision Making for Sustainability on the Local, State and National Level	
SMGT 770	Leading Sustainable Organizations	
Speciality Electives - choose two of the following courses:		**6**
SMGT 699	Travel Course	
SMGT 780	Corporate Social Responsibility	
SMGT 782	Supply Chain Management	
SMGT 784	Sustainable Water Management	
SMGT 785	Waste Management and Resource Recovery	
SMGT 786	Climate Change	
Capstone Experience		**4**
SMGT 790	Capstone Preparation Course	
SMGT 792	Capstone Project	
Total Credits		**34**

Progress to Degree

Steps Toward the Degree

1. The candidate applies to the Master of Sustainable Management program by submitting an application, official transcripts, resume, statement of intent and two letters of reference to the University of Wisconsin-Green Bay.
2. The candidate is admitted to the Master of Sustainable Management program by the program Chair.
3. The student fulfills the degree requirements for the program.
4. The student is awarded a Master of Sustainable Management degree from the University of Wisconsin-Green Bay.

Master of Social Work

The MSW program prepares students for advanced practice social work in a variety of fields of practice. The curriculum is founded on the program's mission and goals and emphasizes social justice advocacy, leadership, and social work with, and on behalf of, vulnerable families. The program offers both in-person and online options. The full-time curriculum can be completed in two calendar years for students entering at the Generalist level or one year for students entering at the Specialized level. A part-time program is also available which can be completed in nine semesters for students entering at the Generalist level or five semesters for students entering with advanced standing at the Specialized level. A key element of the program is the opportunity for students to integrate and apply their classroom learning in a field internship setting.

Admission Requirements

The program seeks applicants who have demonstrated academic potential for graduate study, readiness and suitability for advanced-level social work, and who are able to articulate a commitment to social work. In addition, the program seeks applicants with demonstrated human services experience and sensitivity to multi-cultural practice, social justice, and leadership/advocacy.

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

1. A 3.0 grade point average (GPA), measured on a 4.0 scale. GPA is based on the last 60 credits taken in bachelor's degree studies or graduate level course work.
2. An academic background in the liberal arts with completion of a minimum of 12 credits in the social sciences. Examples include coursework within or across the following disciplines: psychology, sociology, anthropology, economics and political science.
3. A total of four prerequisite courses are required and include one course from each of the following areas: Biological Life Sciences, Lifespan Development, Statistics, and Research Methods. Students without a BSW degree who are applying for admission to the Generalist Program must have completed all prerequisites prior to the start of the program. Students who have a BSW degree are considered to have met all four prerequisites.
4. International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15). Additionally, applicants with social work degrees from international universities must substantiate their academic credentials via the Council on Social Work Education (CSWE) International Social Work Degree Recognition and Evaluation Service (ISWDRES). Information is available online: https://cswe.org/Centers-Initiatives/Initiatives/International-Degree-Review.aspx

Preferred Qualifications

In addition to meeting the required admissions qualifications noted above, applicants with the following qualifications will be given preference for admission:

1. Demonstrated post-high school human services-related experience. Examples include paid employment, volunteer work, and internships.
2. Written communication that demonstrates clear and succinct conceptualization of ideas, application of critical thinking, the ability to coherently communicate and organize ideas, and the ability to write using correct grammar, spelling and syntax.
3. Commitment to social justice, advocacy, and multicultural practice on behalf of vulnerable and oppressed populations.

Students who do not meet the 3.0 GPA requirement or who have other deficiencies may be admitted on a provisional basis.

Additional Admission Information

The MSW program follows a cohort model and admits students once per year. Applications and specific instructions for submission are posted on the MSW program website in August with applications for priority review due on or before December 1. Only completed applications will be reviewed. Applications may be considered by cohort until the cohort has reached capacity. Applicants are encouraged to review the MSW program website for specific admission dates, fees, and application submission requirements.

Degree Requirements

For program applicants who do not have a Bachelor of Social Work degree, 56 credits are required for graduation. This includes a 26-credit two-semester Generalist curriculum (fall and spring), and a 30-credit three-semester Specialized curriculum (summer, fall and spring).

Part-Time Option

Students entering the Generalist Program complete the part-time option in four years. Students entering with advanced standing complete the part-time option in two years.

Code	Title	Credits
Generalist Curriculum:		**26**
SOC WORK 700	Gateway to the Profession of Social Work	
SOC WORK 701	Contemporary Social Work Ethics	
SOC WORK 702	Generalist Practice I	
SOC WORK 704	Generalist Practice II	
SOC WORK 707	Human Behavior and the Social Environment	
SOC WORK 711	Foundations of Social Welfare	
SOC WORK 712	Practicum I	
SOC WORK 713	Seminar I	
SOC WORK 714	Practicum II	
SOC WORK 715	Seminar II	
Specialized Curriculum:		**30**
SOC WORK 716	Practicum III	
SOC WORK 717	Seminar III	
SOC WORK 718	Practicum IV	
SOC WORK 719	Capstone Seminar	
SOC WORK 720	Diversity, Social Justice & Advocacy	
SOC WORK 721	Advanced Practice: Multi-Level Family Systems	
SOC WORK 728	Advanced Policy: Leadership, Advocacy and Practice	
SOC WORK 731	Research for MSW Practice	
Electives - complete 6 credits:		
EDUC 552	Social and Family Influences on Development and Learning	
MGMT 589	Organizational Behavior	
PSYCH 544	Dying, Death, and Loss	
SOC WORK 542	Psychopharmacology	
SOC WORK 544	Grant Writing for Success	
SOC WORK 655	First Nations Futures: Advanced Social Work Praxis and Sovereignty	
SOC WORK 722	Social Work Management & Supervision in the Social Services	

SOC WORK 723	Trauma Informed Care
SOC WORK 724	Motivational Interviewing
SOC WORK 727	Psychopathology in Clinical Social Work
SOC WORK 735	Emerging Issues in Child Welfare
SOC WORK 737	Crisis Intervention
SOC WORK 747	Clinical Theories for Mental Health Practice
SOC WORK 757	Social Work Practice in the Criminal Justice System
SOC WORK 761	Overview of Wisconsin DPI School Social Work Standards
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work
SOC WORK 777	Forensic Social Work: Policy and Practice
SOC WORK 795	Special Topics
SOC WORK 798	Independent Study
Total Credits	**56**

Applicants with a BSW degree may receive advanced standing status in the MSW Program if they meet one of the following two options described below.

Code	Title	Credits
Specialized Curriculum:		**30**
Required Courses:		
SOC WORK 716	Practicum III	
SOC WORK 717	Seminar III	
SOC WORK 718	Practicum IV	
SOC WORK 719	Capstone Seminar	
SOC WORK 720	Diversity, Social Justice & Advocacy	
SOC WORK 721	Advanced Practice: Multi-Level Family Systems	
SOC WORK 728	Advanced Policy: Leadership, Advocacy and Practice	
SOC WORK 731	Research for MSW Practice	
Electives (choose 6 credits):		
EDUC 552	Social and Family Influences on Development and Learning	
MGMT 589	Organizational Behavior	
PSYCH 544	Dying, Death, and Loss	
SOC WORK 542	Psychopharmacology	
SOC WORK 544	Grant Writing for Success	
SOC WORK 655	First Nations Futures: Advanced Social Work Praxis and Sovereignty	
SOC WORK 701	Contemporary Social Work Ethics	
SOC WORK 722	Social Work Management & Supervision in the Social Services	
SOC WORK 723	Trauma Informed Care	
SOC WORK 724	Motivational Interviewing	
SOC WORK 727	Psychopathology in Clinical Social Work	
SOC WORK 735	Emerging Issues in Child Welfare	
SOC WORK 737	Crisis Intervention	
SOC WORK 747	Clinical Theories for Mental Health Practice	
SOC WORK 749	Contemporary Interventions in Social Work Practice	
SOC WORK 751	Social Work Practice in Schools	
SOC WORK 753	Strengths-Based Leadership and Supervision	
SOC WORK 757	Social Work Practice in the Criminal Justice System	
SOC WORK 761	Overview of Wisconsin DPI School Social Work Standards	
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work	
SOC WORK 777	Forensic Social Work: Policy and Practice	
SOC WORK 795	Special Topics	

SOC WORK 798	Independent Study	
Total Credits		**30**

Progress to Degree

Steps Toward the Degree

1. Prospective student submits an admission application and is recommended for admission.
2. Applicant is admitted to the Master of Social Work graduate program.
3. The student develops a Capstone project which is defined in consultation with the program faculty and adviser.
4. The student files an *Application for Graduation* with the Registrar's Office through the Student Information System (SIS). The application must be completed and submitted to the Office of the Registrar in the fall semester for spring and summer semester graduates.
5. Upon successful completion of the Capstone project the instructor files the *Approval of Thesis Defense or Project Presentation* (GR-4 Form) with the Office of Graduate Studies.
6. Degree is awarded and graduate receives diploma.

Curriculum Guide

Course	Title	Credits
First Year		
Fall		
Generalist Curriculum		
SOC WORK 700	Gateway to the Profession of Social Work	2
SOC WORK 702	Generalist Practice I	3
SOC WORK 711	Foundations of Social Welfare	3
SOC WORK 712	Practicum I	4
SOC WORK 713	Seminar I	1
	Credits	**13**
Spring		
Generalist Curriculum		
SOC WORK 701	Contemporary Social Work Ethics	3
SOC WORK 704	Generalist Practice II	3
SOC WORK 707	Human Behavior and the Social Environment	2
SOC WORK 714	Practicum II	4
SOC WORK 715	Seminar II	1
	Credits	**13**
Second Year		
Summer		
Specialized Curriculum		
SOC WORK 728	Advanced Policy: Leadership, Advocacy and Practice	3
Elective		3
	Credits	**6**
Fall		
Specialized Curriculum		
SOC WORK 716	Practicum III	5
SOC WORK 717	Seminar III	1
SOC WORK 720	Diversity, Social Justice & Advocacy	3
SOC WORK 721	Advanced Practice: Multi-Level Family Systems	3
	Credits	**12**
Spring		
Specialized Curriculum		
SOC WORK 718	Practicum IV	5
SOC WORK 719	Capstone Seminar	1
SOC WORK 731	Research for MSW Practice	3
Elective		3
	Credits	**12**
	Total Credits	**56**

Certificate Programs

A certificate program is a sequence of courses that provide specialized knowledge and skills for personal enrichment, professional advancement, or career change. Students wishing to pursue a certificate may do so as a part of a degree program or in a non-degree status (graduate special or directly admitted to the certificate). Please consult the admission requirement (p. 12) section of the catalog for further instructions related to admissions.

Graduate level certificates are comprised of at least nine (9) credit hours of graduate level coursework. Transfer hours and substitutions are usually not acceptable for certificate programs given their limited scope. However, required certificate coursework previously completed at the undergraduate level must be substituted with an acceptable graduate-level course chosen in consultation with the advisor.

Certificate programs are not eligible for Title IV (federal financial aid) funding unless the certificate is a requirement of the degree program.

Graduate Certificate Options

Please refer to each of the following certificate program pages for specific admissions and program requirements.

A

- Applied Bioinformatics Certificate (p. 105)

B

- Biodiversity and Conservation Science Certificate (p. 105)
- Business Management in Biotechnology Certificate (p. 106)

C

- Climate Leadership Certificate (p. 107)
- Coaching Certificate (p. 107)
- Conservation Data Management Analysis Certificate (p. 108)
- Conservation Leadership, Policy, and Management Certificate (p. 108)

D

- Data Science Certificate (p. 109)

E

- Emergency Management, Planning and Administration Certificate (p. 110)
- Enterprise Transformation Certificate (p. 111)
- ESG Certificate (p. 111)

F

- Foundations of Biodiversity Conservation and Management Certificate (p. 112)
- Foundations of Health and Wellness Certificate (p. 112)
- Fundamentals of Biotechnology Certificate (p. 113)

H

- Human Capital and Organizational Agility Certificate (p. 114)

I

- Improving Health with Data and Policy Certificate (p. 115)
- Investment Analysis Certificate (p. 118)

L

- Leadership and Peak Performance Certificate (p. 115)
- Leadership Ethics and Communication in Biotechnology Certificate (p. 116)
- Leadership in Health and Wellness Certificate (p. 117)

M

- Modern Analytics for Information-Age Managers Certificate (p. 118)

N

- Nursing Leadership/Management Certificate (p. 119)
- Nutrition and Integrated Health Certificate (p. 120)

O

- Operational Excellence Certificate (p. 121)

P

- People Management Certificate (p. 121)
- Planning and Logistics Certificate (p. 122)

Q

- Quality Assurance and Compliance in Biotechnology Certificate (p. 123)

R

- Research and Development in Biotechnology Certificate (p. 123)

S

- School Social Work Certificate (p. 124)
- Sourcing and Production Certificate (p. 125)
- Strategic Acumen Certificate (p. 125)
- Strategic Leadership Certificate (p. 126)
- Substance Use Disorder Treatment Certificate (p. 127)
- Supply Chain Project & Procurement Certificate (p. 128)
- Sustainability & Wellbeing Certificate (p. 129)

Program Guidelines

Graduate certificates are designed to complement graduate or professional programs of study, and must require a minimum of 9 graduate credits.

The certificate must be associated with a UW-Green Bay graduate degree program, and must include a minimum of three tenured faculty members. The committee can be an existing Executive Committee, such as a budgetary unit or department, or can be developed among interested faculty. The committee must meet at least once a year and forward copies of minutes for all meetings to the Provost's Office.

The Executive Committee must appoint an advisor for the certificate or have the Graduate Program Chair from the associated graduate degree serve that function. The advisor or chair advises students and performs necessary administrative tasks such as admissions decisions and approving substitutions.

Certificate Completion

Students must earn a minimum of a 3.0 Grade Point Average in the certificate courses and must earn one half of the total required credits at UW-Green Bay.

The Registrar's office transcribes certificates earned on an academic record when a student completes a degree simultaneously with a certificate. The Registrar's office does not transcribe a certificate on the academic record for students who do not earn a degree, but who complete a series of classes that are a part of a certificate program.

Academic departments are responsible for printing and awarding a certificate of completion. Additionally, when professional licensures or certifications are earned through a Certificate, students must contact their academic department to authorize or confirm completion with granting agencies.

Students may contact the Office of Graduate Studies for a Certificate Verification Letter if a UW-Green Bay confirmation of completion is needed for employment or other purposes.

Applied Bioinformatics Certificate

The Graduate Certificate in Applied Bioinformatics will provide students with relevant training to gain entry into professional bioinformatics positions. The curriculum consists of four, three-credit, online courses that are designed for students to process biological data from scientific research, such as large-scale genomics and other molecular and biological datasets, using computation and analysis tools. Students will gain proficiency in applied statistics, machine learning, data visualization, programming, and other techniques that aid in scientific discovery. Please note this program is 100% online.

Code	Title	Credits
Required Courses:		
ABT 720	Experimental Design and Analysis in Biotechnology (Required)	3
ABT 730	Python for Bioinformatics (Required)	3
ABT 780	Bioinformatic Inquiry (Required)	3
ABT 785	Applications of Bioinformatics (Required)	3
Total Credits		**12**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Bachelor's degree in any discipline.
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.
- one General Biology course with lab.
- If you **do not meet the minimum admission requirements**—such as having a GPA below 3.0 or are missing prerequisite coursework—you will need to submit **two letters of recommendation**. These can be: **Professional** (a workplace colleague or supervisor) or **Academic** (former professor or academic advisor)
- Personal statement up to 1,000 words describing your motivation to pursue this certificate.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the Applied Biotechnology degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Applied Bioinformatics Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Applied Bioinformatics Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Biodiversity and Conservation Science Certificate

The Graduate Certificate in Biodiversity and Conservation Science will provide students with the fundamentals of conservation ecology, as well as the key principles of evolution and biodiversity underlying the challenges and opportunities related to conservation. Additionally, through this three, three-credit online course curriculum, students will learn specific current and future concepts and technologies to pursue conservation in practice. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 700	Conservation Ecology	3
BCM 725	Evolution, Biodiversity, and Conservation	3

BCM 745	Emerging Conservation Concepts and Technologies	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following

- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this certificate.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Biodiversity Conservation & Management degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Biodiversity and Conservation Science Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Biodiversity and Conservation Science Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Business Management in Biotechnology Certificate

The Business Management in Biotechnology Graduate Certificate will provide MS ABT program degree seeking students relevant training in marketing and commercialization strategies while exploring supply and distribution, sustainability, and project management in biotechnology from a global perspective. Areas of focus include pharmaceutical marketing, B2B marketing, and Six Sigma methodologies. The curriculum consists of three, three-credit, 100% online courses as part of the MS Applied Biotechnology degree

Code	Title	Credits
Graduate Certificate		**9**
Required:		
ABT 750	Biotechnology Marketing and Entrepreneurship	
ABT 755	Global Operations and Supply Chain Management	
ABT 760	Quality and Project Management	
Total Credits		**9**

* This certificate is only available to students enrolled in the MS ABT program.

Admission Requirements

This certificate is only available to students who are enrolled in the Applied Biotechnology master's program. Students who wish to earn this certificate should complete the Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Climate Leadership Certificate

The Graduate Certificate in Climate Leadership focuses on the principles of sustainability, climate science and leadership. Students will learn the fundamentals of sustainability and climate science in management, behavior and development of organizations, and the principles of corporate social responsibility. This program is 100% online.

Code	Title	Credits
Required Courses:		
SMGT 700	Cultural and Historical Foundations of Sustainability	3
SMGT 770	Leading Sustainable Organizations	3
SMGT 786	Climate Change	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Sustainable Management degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Climate Leadership Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Climate Leadership Certificate program.
3. Student fulfills the program course requirements.
4. Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Coaching Certificate

Coaching Certificate

The coaching certificate consists of 9 credit hours to help prepare students for coaching responsibilities. It can also be used to complete degree requirements in several of our master's programs, including the MS in Management and the MS in Applied Leadership for Teaching and Learning.

Code	Title	Credits
Required Courses:		**9**
EDUC 616	Principles of Coaching	
EDUC 617	Philosophy of Athletics and Coaching	
EDUC 618	Organization and Administration of Athletics	
Total Credits		**9**

Students desiring coaching certification approved by the Wisconsin Department of Public Instruction for athletic coaching preparation for the public schools of Wisconsin will need to complete additional requirements. Please consult with an Education advisor for more information.

Conservation Data Management Analysis Certificate

The Graduate Certificate in Conservation Data Management and Analysis will provide students with relevant training to gather, process, and analyze data related to conservation, including the specifics behind variable types of data collected in the field. Additionally, through this three, three-credit online course curriculum, learners will gain the skills and practice to spatially analyze and map conservation data for most effective implementation. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 705	Conservation Research and Monitoring	3
BCM 730	Data Analytics and Visualization	3
BCM 750	Spatial Analysis and Mapping	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this certificate.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Biodiversity Conservation & Management degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Conservation Data Management and Analysis certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Conservation Data Management and Analysis certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Conservation Leadership, Policy, and Management Certificate

The Graduate Certificate in Conservation Leadership, Policy, and Management will provide students with a deep understanding of many dimensions of conservation, including human and cultural elements, and cover the best principles toward practical conservation design and implementation. Additionally, through this three, three-credit online course curriculum, learners will hone the most effective techniques to lead diverse teams and engage the community to yield the most sustainable impact of conservation efforts. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 710	Conservation Design and Management	3
BCM 720	Human Dimensions of Conservation	3
BCM 740	Conservation Leadership and Community Engagement	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this certificate.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Biodiversity Conservation & Management degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Conservation Leadership, Policy, and Management certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Conservation Leadership, Policy, and Management certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Data Science Certificate

The Graduate Certificate in Data Science will serve as an additional and early credential for Master of Science in Data Science degree-seeking students as well as a freestanding certificate program for non-degree (i.e. certificate-only) students who may or may not elect to pursue the full masters degree following completion of the certificate.

This program will help working professionals like management analysts, computer and information research scientists, statisticians, database administrators, computer systems analysts, market research analysts, marketing specialists and others who require increased competency in this specialty area. Please note, this program is 100% online.

Code	Title	Credits
Required Courses:		**9**
DS 701	Exploratory Data Analysis	
DS 705	Statistical Methods	
DS 710	Programming for Data Science	
Electives (choose 2 courses):		**6**
DS 716		
DS 730	Big Data: High-Performance Computing	
DS 740	Data Mining	
DS 750	Data Storytelling	
DS 770	Ethical Decision-Making Using Data	
DS 776	Deep Learning	
Total Credits		**15**

Admission Requirements
The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- Prerequisite courses: (1) Completion of a programming course in Python or Java (other languages may be considered). Related relevant work experience or recognized online learning platforms may be substituted. (2) Completed coursework in elementary statistics. Related relevant work experience or recognized online learning platforms may be substituted. Contact the Chair of the MS in Data Science Program for more details.
- A resume or CV
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Data Science degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Data Science Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Data Science Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Emergency Management, Planning and Administration Certificate

The Emergency Management, Planning, and Administration certificate is a comprehensive program covering the core elements of emergency management; mitigation, preparedness, response, and recovery. Some believe the risk of hazardous events will only increase, a consequence of altering the environment, more numerous and increasingly severe weather events, the rise of global terrorism, and the ability for viruses and contagious diseases to rapidly spread in an interconnected world. The impacts from a disaster can be lessoned when businesses, emergency personnel, and governments put well-designed plans into action, including budgeting, administration, management, and emergency operations procedures. This 15-credit program is available to students at the undergraduate and graduate levels, can be completed within 2 years, and is 100% online.

The certificate program is made up of five three-credit courses:

Code	Title	Credits
PUB ADM 535	Principles and Practices of Emergency Management	3
PUB ADM 536	Strategic Emergency Preparedness, Planning and Implementation	3
PUB ADM 537	Disaster Response Operations and Management	3
PUB ADM 538	Disaster Recovery	3
PUB ADM 539	Political and Policy Dimensions of Emergency Management	3
Total Credits		**15**

Courses are taught by university faculty members and knowledgeable professionals from the community.

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

Who Should Enroll?

Courses are designed for those already in the profession as well as those pursuing an interest in the field. This includes:

- Public safety personnel (emergency management, airport personnel, fire and police)
- General public-sector managers responsible for emergency management
- Industrial emergency responders (fire and hazardous materials)
- Institutional emergency planners (schools, hospitals and prisons)
- Business continuity planners (banking, manufacturing, insurance and corporations)
- Individuals from nonprofit agencies

International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a degree program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/)

Progress to Completion

1. Candidate applies to the Emergency Management, Planning, and Administration Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Emergency Management, Planning, and Administration Certificate program by the UWGB Program Director.
3. Student fulfills the program course requirements.

4. Students completing graduate courses toward this certificate and a graduate degree program simultaneously at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are completing graduate courses toward this certificate, but are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Enterprise Transformation Certificate

This graduate certificate focuses on the key drivers of contemporary business value and enterprise overhaul. Students will master the core processes of strategic financial management and learn to build powerful brand equity that drives market differentiation. Crucially, the program explores the application of Artificial Intelligence and other technological advances to lead large-scale digital transformation initiatives across the business. This program is 100% online.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
MBA 706	Marketing: Creating Brand Value	
MBA 707	Financial Management	
MBA 709	Artificial Intelligence & Technological Advances	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

ESG Certificate

The Graduate Certificate in ESG focuses on the principles of environment, social and governance (ESG) and its practical application across organizations. Students will learn the fundamentals of ESG components, reporting, tracking, and application. This program is 100% online.

Code	Title	Credits
Required Courses:		
SMGT 720	Applied Research and the Triple Bottom Line	3
SMGT 730	Policy, Law and the Ethics of Sustainability	3
SMGT 740	Economics of Sustainability	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a degree program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the ESG Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the ESG Certificate program.
3. Student fulfills the program course requirements.
4. Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Foundations of Biodiversity Conservation and Management Certificate

The Graduate Certificate in the Foundations of Biodiversity Conservation and Management will provide students with an essential overview of the major issues related to conservation ecology, as well as how conservation issues are researched and monitored. Additionally, through this three, three-credit online course curriculum, learners will gain insight into the design and management of conservation strategies. Please note that this program is 100% online.

Code	Title	Credits
Required Courses:		
BCM 700	Conservation Ecology	3
BCM 705	Conservation Research and Monitoring	3
BCM 710	Conservation Design and Management	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this certificate.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Biodiversity Conservation and Management master's degree should declare other certificates since the coursework in this certificate is replicated elsewhere.

Progress to Completion

1. Candidate applies to the Foundations of Biodiversity Conservation and Management certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Foundations of Biodiversity Conservation and Management certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Foundations of Health and Wellness Certificate

This Foundations of Health and Wellness graduate certificate offers individuals from a variety of professional backgrounds the opportunity to study important health and well-being principles and practices. This certificate examines the many different aspects of health and provides the tools necessary

to be able to find reliable health information. Students in this program will learn what it means to be an agent of change and how to apply evidence-based practices to effectively address the health needs of a population. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 700	Contemporary Health and Wellness Perspectives	3
HWM 725	Evidence-based Practices in Health and Wellness	3
HWM 730	Holistic Aspects of Health	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit. In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Health & Wellness Management program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Foundations of Health and Wellness Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Foundations of Health and Wellness Certificate program.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Fundamentals of Biotechnology Certificate

The Fundamentals of Biotechnology Graduate Certificate will provide students with a foundation in biotechnology principles and techniques, and application of biological and chemical methods to modern biotechnological product development. Students will also learn principles of statistics, experimental design, data analysis, and bioinformatic evaluation of complex data sets. The curriculum consists of three, three-credit, 100% online courses (students are not required to be enrolled in the MS ABT degree program)

Code	Title	Credits
Certificate		9
Required courses:		
ABT 700	Principles of Biotechnology	
ABT 715	Techniques in Biotechnology	
ABT 720	Experimental Design and Analysis in Biotechnology	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Bachelor's degree in any discipline.
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.

- Prerequisite coursework: two semesters of college-level laboratory courses in biology and/or chemistry. All courses must include a laboratory component. This requirement can be met in one of the following ways: two semesters of biology with lab; two semesters of chemistry with lab; or one semester of biology with lab and one semester of chemistry with lab.
- If you **do not meet the minimum admission requirements**—such as having a GPA below 3.0 or are missing prerequisite coursework—you will need to submit **two letters of recommendation**. These can be: **Professional** (a workplace colleague or supervisor) or **Academic** (former professor or academic advisor)
- Personal statement up to 1,000 words describing your motivation to pursue this degree.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Applied Biotechnology degree program do not need to apply. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Human Capital and Organizational Agility Certificate

Focused on future-proofing the enterprise, this graduate certificate is designed to cultivate leaders of organizational agility and transformation. The program covers the critical skills needed to identify and implement disruptive innovations, integrate strategic sustainability into core operations, and use foresight tools to map alternative futures. Graduates will be prepared to strategically manage human capital through cycles of rapid change and uncertainty. This program is 100% online.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
MBA 708	Entrepreneurship: Disruptive Innovation	
MBA 710	The Path to Sustainability	
MBA 712	Management: Alternative Futures & Strategic Foresight	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Improving Health with Data and Policy Certificate

The Improving Health with Data and Policy graduate certificate will provide students with the critical skills needed to better identify and address health issues using a data informed strategy. Students will be given the tools needed to collect, evaluate, and communicate health data to a variety of audiences. Students will examine how policies, regulations, and healthcare systems impact health outcomes and health equity. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 710	Research and Data Analysis for Wellness Programs	3
HWM 715	Professional Communication for Wellness Managers	3
HWM 755	Health and Wellness Law, Policy and Action	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Health & Wellness Management program do not need to apply. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Improving Health with Data and Policy Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Improving Health with Data and Policy Certificate program.
3. Student fulfills the program course requirements.
4. Students also completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Leadership and Peak Performance Certificate

The Graduate Certificate in Leadership and Peak Performance focuses on the principles of effective leadership and the science of peak performance. Students will explore key leadership frameworks, performance psychology, and strategies for motivating teams and individuals to achieve excellence. The program emphasizes practical applications across diverse organizational settings.

Code	Title	Credits
Leadership Course		**3**
Choose one course:		
MGMT 730	Leading the Self	
EDUC 777	Seminar in the Neuroscience of Leadership	
EDUC 644	Strategic Leadership in Practice	
Electives:		**6**
Choose two courses:		
MGMT 730	Leading the Self	
or EDUC 777	Seminar in the Neuroscience of Leadership	

or EDUC 644	Strategic Leadership in Practice
EDUC 619	Field Experience in Coaching
MBA 706	Marketing: Creating Brand Value
MKTG 745	Business and Marketing Strategy
AT 601	Foundations of Athletic Training
AT 620	Evaluation and Management of Acute/Emergent Conditions
PSYCH 610	Counseling Microskills
PSYCH 621	Theories of Sport, Exercise, and Performance Psychology
NUT SCI 670	Advanced Nutrition for Sport and Fitness
NUT SCI 750	Nutrient Metabolism Across the Lifespan
NUT SCI 712	Culinary Medicine
Total Credits	**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management, the MS SEPP course-based track, or MS in Applied Leadership for Teaching & Learning degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Leadership Ethics and Communication in Biotechnology Certificate

The Leadership, Ethics, and Communication in Biotechnology Graduate Certificate will provide students with training in ethical and safety concerns in biotechnology development and production, oral and written professional scientific communication, and business and leadership principles in industry. The curriculum consists of three, three-credit, 100% online courses (students are not required to be enrolled in the MS ABT degree program)

Code	Title	Credits
Graduate Certificate		**9**
Required:		
ABT 705	Ethics, Safety, and Regulatory Environments in Biotechnology	
ABT 710	Professional and Technical Communication in Biotechnology	
ABT 725	Leadership in Organizations	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Bachelor's degree in any discipline.
- A minimum of a 3.0 grade point average (GPA) based on a 4.0 scale.

- Prerequisite coursework: two semesters of college-level laboratory courses in biology and/or chemistry. All courses must include a laboratory component. This requirement can be met in one of the following ways: two semesters of biology with lab; two semesters of chemistry with lab; or one semester of biology with lab and one semester of chemistry with lab.
- If you **do not meet the minimum admission requirements**—such as having a GPA below 3.0 or are missing prerequisite coursework—you will need to submit **two letters of recommendation**. These can be: **Professional** (a workplace colleague or supervisor) or **Academic** (former professor or academic advisor)
- Personal statement up to 1,000 words describing your motivation to pursue this degree.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Applied Biotechnology degree program do not need to apply. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Leadership in Health and Wellness Certificate

This Leadership in Health and Wellness graduate certificate will prepare individuals to become wellness leaders at all levels by giving them the knowledge and tools needed to effectively plan, implement and evaluate well-being initiatives. Students in this program will learn critically important skills for engaging and leading a team of stakeholders and promoting a culture of well-being in a variety of settings. This program is 100% online.

Code	Title	Credits
Required Courses:		
HWM 705	Strategic Management for Wellness Managers	3
HWM 750	Planning and Evaluation for Wellness Managers	3
HWM 770	Human and Group Behavior	3
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Health & Wellness Management program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Leadership in Health and Wellness Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Leadership in Health and Wellness Certificate program.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Investment Analysis Certificate

The University of Wisconsin-Green Bay Finance program is CFA®-affiliated University. The Willie Davis Finance and Investment Lab is a state-of-the-art facility. Its cutting-edge educational & research databases can be accessed remotely. This certificate's body of knowledge is aligned to internationally recognized Chartered Financial Analyst (CFA®) program curriculum, and the certificate's contents use our Finance Lab's remote capability to provide hands on practical finance education. This also helps leaders and managers make financially informed business decisions. The certificate is designed for working professionals or seeking a career in investment and financial analysis. After completing the certificate, you will be fluent in financial analysis, investment analysis, fixed income security analysis and portfolio management.

In addition, enrollment in this certificate program qualifies a student to take an optional 3-credit, Student Managed Investment Fund. Students in the course manage real money by working as part of a team of student analysts and portfolio managers. WDFIL's available tools are key components of managing the student-run fund.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
FIN 642	Principles of Investment	
FIN 649	Fixed Income Securities	
FIN 660	Security Analysis and Portfolio Management	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Modern Analytics for Information-Age Managers Certificate

The Modern Analytics for Information-Age Managers certificate provides a comprehensive framework for understanding data science, strategic information systems, and the technical risks and opportunities facing today's organizations. Whether you are leading a digital transformation or managing a technical team, this program ensures you have the analytical fluency required for the modern workplace.

Code	Title	Credits
Core Courses:		**6**
Required:		
BUSAN 570	Data Science for Managers	

BUSAN 635	Foundations of Strategic Information Management	
Elective Course:		**3**
Choose one course:		
BUSAN 638	Information Security and Cybersecurity Management	
BUSAN 650	Database for Business Analytics	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 GPA. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a CSB graduate degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Nursing Leadership/Management Certificate

The complexity and constant changes in today's healthcare environment require transformational leadership knowledge and skills to enable nurses in leadership or management roles to be successful. The UW-Green Bay Nursing Certificate in Leadership/Management prepares registered nurses (RNs) for these challenges in settings across the healthcare spectrum.

The UW-Green Bay Nursing Leadership/Management certificate is available for BSN-prepared RNs in any healthcare setting who are seeking leadership or management positions or who are already working as a nurse leader or manager and want to enhance their skills. Students seeking the certificate complete four graduate courses, one each semester, that can seamlessly transfer into the MSN leadership and management degree. Please note, this program is 100% online.

What Will You Learn?

- Strategies to motivate and lead staff
- Financial management and Excel budgeting
- Effects of legislative, economic, and policy on nursing and healthcare
- Advances in nursing informatics

Upon completion of the following four courses, the student will receive the Nursing Leadership/Management certificate.

Code	Title	Credits
Required Courses:		
NURSING 741	Theories of Organizational Behavior and Nursing Leadership	3
NURSING 745	Health Economics and Policy	3
NURSING 760	Informatics for Nursing Leaders	3
NURSING 780	Financial Management for Nurses	3
Total Credits		**12**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Bachelor of Science in Nursing degree from a regionally accredited institution.
- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a degree program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Nursing Leadership and Management Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Nursing Leadership and Management Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Nutrition and Integrated Health Certificate

The Nutrition and Integrated Health Certificate program is designed for nutrition and health professionals looking to understand more comprehensively how diet and lifestyle habits and behavior can affect and influence health and wellness. Certificate credits can be applied to a completion of the MS in Nutrition and Integrated Health degree.

Completion of all four courses earns a certificate and digital badge. Courses are also approved for continuing education credit for registered dieticians.

Code	Title	Credits
NUT SCI 627	Nutrigenomics and Advanced Nutrient Metabolism	3
NUT SCI 685	Medical Nutrition Therapy I: An Integrative and Functional Approach	3
NUT SCI 686	Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture	3
NUT SCI 750	Nutrient Metabolism Across the Lifespan	3
Total Credits		**12**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Nutrition & Integrated Health master's program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Nutrition & Integrated Health Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Nutrition & Integrated Health Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.

4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Operational Excellence Certificate

This graduate certificate is designed to equip managers with the analytical and methodological tools required to achieve operational efficiency and continuous process improvement. Participants will master advanced project management principles, learn to apply Design Thinking to rigorously develop innovative business models, and utilize practical data science techniques for informed decision-making. Graduates will be prepared to leverage these integrated skills to drive significant process optimization and achieve organizational excellence. This program is 100% online.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
BUSAN 570	Data Science for Managers	
ENTRP 686	Design Thinking and Developing Business Models	
SCM 680	Advanced Project Management	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

People Management Certificate

The People Management Certificate is a nine-credit graduate certificate program designed for students enrolled in the Master of Science in Management (MS-MGMT) degree program. This stackable certificate focuses on building essential skills in managing and developing people—the most valuable asset in any organization.

Through applied learning, case studies, and evidence-based practices, students will strengthen their capabilities in employee engagement, conflict resolution, performance management, and organizational behavior. The program also emphasizes emotional intelligence, communication, and diversity and inclusion as key components of effective people management.

As organizations increasingly recognize the importance of strong people-centered leadership for innovation and retention, this certificate prepares students to create positive workplace cultures, motivate teams, and align individual performance with organizational goals.

The nine credits earned through this certificate are fully applicable toward fulfilling the degree requirements of the MS-MGMT program.

Code	Title	Credits
Certificiate		**9**
Required:		
HRM 700	Strategic Human Resource Management	
MGMT 730	Leading the Self	
MGMT 759	Sustainable Management	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS in Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Planning and Logistics Certificate

The Certificate in Planning and Logistics is a nine-credit graduate certificate program that meets the increasing demand for advanced financial, logistics, and project management skills essential for optimizing supply chain operations in today's global and dynamic business landscape. As Northeast Wisconsin has evolved into a prominent logistics hub, there is a critical need for professionals equipped with these skills to support the local and regional logistics and transportation sectors. This certificate program enhances student managerial capabilities in finance and logistics, preparing them for career advancement. The credits are transferable to the MS SCM Program.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
SCM 701	Supply Chain Management Strategies & Financing	
SCM 702	Advanced Logistics Management	
SCM 703	Sustainability in Supply Chains	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 GPA. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a CSB degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. The candidate applies to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by submitting the appropriate materials.
2. The candidate is admitted to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by the Master of Supply Chain Management applicant review board.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.
6. Completion of certificate credits can be applied towards progression into the Master of Science in Supply Chain Management degree

Quality Assurance and Compliance in Biotechnology Certificate

The Quality Assurance and Compliance in Biotechnology Graduate Certificate will provide MS ABT program degree seeking students relevant training in ensuring quality standards are met, from discovery to production and will focus on quality control and validation in product design, development, and manufacturing. Additional emphasis will be placed on examining key regulatory agencies and practices within the highly regulated and innovative biotechnology industry. The curriculum consists of three, three-credit, 100% online courses as part of the MS Applied Biotechnology degree.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
ABT 735	Quality Control and Validation	
ABT 740	Regulatory Practice and Compliance	
ABT 745	Industrial Applications in Regulatory Affairs	
Total Credits		**9**

Admission Requirements

This certificate is only available to students who are enrolled in the Applied Biotechnology master's program. Students who wish to earn this certificate should complete the Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Research and Development in Biotechnology Certificate

The Research and Development in Biotechnology Graduate Certificate will provide MS ABT program degree seeking students relevant training in evaluating scientific discovery and market value, balancing business growth with innovation, and navigating patent, intellectual property, and licensing requirements. Additional focus will be placed on strategies in evaluating and implementing new products within diverse areas of biotechnology including agricultural, industrial, medical, and environmental. The curriculum consists of three, three-credit, 100% online courses as part of the MS Applied Biotechnology degree

Code	Title	Credits
Graduate Certificate		**9**
Required:		
ABT 765	Assessing Innovation in Biotechnology	
ABT 770	Product Development	

ABT 775	Tools for Data Analysis	
Total Credits		**9**

Admission Requirements

This certificate is only available to students who are enrolled in the Applied Biotechnology master's program. Students who wish to earn this certificate should complete the Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

School Social Work Certificate

The UW-Green Bay School Social Work Certificate prepares social workers to apply for licensure with the state of Wisconsin Department of Public Instruction and obtain employment in a K-12 Wisconsin school.

The certificate is available for practitioners who hold an MSW degree and are seeking school social work licensure and current MSW students emphasizing in school social work as part of their graduate degree.

For more information about the School Social Work Certificate, visit the MSW website at https://www.uwgb.edu/msw/certificates/.

Code	Title	Credits
Required Courses		
EDUC 545	Foundations of Special Education	3
SOC WORK 751	Social Work Practice in Schools	2
SOC WORK 761	Overview of Wisconsin DPI School Social Work Standards	2
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work	3
SOC WORK 762	Wisconsin DPI School Social Work Standards Practicum	3
or SOC WORK 718	Practicum IV	
Act 31 Workshop		
Total Credits		**13**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- Master of Science in Social Work degree from a regionally accredited institution
- Resume or CV
- Two letters of evaluation or one letter of intent to hire
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a degree program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the School Social Work Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the School Social Work Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.

4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

Sourcing and Production Certificate

The Certificate in Sourcing and Production is a nine-credit graduate certificate program addressing the growing demand for expertise in advanced supply chain management, with a focus on sustainability, operations, procurement, contract negotiation, and quality management. As Northeast Wisconsin has emerged as a key logistics hub, there is a pressing need for professionals with these specialized skills to support the local and regional supply chain sectors. This certificate program strengthens student capabilities in sourcing and production, preparing them for career advancement. The credits are transferable to the MS SCM Program.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
SCM 704	Applied Inventory Management and Risks in Supply Chains	
SCM 705	Advanced Operations Management	
SCM 706	Supply Chain and Operation Analytics	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a CSB graduate degree program do not need to apply to a certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. The candidate applies to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by submitting the appropriate materials.
2. The candidate is admitted to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by the Master of Supply Chain Management applicant review board.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.
6. Completion of certificate credits can be applied towards progression into the Master of Science in Supply Chain Management degree

Strategic Acumen Certificate

This graduate certificate develops the foundational strategic mindset required for modern leadership. Participants gain the ability to analyze complex challenges using advanced critical thinking, diagnose organizational dynamics, and intentionally design a culture that serves as a powerful competitive advantage. Graduates will be equipped to foster a learning organization capable of adapting quickly and driving sustainable performance. This program is 100% online.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
MGMT 603	The Learning Organization	
HRM 611	Culture as a Competitive Advantage	

HUM STUD 602	Critical Thinking Beyond Business As Usual	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 GPA. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a CSB graduate degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Strategic Leadership Certificate

The Certificate in Strategic Leadership is a nine-credit graduate certificate program designed for students enrolled in the Master of Science in Management (MS-MGMT) degree program. This stackable certificate focuses on developing advanced leadership capabilities needed to guide organizations in a complex and rapidly changing business environment.

Through a combination of theory, applied learning, and evidence-based practices, students will enhance their strategic decision-making, emotional intelligence, ethical reasoning, and team management skills. The program emphasizes real-world problem-solving and prepares students to lead with vision, adaptability, and integrity across diverse organizational settings.

As organizations across sectors increasingly seek leaders who can balance innovation with sustainability and operational excellence, this certificate equips students with the tools to navigate strategic challenges, inspire teams, and drive organizational transformation.

The nine credits earned through this certificate are fully applicable toward fulfilling the degree requirements of the MS-MGMT program.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
FIN 700	Finance and Accounting for Non-Finance Leaders	
MKTG 745	Business and Marketing Strategy	
MGMT 746	Strategic Management	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 grade point average. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (https://catalog.uwgb.edu/general-information/admissions/international-applicants/).

Note: Students who are already in the MS Management or MBA degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to this certificate program by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Substance Use Disorder Treatment Certificate

This certificate is designed to address education requirements for individuals with a master of social work degree who wish to apply for *Substance Use Disorder Specialist* through the Department of Safety and Professional Services. MPSW 1.09(2) outlines content requirements earned either during the course of the degree or post-MSW toward eligibility for the designation. Courses in this certificate address required topics of

(1) Understanding addiction

(2) Knowledge of addiction treatment

(3) Application to addiction practice

(4) Professional readiness in addiction treatment

Note: Individuals who have earned the Substance Use Disorder Treatment Certificate and have become credentialed as an Advanced Practice Social Worker must also complete a minimum of 200 hours of practice experience providing substance use disorder treatment to apply for the credential.

Code	Title	Credits
Graduate Certificate		**7**
Required Courses:		
SOC WORK 542	Psychopharmacology	
SOC WORK 724	Motivational Interviewing	
SOC WORK 745	Substance Abuse Disorders: Practice and Treatment	
SOC WORK 752	Case Management for Clinicians	
Psychopathology in Social Work [1]		**3**
Choose one course:		
SOC WORK 727	Psychopathology in Clinical Social Work	
SOC WORK 767	Assessing Risk, Resilience, and Psychopathology in Social Work	
Total Credits		**10**

[1] Or another course recognized by the DSPS for LCSW licensure

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a degree program do not need to apply to a certificate that is connected to their degree. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies by submitting the appropriate materials.
2. Candidate is admitted to the certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Supply Chain Project & Procurement Certificate

The Certificate in Supply Chain Management Analytics and Technology equips professionals with advanced analytical and technological skills critical for modern supply chain and logistics management. The program consists of one core course and two electives, focusing on data analytics, the role of information technology in various business functions, and advanced ERP systems. It prepares participants to make data-driven decisions, manage supply chain processes efficiently, and apply technology solutions across operations. This certificate is ideal for those seeking career advancement in supply chain management, with courses taught by experienced professionals and opportunities to tailor learning to individual career goals.

Code	Title	Credits
Graduate Certificate		**9**
Required:		
SCM 644	Purchasing	
SCM 650		
SCM 680	Advanced Project Management	
Total Credits		**9**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 2.75 GPA. Applicants with a GPA of less than 2.75 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in a CSB graduate degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. The candidate applies to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by submitting the appropriate materials.
2. The candidate is admitted to the Supply Chain Management Certificate program option (Planning & Logistics, Sourcing & Production, or Analytics & Technology) by the Master of Supply Chain Management applicant review board.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.
6. Completion of certificate credits can be applied towards progression into the Master of Science in Supply Chain Management degree

Sustainability & Wellbeing Certificate

This certificate is focused on principles of sustainability related to wellbeing. The curriculum includes the fundamentals of sustainability and wellbeing, behavior and development of organizations and principles of corporate social responsibility. This certificate consists of four courses, three credits each. Please note, this program is 100% online. Students explore topics such as:

- Contemporary health and wellness perspectives
- Sustainable community design
- How the success of an organization and the well-being of the community intersect
- Tools to assess organizational behavior
- Effective methods for positive change
- How to integrate the metrics of Corporate Social Responsibility (CSR)

Code	Title	Credits
Required Courses:		
HWM 700	Contemporary Health and Wellness Perspectives	3
HWM 770	Human and Group Behavior	3
SMGT 750	The Built Environment	3
SMGT 780	Corporate Social Responsibility	3
Total Credits		**12**

Admission Requirements

The Office of Graduate Studies sets minimum standards for admission requirements to all graduate programs. Please consult this section of the catalog (p. 14) to review requirements for admission, including the official transcripts you must submit.

In addition to the minimum requirements, this program also requires the following:

- 3.0 grade point average. Applicants with a GPA of less than 3.0 may be considered for provisional admission.
- International students should consult the Office of Graduate Studies requirements for all international applicants in the front of the catalog (p. 15).

Note: Students who are already in the Health & Wellness Management degree program do not need to apply to this certificate. You may fill out a form, instead, Graduate Certificate Declare Form (https://www.uwgb.edu/graduate/student-resources/forms/).

Progress to Completion

1. Candidate applies to the Sustainability and Wellbeing Certificate program by submitting the appropriate materials.
2. Candidate is admitted to the Sustainability and Wellbeing Certificate program by the UWGB Program Chair.
3. Student fulfills the program course requirements.
4. Students completing a graduate degree program at UWGB will have the certificate posted to their transcripts upon conferral of their graduate degree.
5. Students who are not completing a graduate degree may request certificate verification from the Office of Graduate Studies at gradstu@uwgb.edu.

NOTE: Graduate students who are already admitted to a degree program who wish to be enrolled in a certificate aligned with the degree are able to submit a Graduate Certificate Declaration form (https://www.uwgb.edu/graduate/student-resources/forms/) in lieu of this admission process (steps 1 and 2 above).

Graduate Course Descriptions

Applied Biotechnology (ABT)

Courses

ABT 700. Principles of Biotechnology. 3 Credits.
Principles and techniques pertaining to biotechnology and its applications to our society. Survey of classical and emerging techniques.
Fall and Spring.

ABT 705. Ethics, Safety, and Regulatory Environments in Biotechnology. 3 Credits.
Ethical and safety concerns in development, production, funding, and application of biotechnology. Analysis of socioeconomic impacts. Understanding the importance of data integrity. Overview of risk assessment and management in a regulatory environment designed to ensure safety of workers, study subjects, and patients, and protect intellectual property, data, and the environment.
Fall and Spring.

ABT 710. Professional and Technical Communication in Biotechnology. 3 Credits.
Application and analysis of professional scientific communication, both written and oral. Focuses on designing documents that convey complex, data-rich technical and scientific content to audiences with diverse information needs using a variety of professional genres, including reports, proposals, presentations, and documentation.
Fall and Spring.

ABT 715. Techniques in Biotechnology. 3 Credits.
Application of biological and chemical methods to modern biotechnological product development. Overview of analysis techniques used to characterize products and evaluate quality and safety. Exploration of technological pipeline from conception to market, including proof-of-concept assessment, pre-clinical trials, clinical trials, and post-production testing.
P: ABT 700
Fall and Spring.

ABT 720. Experimental Design and Analysis in Biotechnology. 3 Credits.
Principles of descriptive and inferential statistics with applications in biotechnology including experimental design, quantitative data analysis, and bioinformatic evaluation of complex molecular and biological data sets.
Fall and Spring.

ABT 725. Leadership in Organizations. 3 Credits.
Focuses on strategies and tools that managers use to maximize employee contribution and create organizational excellence. Basic business and leadership principles. Best practices to overcome biases that inhibit organizations and teams from communicating effectively. Examples will come from diverse biotechnology fields, including pharmaceutics, agriculture, and biotechnology services.
Fall and Spring.

ABT 730. Python for Bioinformatics. 3 Credits.
Introduce diverse strategies for computational analysis of macromolecular data using Python including sequence alignment, genome annotation, data retrieval from databases, phylogenetic analysis, and molecular evolution. Experiential learning is emphasized; confidence in practical skills is developed through persistent application of course content to projects focused on current problems in bioinformatic research.
Fall Only.

ABT 735. Quality Control and Validation. 3 Credits.
Focuses on the importance of quality control and validation in biotechnology product design, development, and manufacturing. Explores quality systems and documentation, global quality standards, and methods for assessing validation including installation, operational, and performance qualifications. Overviews biomanufacturing processes, automation, and cGLP/cGMP practices necessary to meet quality standards.
P: ABT 700, ABT 705, ABT 710
Fall Only.

ABT 740. Regulatory Practice and Compliance. 3 Credits.
Identifies and examines the key regulatory agencies and practices that govern the highly regulated and diverse biotechnology industry, both domestically and internationally. Highlights current and emerging FDA and ICH regulations and guidance documents to successfully navigate meeting with the agencies and to submit required documentation for successful product development.
P: ABT 700, ABT 705, ABT 710
Fall Only.

ABT 745. Industrial Applications in Regulatory Affairs. 3 Credits.
Examines the global regulatory environments in risk-based assessment of biotechnological developments across diverse sectors, ensuring consumer and environmental protection. Addresses how validation is essential to the incorporation of emerging technologies into viable, accessible, and successful products. Highlights the stakeholders' role in regulatory oversight and policy through relevant industry case studies.
P: ABT 700, ABT 705, ABT 710
Spring.

ABT 750. Biotechnology Marketing and Entrepreneurship. 3 Credits.
Examines marketing case studies in diverse areas of biotechnology. Addresses marketing fundamentals and strategies, communicating value proposition strategy, ethical and regulatory concerns, startup strategies, pharmaceutical marketing, b2b marketing, salesforce development, branding, and promotion. Culminates with the creation of a marketing plan/analysis.
Fall Only.

ABT 755. Global Operations and Supply Chain Management. 3 Credits.
Focuses on the strategic importance of operations and supply chain to overall performance relevant to a variety of business processes specific to biotechnology. Topics include production, transportation, distribution systems, sourcing, and purchasing.
Spring.

ABT 760. Quality and Project Management. 3 Credits.
Quality and project management issues and roles during different phases from R&D to market in the biotechnology industry. Introduction to Installation qualification, operation qualification and process qualification (IQ/OQ/PQ). Project management phases: conceptualizing, planning, executing and closing. Project schedule and time management tools and techniques. Project requirements including quality assurance.
P: ABT 720, ABT 725
Spring.

ABT 765. Assessing Innovation in Biotechnology. 3 Credits.
A survey of biotechnology assessments in areas such as regenerative medicine, agricultural biotechnology, and bioremediation. Course links disciplines with the critical evaluative role played by scientific discovery, market valuation, intellectual property, freedom-to-operate (FTO), and licensing strategy by assessing the role each played in the commercialization of a specific technology.
P: ABT 700
Fall Only.

ABT 770. Product Development. 3 Credits.
Explores strategies in evaluating and implementing new technologies or products in the context of different bioindustries. Identifies considerations in product valuation, feasibility of production, scalability, and supply chain management. Models the process of business growth and innovation through integration of emerging technologies.
P: ABT 700, ABT 715
Fall Only.

ABT 775. Tools for Data Analysis. 3 Credits.
Using a variety of existing and emerging bioinformatics tools and computational methods, emphasizes hands-on experiences analyzing and interpreting large data sets (e.g. genomic, proteomic, microbiomics, interactome, target discovery). Students will also evaluate and adapt existing computational approaches for specific use in solving a problem in biotechnology.
P: ABT 720
Spring.

ABT 780. Bioinformatic Inquiry. 3 Credits.
Advances the development of competencies promoting efficient analysis of biological data. Emphasizes matching a research problem with the most effective tools for its completion, balancing use of existing software and de novo software development. Advanced aspects of Python and R, algorithmics, machine learning, simulations, and effective communication of results are emphasized.
P: ABT 720 and ABT 730
Spring.

ABT 785. Applications of Bioinformatics. 3 Credits.
Exploration and application of existing bioinformatic tools. Implementation of pre-coded solutions to data acquisition, wrangling, analysis, visualization, and structural modeling problems. Students will complete a project that generates a multi-system workflow to solve bioinformatic problems.
P: ABT 720, ABT 730
Fall Only.

ABT 789. Pre-capstone. 1 Credit.
Prepares the student for applied self-directed capstone experience. Addressing problem identification, research, and project formulation. Culminates in an oral and written proposal with project schedule.
P: ABT 700, ABT 705, ABT 710, ABT 715, ABT 720, ABT 725; completion of courses within at least one track: QA/QC, Business Management, or Research & Development
Fall and Spring.

ABT 790. Capstone. 3 Credits.
Student will complete a project (report, business plan, program, etc.) in an area of quality assurance and compliance, business and management, and/or research and development. Culminating in a substantive body of work, executive summary, and reflection. Networking and communication in a professional capacity is expected.
P: ABT 789
Fall and Spring.

Accounting (ACCTG)

Courses

ACCTG 647. Financial Statement Analysis. 3 Credits.
This course focuses on the interpretation and analyzation of financial statements for tasks such as credit and security analyses, lending and investment decisions, other decisions that rely on financial data and equity valuation. The course will review how to compare companies financially, understand cash flow, and basic profitability issues and risk analysis concepts to enable the development of a more efficient and effective approach to researching, interpreting, and analyzing financial statements.
Fall and Spring.

ACCTG 797. Internship. 1-6 Credits.
P: graduate status
Fall and Spring.

Athletic Training (AT)

Courses

AT 541. Clinical Anatomy & Physiology. 3 Credits.
Clinical concepts of human anatomy, functional anatomy, and physiology related to movement and injury. Students will learn detailed human anatomy for a specific area of interest by dissecting and identifying anatomical components of that region.
P: MAT and HUM BIOL MAT_ACC students, or instructor permission.

AT 551. Clinical Kinesiology. 3 Credits.
This course will prepare athletic training students for the evaluation and management course sequence. Fundamental concepts of functional anatomy, kinesiology, and biomechanics related to movement and injury will be covered. Palpation and manual muscle testing skills will be presented.

AT 561. Health Promotion Through the Lifespan. 3 Credits.
This course examines the role of the athletic trainer in community health and develops applied knowledge and skills in health behavior and health promotion to meet the health needs of diverse communities. Topics include, health literacy, social determinants of health, and health promotion assessment and interventions.
P: Graduate Standing
Fall Only.

AT 601. Foundations of Athletic Training. 3 Credits.
Introduction to knowledge and skills needed to practice athletic training. Topics covered include history of athletic training, medical terminology, mechanisms of injury and illness, introduction to injury evaluation methods, and injury prevention techniques commonly used in athletic training.
P: Graduate Standing.

AT 602. Foundational Skills in Athletic Training. 1 Credit.
This course teaches students foundational skills used in athletic training. Topics covered include basic assessment procedures, injury prevention and management techniques such as taping and bandaging, protective equipment fitting, and casting and bracing techniques.
P: Graduate standing.

AT 605. Therapeutic Interventions I. 2 Credits.
This course examines the use of therapeutic modalities and pharmacological agents during the healing processes and pain management. Topics covered include physiological responses, indications, contraindications, and appropriate use of therapeutic modalities and pharmacological agents during the injury rehabilitation process.
P: Graduate Student Standing.

AT 610. Psychosocial Aspects of Healthcare. 2 Credits.
This course examines the role of the athletic trainer in protecting and improving the health of people and their communities. Students will develop the knowledge and skills to practice cultural competency, foster cultural humility, and demonstrate respect in client/patient care.
P: Graduate Standing
Fall Only.

AT 620. Evaluation and Management of Acute/Emergent Conditions. 3 Credits.
This course provides athletic training students with the knowledge and experience to evaluate and manage patients with acute conditions, including triaging conditions that are life threatening. Conditions covered in this class include, but are not limited to: cardiac compromise, cervical spine injury, traumatic brain injury, drug overdose, and wound care.
P: Graduate Standing.

AT 630. Movement Dysfunction. 1 Credit.
This course teaches various movement assessments to identify dysfunctions present in the human body. Understanding human movement and identifying the dysfunctions are the cornerstones of developing holistic treatment plans, injury prevention plans, and sport performance plans.
P: Graduate Standing
Fall Only.

AT 651. Clinical Exercise Sciences. 2 Credits.
Exercise science topics relevant to the practice of athletic training are presented in this course. Topics covered will include material and tissue mechanics, biomechanics of clinical assessment, motor control, metabolism, energy systems, nutrition, biometrics, and physiological monitoring systems.
P: AT 551
Spring.

AT 700. Evidence Based Practice I. 2 Credits.
Introduction to the concepts of integrating the best available evidence, clinical expertise, and the needs of the patient to maximize patient outcomes. Topics include: development of clinical questions, use of diagnostic accuracy measures, disablement models, epidemiology, healthcare informatics, and patient reported outcome research.
P: AT 601, or permission of instructor
Fall Only.

AT 701. Evidence Based Practice II. 2 Credits.
Course is a continuation of AT 700. This course covers statistical procedures and research designs commonly used in athletic training research. Athletic Training students will begin the process of developing a research projects related to one of the domains of athletic training.
P: AT 700
Spring.

AT 705. Therapeutic Interventions II. 2 Credits.
Students will learn to select and incorporate exercise interventions that align with the patient's care plan. Topics covered include exercises to increase mobility, stability, motor control, cardiovascular training, movement, and task-specific training, and rehabilitation plan development. Primary focus is therapeutic interventions for lower extremity injuries.
P: AT 605
Fall Only.

AT 709. Therapeutic Interventions III. 2 Credits.
Students will learn to select and incorporate exercise interventions that align with the patient's care plan. Primary focus is therapeutic interventions for head, neck, spine, and upper extremity injuries.
P: AT 706
Spring.

AT 710. Evaluation and Diagnosis of Lower Extremity Injuries. 3 Credits.
This course covers pathomechanics, clinical evaluation, and management techniques of the lower extremity. Topics covered include methods of evaluation and immediate management for the foot, ankle, knee, hip, and pelvis.
P: AT 551
Fall Only.

AT 720. Evaluation and Diagnosis of Head, Neck, and Spine Injuries. 3 Credits.
This course covers pathomechanics, clinical evaluation, and management techniques of the head, cervical, thoracic, and lumbar regions. Topics covered include methods of evaluation and immediate management for head, neck, and spine injuries.
P: AT 710
Spring.

AT 730. Evaluation and Diagnosis of Upper Extremity Injuries. 3 Credits.
This course covers pathomechanics, clinical evaluation, and management techniques of the upper extremity. Topics covered include methods of evaluation and immediate management for the shoulder complex, elbow, forearm, wrist, and hand.
P: AT 720 or conc enr
Spring.

AT 740. Evaluation and Management of Non-Orthopedic Conditions. 3 Credits.
This course teaches clinical evaluation and management of non-orthopedic medical conditions. Students will gain the knowledge and skills required to evaluate, refer, and provide treatment when appropriate for general medical and behavioral health conditions.
P: AT 730.

AT 745. Interprofessional Education Seminar. 1 Credit.
Contemporary health care involves teams to provide care to patients with a multitude of injuries and other medical conditions. This course provides students an opportunity to learn about the roles of various members of the health care team, and how to effectively work in teams with members from other health professions.
P: Graduate Standing
Spring.

AT 750. Athletic Training Administration. 2 Credits.
An introduction to management, leadership, financial strategies, professional development and legal issues related to the athletic training setting.
Fall Only.

AT 760. Clinical Education I. 2 Credits.
This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills in a laboratory and clinical setting, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on equipment intensive experiences, the evaluation and management of acute and emergent conditions, and lower extremity evaluation and management during a 14-week clinical education experience.
P: AT 620
Fall Only.

AT 761. Clinical Education II. 2 Credits.
This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills in a laboratory and clinical setting, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on the evaluation and management of musculoskeletal injury and illness in the lower extremities, head, neck, and spine, and upper extremity during a 14-week clinical education experience.
P: AT 760
Spring.

AT 762. Clinical Education III. 3-6 Credits.
This clinical experience course may be used as the one required clinical immersion experience. This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills, with an emphasis placed on real-life patient interaction. The assessment focus of this course is on the evaluation and management of upper extremity, head, neck, and spine, lower extremity, emergency management, and general medical and behavioral health conditions during a 14-week clinical education experience. Course credits are determined by the clinical setting and length of experience. Students completing their clinical immersive experience in AT 762 will register for 6 credits. Students not completing their clinical immersive experience in AT 762 will register for 3 credits.
P: AT 761
Fall Only.

AT 763. Clinical Education IV. 3-6 Credits.
This clinical experience course may be used as the one required clinical immersion experience. This course allows the athletic training student the opportunity to develop proficiency in athletic training clinical skills, with an emphasis placed on real-life patient interaction. Students will demonstrate holistic proficiency in athletic training clinical skills during a 14-week clinical experience. Course credits are determined by the clinical setting and length of experience. Students completing their clinical immersive experience in AT 763 will register for 6 credits. Students not completing their clinical immersive experience in AT 763 will register for 3 credits.
P: AT 762
Spring.

AT 764. Clinical Education V. 6 Credits.
This course is designed to allow students to demonstrate proficiency in athletic training clinical skills during a 14-week or two 7-week immersive clinical experience.
P: Graduate Standing
Spring.

AT 780. Research Methods and Statistics in Athletic Training. 3 Credits.
Interpretation of statistical procedures and research design commonly used in athletic training research. Prepares students to conduct research projects related to the field of athletic training.
P: Graduate Standing.

AT 789. Athletic Training Seminar. 2 Credits.
Students will explore research and evidence-based practices within the field of athletic training. Students will begin the process of preparing for the BOC exam.
P: AT 700, 701
Fall Only.

AT 790. Athletic Training Research Capstone. 3 Credits.
Students will finalize their capstone project related to one of the practice domains in athletic training.
P: AT 789
Spring.

AT 797. Internship. 1-3 Credits.
Supervised clinical or research experience appropriate to a student's educational and career interests. Internships are supervised by Athletic Training faculty members and require periodic student/faculty meetings.
P: AT 761.

AT 798. Independent Study. 1-3 Credits.
Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member.
P: AT 700
Fall and Spring.

Biodiversity Conservation and Management (BCM)

Courses

BCM 700. Conservation Ecology. 3 Credits.
Principles of ecology and biodiversity through the lens of conservation planning and policy. Drawing from concepts across multiple disciplines at various spatial and temporal scales in the physical and biological sciences, exploring topics and applications such as watershed management, agricultural practices, wetland delineation, population viability analysis, and ecosystem assessment.
FSS.

BCM 705. Conservation Research and Monitoring. 3 Credits.
Overview of current tools and best practices for designing research projects and acquiring, managing, and presenting conservation data. Topics include quality control, the importance of metadata, effective research design, statistical power, and other strategies for generating valid answers to important conservation questions.
FSS.

BCM 710. Conservation Design and Management. 3 Credits.
Focuses on all aspects of conservation project management, including understanding context and culture, writing grants, building partnerships, developing and managing a budget, assessing outcomes and deliverables, and communicating project results with diverse audiences. Students will explore principles of adaptive management related to conservation projects.
FSS.

BCM 720. Human Dimensions of Conservation. 3 Credits.
Principles and application of conservation relating to complexities of the human relationship with nature. Investigate and integrate social science into management, understand treaties, laws and policies, realize economic and recreational aspects, and consider ethics and advocacy. Enhance cultural competency and build capabilities for communicating and engaging with diverse audiences.

BCM 725. Evolution, Biodiversity, and Conservation. 3 Credits.
Explore species concepts, biogeography, and phylogenetics as they relate to conservation. Evaluate the curation and use of biological collections in conservation research and education. Practice using taxonomic keys and analyzing molecular data. Students will choose taxa of particular interest for a targeted project.

BCM 730. Data Analytics and Visualization. 3 Credits.
Apply analytical tools to investigate, visualize, interpret, and communicate conservation data. Students will gain hands-on experience with applications such as the R Statistical Computing System, Microsoft Excel, and cloud-based data storage frameworks.

BCM 740. Conservation Leadership and Community Engagement. 3 Credits.
Focuses on strategies and tools for leading and implementing collaborative conservation projects. Topics include engaging conservation partners and community volunteers, strategic planning and assessment, and communicating project progress and results to diverse audiences using mixed media. Exercises will enhance leadership and team-building skills relevant to conservation objectives.

BCM 745. Emerging Conservation Concepts and Technologies. 3 Credits.
A survey of current and developing approaches to conservation and land stewardship. Explore principles and emerging methods relevant to invasive species management, prescribed fire, disturbance regimes, and core conservation challenges. Innovative tools and monitoring technologies are investigated, including literature review and application to individual projects.

BCM 750. Spatial Analysis and Mapping. 3 Credits.
Foundational concepts in mapping and geospatial analysis as they apply to conservation. Process and utilize remotely sensed imagery and other geographic data. Hands-on experience using software for storing, managing, and displaying spatial information such as topography, vegetation, soil, and watershed data.

BCM 790. Biodiversity Conservation and Management Capstone Prep. 1 Credit.
Prepares students for an applied self-directed capstone experience. Address problem identification, research, and project formulation. Culminates in an oral and written proposal with project schedule.
P: Completion of at least 15 credits in the BCM program, including at least one course in each of the three certificate areas.
FSS.

BCM 795. Biodiversity Conservation and Management Capstone. 3 Credits.
The capstone course is an opportunity for students to apply what they have learned in the program by completing the proposed capstone project in a professional, laboratory, or field setting. The outcomes of the capstone project will be presented in a summary report. Prerequisite: Successful completion of BCM 790
P: BCM 790
FSS.

Biology (BIOLOGY)

Courses

BIOLOGY 510. Plant Biodiversity. 4 Credits.
An introduction to the diversity of vascular plants, with an emphasis on flowering plants. Lectures cover both organismal and phylogenetic/evolutionary perspectives on plant systematics, including the use of genetic and genomic data for understanding plant evolution. The laboratory presents a survey of vascular plant diversity, covering structural characteristics of major plant families and the identification of seed plants of Wisconsin to the species level.
P: graduate status
Spring Even.

BIOLOGY 511. Plant Physiology. 4 Credits.
General physiology of vascular plants within the context of a plant life cycle: seed dormancy and germination, metabolism, transport systems, mineral nutrition, patterns of plant growth and development, growth regulators, reproduction and senescence.
P: gr st.
Fall Only.

BIOLOGY 512. Mycology. 4 Credits.
Broad taxonomic survey of fungi. Morphology, reproduction, physiology, genetics, evolution, and ecology. Role in nutrient cycling, plant disease, human welfare and biotechnology. Techniques in collection, identification, pure culture isolation, and nucleic acid applications.
P: gr student
Fall Odd.

BIOLOGY 520. Field Botany. 4 Credits.
Identification and natural history of plants indigenous to northeastern Wisconsin.
P: graduate status
Fall Even.

BIOLOGY 522. Environmental Microbiology. 4 Credits.
This course will focus on the diversity and role of microorganisms in diverse and complex environments, including the use and management of these organisms for the benefit of ecosystems and society.
P: graduate status
Spring.

BIOLOGY 541. Fish Biology and Ecology. 4 Credits.
An examination of the biology of fishes including classification, phylogeny, functional morphology and population characteristics. Aspects of the ecology of the fishes will be studied in relation to behavior, distribution, diversity and production in freshwater environments.
Spring Even.

BIOLOGY 542. Ornithology. 4 Credits.
Overview of avian biology, emphasizing adaptation and ecology. Identification of North American bird species and other avian families. Region's most interesting birding areas.
P: graduate status
Spring Even.

BIOLOGY 543. Mammalogy. 4 Credits.
Comprehensive study of mammals, including systematics, anatomy, physiology, behavior, and ecology. Laboratory studies include work with specimens from the Richter Natural History Museum.
P: graduate status
Spring Odd.

BIOLOGY 555. Entomology. 4 Credits.
Structure, function, diversity, and ecology of insects, as well as their impact on human society. Lab develops ability to identify Wisconsin insects, both in the field and by examining microscopic anatomy.
P: graduate status
Fall Even.

BIOLOGY 557. Marine Biology. 4 Credits.
The Ocean covers about 71% of the Earth's surface and so is obviously a huge part of the functioning biosphere. Life emerged in the Ocean but since we are terrestrial beings, Ocean life remains less well known than terrestrial life. This course serves as an overview of marine biodiversity and marine ecosystems in which the concepts learned in general biology courses can be applied to marine life. We will cover the abiotic functioning of the Ocean in order to understand the unique challenges that marine organisms face, and we will focus on an understanding of the diverse array of marine organisms, how they interact ecologically, and how humans are affecting marine ecosystems worldwide.
Spring Odd.

BIOLOGY 565. Aquatic Invertebrates. 4 Credits.
An exploration of the biology, ecology and importance of freshwater invertebrates, with an emphasis on aquatic insects.
P: BIOLOGY 201 & BIOLOGY 202 with at least a C grade and BIOLOGY 203 & BIOLOGY 204 with at least a C grade
Spring Odd.

BIOLOGY 601. Fish and Wildlife Population Dynamics. 4 Credits.
The course will introduce students to principles of population ecology and how such principles relate to basic models of wildlife and fish population dynamics. This course will also give students practical experience manipulating population dynamics models using computer applications.
P: Graduate standing
Spring Odd.

BIOLOGY 602. Advanced Microbiology. 4 Credits.
Detailed study of microorganisms from viruses to fungi in their environment. Study of both free-living and pathogenic organisms and their degrading abilities.
P: gr st.
Spring Even.

BIOLOGY 607. Molecular Biology. 3 Credits.
Molecular approaches to biological problems, emphasizing study of informational macro molecules. Topics include replication, control, expression, organization, and manipulation of genes; RNA processing; protein processing; transposons; oncogenies, growth factors; genetic control of development and the immune system.
P: graduate status
Spring Odd.

BIOLOGY 608. Molecular Biology Laboratory. 1 Credit.
Molecular biology of nucleic acids and the techniques that form the basis of biotechnology. Topics include electrophoresis, restriction mapping, hybridization, plasmid analysis, and DNA cloning (recombinant DNA library construction, screening, and mapping).
P: graduate status
Spring Odd.

BIOLOGY 649. Wetland Ecology. 3 Credits.
This course explores the ecology and conservation of wetlands, including biological, physical, chemical and hydrological attributes of wetland ecosystems. The curriculum will survey major wetland types in both freshwater and marine environments, the general biogeochemical dynamics of wetland ecosystems, and the ecological diversity of wetland vegetation and fauna. Field trips and in-class exercises will provide training in the identification of wetland types and features, including biological and physical characteristics of wetlands in the western Great Lakes. A field project will focus on wetland delineation and assessment of wetland quality, including analysis of restoration methods and conservation management.
P: BIOLOGY 306 or equivalent course in ecology
Fall Even.

BIOLOGY 650. Ecological Restoration. 3 Credits.
Overview of how ecological and biological processes can inform and guide restoration of degraded systems. What can the science of ecology bring to the practice of restoration? Exploration of case studies and on-the-ground field experiences.
P: BIOLOGY 306 or equivalent course in ecology
Spring Even.

BIOLOGY 669. Conservation Biology. 4 Credits.
Overview of the major issues and ecological principles underlying the field of conservation of biology, including patterns and measurement of biological diversity from genetic to community scales.
P: BIOLOGY 306 (ENV SCI 302) with at least a C grade or consent of instructor
Fall Only.

BIOLOGY 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: cons of instr & prior trip arr & financial deposit.

Business Analytics (BUSAN)

Courses

BUSAN 570. Data Science for Managers. 3 Credits.
The course helps students understand the fundamentals of using data to support their decision-making and to visually represent data. Students will develop visualization and decision models designed to effectively communicate the meaning of complex data sets in a business context. Students will also learn how Business Intelligence (BI) is used by organizations to make better business decisions, use fewer resources, and improve the bottom line. Students will learn numerous in-demand technical skills
P: graduate status
Fall and Spring.

BUSAN 635. Foundations of Strategic Information Management. 3 Credits.
Information Technology (IT) is an integral part of all organizations and plays a vital role in all functional areas such as marketing, accounting, finance, human resources, operations, and supply chain. It also serves in enabling key applications such as business intelligence, data analytics, security, internal controls, and new-product planning among others. Owing to the dynamic nature of IT, it is imperative that organizations continuously reevaluate their strategic alliance with IT. Thus a well-designed, and strategically managed IT has the potential to dramatically improve a business's competitive advantage. The course discusses the significant managerial aspects of IT's increasing impact on today's organizations, along with IT trends and their business implications, security, privacy and ethical issues.
P: graduate status
Fall and Spring.

BUSAN 636. Analysis & Design of Business Information Systems. 3 Credits.
The competence in business information systems analysis and design (SA&D) is critical to not only information technology professionals but also to business managers since the fit between information technology and organizational business needs is argued to be a key determinant of firm performance. Students will learn system analysis and design concepts and technologies required to develop business information systems. The emphasis is on system life cycle concepts ranging from a system's planning to its discontinuance. The course will also attempt to evaluate the ethical issues involved as well as the business reasons why some IT projects succeed while others fail.
P: Graduate standing
Fall Only.

BUSAN 638. Information Security and Cybersecurity Management. 3 Credits.
As digital applications continue to grow, so do the associated risks of cyber threats and data breaches. This course, offered from a business management perspective, provides students with the expertise needed to understand, design, and implement comprehensive information security and cybersecurity management systems for preventing breaches and attacks while safeguarding privacy and confidentiality. Students will develop the skills to identify, prioritize, and mitigate security risks, employing strategies that balance operational, technical, and financial factors. The course emphasizes the critical role of the human element in preventing security breaches, acknowledging that cybersecurity is not solely a technological issue. Through case studies, students will explore strategies that address both technical vulnerabilities and human behavior, preparing them to effectively navigate the complex information security landscape in modern organizations. The course also covers disaster recovery planning to ensure business continuity in the face of natural disasters or large-scale disruptions, as well as the evolving challenges of cybersecurity in the age of Artificial Intelligence (AI).
P: Graduate Student Standing
Spring.

BUSAN 650. Database for Business Analytics. 3 Credits.
Data is the new oil and is a key component of powering the AI and analytics revolution. Any analytical solution and decision model system is only as good as the data it is built upon. This course provides a comprehensive introduction to managing data using database management systems (DBMS). It consists of four main parts - database design, implementation, and use - focusing on the relational database model and introducing big data technologies such as NoSQL databases, data warehousing, and data lakes. The course will also discuss how better data integration using data lakes and other big data technologies can help break data silos and create a vibrant learning organization. Course is repeatable for credit; may be taken 2 times to earn a total of 6 credits. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.
P: graduate standing
Fall Only.

Chemistry (CHEM)

Courses

CHEM 520. Thermodynamics and Kinetics. 3 Credits.
Temperature, heat and work, thermodynamic properties of gases, solids and solutions; homogeneous and heterogeneous equilibria; thermodynamics of electrochemical cells; statistical thermodynamics; calculation of thermodynamic properties; chemical kinetics.
P: graduate status
Fall Only.

CHEM 522. Therymodynamics and Kinetics Laboratory. 1 Credit.
Laboratory course to accompany Chem 520.
P: gr st; and Chem 520 or conc enr
Fall Only.

CHEM 530. Biochemistry. 3 Credits.
Nature and function of the important constituents of living matter, their biosynthesis and degradation; energy transformation, protein synthesis and metabolic control.
P: gr st.
Fall Only.

CHEM 531. Biochemistry Laboratory. 1 Credit.
Laboratory course to accompany Chem 330/530.
P: graduate status
Fall Only.

CHEM 602. Advanced Organic Chemistry. 3 Credits.
Physical organic approach to chemistry; reaction mechanisms, molecular orbital theory, conservation of orbital symmetry, aromaticity, stereochemistry, linear free energy relationships, isotopes effects, pericyclic reactions, photochemistry, natural products and advanced topics in molecular spectroscopy.
P: gr st.
Fall Odd.

CHEM 603. Advanced Organic Chemistry Laboratory. 1 Credit.
Laboratory course to accompany Chem 602; advanced molecular spectroscopy, organic qualitative analysis, physical organic chemistry experiments.
P: Chem 602 or conc enr.
Fall Odd.

CHEM 613. Instrumental Analysis. 4 Credits.
Theory and practice of analysis by instrumental methods, including methods based on absorption and emission of radiation, electroanalytic methods, chromatographic methods and radiochemical methods.
P: gr st.
Fall Only.

Computer Science (COMP SCI)

Courses

COMP SCI 651. Database Management Systems. 3 Credits.
Relational database technology, structured query language, experience on both mainframe and PC databases, security, integrity rules, design issues, normal forms, and entity-relation modeling.
P: graduate status
Spring.

Cybersecurity (CYB)

Courses

CYB 700. Fundamentals of Cybersecurity. 3 Credits.
This course introduces fundamental concepts and design principles in cybersecurity. Students will understand what needs protection and why it is essential. Topics include CIA (Confidentiality, Integrity, and Availability), threats, attacks, defense, secure design principles, access control and password management, security policies, critical controls, incident-handling and contingency planning, risk assessment and management.

CYB 701. IT and Operating Systems Security. 3 Credits.
This course introduces students to fundamental concepts of modern computing environments and their security implications. Students will explore information technology components including computer hardware, networks, and operating systems while developing practical knowledge of endpoint protection, vulnerability management, and security controls. Emphasis is placed on both technical understanding and security awareness.

CYB 703. Network Security. 3 Credits.
This course offers the basic knowledge of architectures, cyber threats, vulnerabilities, and defensive techniques for securing networks. The course addresses firewall functionalities, configurations, and managements. Different Architectures of VPNs for securing communication assets are presented with various implementation considerations. Students learn essentials of network analysis tools, monitoring, and policy development.

CYB 705. Cyber Crime. 3 Credits.
This course explores the landscape of cyberspace, focusing on cyber threats, actors, and attacks. Students will examine privacy issues, legal frameworks, and protective measures at individual, organizational, and governmental levels. Topics include cyber crime, cyber-stalking, and the effectiveness of cybersecurity strategies in preventing digital abuse and criminal activity.

CYB 707. Cybersecurity Program Planning. 3 Credits.
Instruction on the process used to develop and maintain appropriate security levels for an organization with a focus on implementing a comprehensive security program, a documented set of security policies, procedures, guidelines, and standards. Topics include security planning, strategies, controls, and metrics for measuring the effectiveness.
P: CYB 700.

CYB 710. Introduction to Cryptography. 3 Credits.
This course introduces the fundamentals of applied cryptography, including a survey of relevant mathematical concepts and elementary number theory, encryption and decryption, symmetric and asymmetric systems, block ciphers, hash functions, common attacks, digital signatures, key exchange, message authentication, public key cryptography, and implementation of cryptographic systems.

CYB 715. IT Security Risk Management. 3 Credits.
Master risk management processes by focusing on risk assessment methodologies to perform comprehensive security risk analyses. Categorize and evaluate technological, individual, and enterprise risks, effectively communicate these risks, and recommend appropriate responses. Understand how risk relates to system security policies to develop system-specific security programs by choosing optimal methodologies.

CYB 720. Cybersecurity Ethics & Communication. 3 Credits.
This course is a study of the ways that communication, ethics, and cybersecurity intersect in relation to employment. In addition to ethical frameworks, students will learn to present technical information to audiences with varying goals and technical needs. Presentations and projects will emulate professional scenarios in cybersecurity.

CYB 725. Digital Forensics. 3 Credits.
This course provides instruction on the investigative and forensics processes of digital evidence with a focus on identifying indicators of compromise, the use of common forensics tools, and the preservation of forensics tools. Topics include forensics iconology, and the analysis of disk, memory, chip-off, mobile device, and OS artifacts.
P: CYB 701.

CYB 730. Computer Criminology. 3 Credits.
A primer on modern criminology with specific attention to the aspects of technology that facilitate criminal behaviors. Topics include computer crime laws, criminological theories of computer crime, court room and evidentiary procedure, idiographic and nomothetic digital profiling, computer crime victimology, habit/authorship attribution, stylometry, and case linkage analysis.

CYB 735. Network Forensics. 3 Credits.
Covers protocol analysis, identification of malicious behavior in systems, and forensic investigations through event log aggregation, correlation and analysis. Students will analyze clips of wired and wireless network protocol analysis to discern methods of attacks and malicious activities.
P: CYB 703.

CYB 740. Incident Response and Remediation. 3 Credits.
Students will learn about the phases of an incident response system, and the use of IDS and forensics, dealing with false alarms and the remediation process to minimize business impact, plan business continuity, and work with law enforcement, auditors, insurance, and compliance in how to prevent future incidents.
P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 715, and CYB 720.

CYB 745. Secure Operating Systems. 3 Credits.
Covers operating systems security infrastructure. Topics include, for a given operating system (Windows/Linux), updates and patches, access controls and account management, configuration management, hardening and securing services, and the use of scripting languages to automate security management. Additional topics may include auditing and forensics, virtualization and cloud computing.

CYB 750. Offensive Security & Threat Management. 3 Credits.
Covers active defenses such as penetration testing, log management, hacking, threat management and system posturing. Students completing this course will have an understanding of, and the ability to preemptively secure computer and network resources by utilizing information about threats, actors and attack vectors and the ethics behind using this data.
P: CYB 700 and CYB 703.

CYB 755. Security Administration. 3 Credits.
Covers the policy and governance aspects of security. Topics include application of security policies, standards, procedures and guidelines to administration of IT and communications, assessment of compliance including contractual, legal, industry standard, privacy and regulatory requirements, and implementation of security audits and assessment of security performance and security policy efficacy.
P: CYB 700, CYB 703, CYB 705, CYB 707, CYB 715, and CYB 720.

CYB 760. Cybersecurity Leadership and Team Dynamics. 3 Credits.
Focuses on leadership best practices and the interpersonal processes and structural characteristics that influence the effectiveness of teams. Emphasis will be placed on leadership models, principles of team building, group dynamics, problem solving, and crisis management in cybersecurity issues. Course will include case studies of modern security incidents.

CYB 765. Security Program Management. 3 Credits.
This course is an introduction to cybersecurity program management and compliance. Students will explore the development, implementation, and evaluation of security programs taking relevant legal and regulatory requirements into account. Topics include security policies, incident response, federal regulations, and emerging security challenges in today's digital landscape.
P: CYB 700.

CYB 770. Security Architecture. 3 Credits.
Focuses on security architectures for the protection of information systems and data. Master identifying potential vulnerabilities in system architectures and design robust, secure architectures tailored to specific applications. Topics include common enterprise and security architectures, secure cloud computing, virtualization platforms, and the application of industry standards like the Zero Trust model.
P: CYB 703.

CYB 775. Advanced Cryptography. 3 Credits.
An in-depth study of modern cryptography. Topics include public key and private key cryptography, identity-base cryptography, types of attacks, key management, perfect secrecy, hashing, digital signatures, virtual private networks, and quantum key cryptography. Topics from number theory and discrete probability and statistics necessary for understanding current cryptosystems and their security will be covered.
P: CYB 710.

CYB 780. Software Security. 3 Credits.
This course emphasizes on both proactive and reactive measures and systematic evaluation techniques for identifying and mitigating vulnerabilities and potential flaws in software systems that could be exploited by malicious actors. The unit focuses on the examination of software structure and behavior, either by directly reviewing code or observing its execution in controlled environments such that vulnerabilities are caught early in the development lifecycle or during regular security assessments. The objective is to integrate security into the entire software development process, minimizing risks and enhancing the overall resilience of software systems against cyber threats.

CYB 785. Cyber Physical System Security. 3 Credits.
Covers the fundamentals and techniques to design and implement cyber-physical systems. Topics include the architecture of cyber-physical systems, exploiting software vulnerabilities, secure coding, microservices security, cloud services security, reverse engineering, security assessment of cyber-physical systems, and data analytics for security.
P: CYB 775.

CYB 789. Cybersecurity Pre Capstone. 1 Credit.
Prepares students for the capstone experience. Drawing on skills learned, students will submit a written project proposal - with organization, timeline, learning objectives, and specific deliverables identified – for faculty approval. This course is a pre-requisite for the capstone course.
P: CYB 700, CYB 701, CYB 703, CYB 705, CYB 720.

CYB 790. Cybersecurity Capstone. 3 Credits.
Students present the project identified in the Cybersecurity Pre-Capstone course and submit a written report plus an oral presentation to both faculty and the host organization. Students will be assessed on the clarity and content of the written report and presentation. Host evaluation will account for a significant percentage of students' final grades.
P: CYB 789.

Data Science (DS)

Courses

DS 700. Foundations of Data Science. 3 Credits.
This course provides an introduction to data science and highlights its importance in business decision making. It provides overview of commonly used data science tools along with spreadsheet, database, statistics and programming assignments to lay the foundation for data science applications.
Fall and Spring.

DS 701. Exploratory Data Analysis. 3 Credits.
This course introduces data science and highlights its importance in decision making. Students will learn how to analyze data using the R programming language. During the course, students will learn how to import data into R, tidy it, conduct exploratory data analysis, develop visualizations, and draw statistical inferences. The course aims to teach data wrangling, visualization and exploration with R.
Fall and Spring.

DS 705. Statistical Methods. 3 Credits.
Statistical methods and inference procedures will be presented in this course with an emphasis on applications, computer implementation, and interpretation of results. Topics include simple and multiple regression, model selection, correlation, moderation/interaction analysis, logistic regression, chi-square test, ANOVA, Kruskal-Wallis test, MANOVA, factor analysis, and canonical correlation analysis.
P: DS 701
Fall and Spring.

DS 710. Programming for Data Science. 3 Credits.
Introduction to programming languages and packages used in Data Science.
Fall and Spring.

DS 715. Data Warehousing. 3 Credits.
Introduces the concepts and techniques to work with and reason about subject-oriented, integrated, time-variant, and nonvolatile collections of data in support of management's decision-making process.
Fall and Spring.

DS 730. Big Data: High-Performance Computing. 3 Credits.
This course will teach students how to process large datasets efficiently. Students will be introduced to non-relational databases. Students will learn algorithms that allow for the distributed processing of large data sets across clusters.
P: DS 710
Fall and Spring.

DS 735. Communicating About Data. 3 Credits.
This course will prepare you to master technical, informational and persuasive communication to meet organizational goals. Technical communication topics include a study of the nature, structure and interpretation of data. Informational communication topics include data visualization and design of data for understanding and action. Persuasive communication topics include the study of written, verbal and nonverbal approaches to influencing decision makers.
Fall and Spring.

DS 740. Data Mining. 3 Credits.
Data mining methods and procedures for diagnostic and predictive analytics. Topics include association rules, clustering algorithms, tools for classification, and ensemble methods. Computer implementation and applications will be emphasized.
P: DS 705 and admission to the graduate Data Science Program
Fall and Spring.

DS 745. Visualization and Unstructured Data Analysis. 3 Credits.
This course covers two aspects of data analytics. First, it teaches techniques to generate visualizations appropriate to the audience type, task, and data. Second, it teaches methods and techniques for analyzing unstructured data - including text mining, web text mining and social network analysis.
P: DS 740
Fall and Spring.

DS 750. Data Storytelling. 3 Credits.
Data storytelling involves using data to tell a compelling narrative that helps audiences understand, engage with, and act on the information. This course combines data analysis with communication techniques to present data in an informative and engaging way. This course is specifically designed as a graduate-level requirement for the MSDS degree, focusing on teaching students how to effectively communicate insights through data storytelling techniques. Participants will learn to craft engaging stories that resonate with various audiences and drive decision-making.
P: DS 701
Fall and Spring.

DS 760. Ethics of Data Science. 3 Credits.
This course explores ethical issues related to data science, including privacy, intellectual property, security, and the moral integrity of inferences based on data.
P: DS 740
Fall and Spring.

DS 770. Ethical Decision-Making Using Data. 3 Credits.
This course examines how data science relates to developing strategies for organizations. The emphasis is on using an organization's data assets to inform better decisions. The course investigates the use of data science findings to develop solutions to competitive organizational challenges. Special attention is given to critically examining decisions to ensure that they are ethical and avoid unfair bias. Professional codes of conduct as well as local and international regulations are also considered.
Fall and Spring.

DS 775. Prescriptive Analytics. 3 Credits.
This course covers procedures and techniques for using data to inform the decision-making process. Topics include optimization, decision analysis, game theory, simulation, and others as time allows. Case studies and applications will be emphasized.
P: DS 705 and DS 710
Fall and Spring.

DS 776. Deep Learning. 3 Credits.
Introduction to the theory and applications of deep learning. The course begins with the study of neural networks and how to train them. Various deep learning architectures are introduced including convolutional neural networks, recurrent neural networks, and transformers. Applications may include image classification, object detection, and natural language processing. Algorithms will be implemented in Python using a high-level framework such as Pytorch or TensorFlow.
P: DS 710, DS 740; admission to the MS in Data Science program
Fall and Spring.

DS 780. Data Science and Strategic Decision Making. 3 Credits.
The course will investigate the use of data science findings to develop solutions to competitive business challenges. Case studies will be reviewed to examine how data science methods can support business decision-making. A range of methods the data scientist can use to get people within the organization onboard with data science projects will be reviewed.
Fall and Spring.

DS 785. Capstone. 3 Credits.
Capstone course in which students will develop and execute a project involving real-world data. Projects will include: formulation of a question to be answered by the data; collection, cleaning and processing of data; choosing and applying a suitable model and/or analytic method to the problem; and communicating the results to a non-technical audience.
P: DS 701, DS 710, DS 716, DS 730, DS 750. REC: DS 705, DS 740
Fall and Spring.

Economics (ECON)

Courses

ECON 505. Environmental Economics. 3 Credits.
Examines 1) the economic rationale for policy, 2) the various types of policy approaches used, and 3) alternative policy options for managing the development and sustainable use of natural resources (broadly defined to include environmental resources). Particular attention is paid to the longer time horizon required for sustainability and maintenance of quality ecosystems, a necessary condition, or precursor, to having a dynamic and vibrant economic system over time.
Fall Only.

ECON 713. Environmental Economics and Sustainability. 3 Credits.
Addresses public policy issues related to energy and other natural resources from the perspective of environmental economics. Topics include fossil energy, nuclear energy, solar and other alternative sources of energy; natural resources ranging from soil, water and minerals to wildlife, forests and parks. Societal concerns with appropriate resource utilization require a recognition that such usage must be consistent with long-term sustainability of planetary resource endowments.
P: gr st; REC: Pu En Af 608 and Env S&P 752.
Fall Only.

Education (EDUC)

Courses

EDUC 515. Teaching English as a Second Language. 3 Credits.
Basic methods of teaching English to non-native speakers and the underlying theories from linguistics, psychology, education and sociolinguistics; development and evaluation of lessons for the ESL classroom.
P: graduate status
Fall Only.

EDUC 519. Adolescent Literature in Middle and Secondary School Reading. 3 Credits.
Design and content of effective adolescent literature programs; analysis and evaluation of adolescent literature; current practices in literacy curricula; adolescent literature and personal development; literature and social issues.
P: gr st
Spring.

EDUC 528. Disciplinary Language and Literacy Development. 3 Credits.
This course uses a systemic functional linguistics perspective to prepare teachers to attend to disciplinary language and literacy within content instruction. Students also study English Language Development standards, gain familiarity with formative and summative English language proficiency assessments in K-12 settings, and learn strategies for language-focused instruction within content-based context.
REC: EDUC 527
Spring.

EDUC 540. Curriculum, Instruction, and Independence Skills for Students with Low Incidence Disabilities. 3 Credits.
Focuses on developing specially designed instruction to enable students with moderate to intensive disabilities to develop self-care, functional communication, self-help, and independence knowledge and skills with as much self-determination as possible. Emphases include empowering individuals with moderate to intensive disabilities to become self-advocates and to transition to adult living. Identifying relevant postsecondary community agencies and support systems and the skills needed to access these services for individuals with moderate to intensive disabilities is stressed.
P: gr st.. REC: EDUC 545
Fall Only.

EDUC 545. Foundations of Special Education. 3 Credits.
This course will focus on the study of instructional techniques and programming options designed to increase the success of students learning and/or behavior disabilities served within inclusionary settings.
Fall and Spring.

EDUC 546. Collaboration and Transition: Home, School, Community Connections. 3 Credits.
This course develops the knowledge and skills needed to provide appropriate educational opportunities for children in the context of family, community, and social service structures. This course emphasizes the development of communication and collaboration skills needed to interact effectively with parents, family services, and community agencies and to provide transition services across age levels. Technologies designed to promote successful communication are utilized.
P: graduate status
Spring.

EDUC 547. Classroom Management and Behavior Supports for the Inclusive Classroom. 3 Credits.
This course prepares special educators to create safe, inclusive, culturally responsive learning environments by implementing classroom and individual behavior management strategies that promote meaningful learning, individual wellbeing, and positive social interactions. Positive approaches for addressing target behaviors are emphasized as well as the importance of collaboration to support individuals with exceptionalities across a range of settings.
P: graduate status
Fall Only.

EDUC 552. Social and Family Influences on Development and Learning. 3 Credits.
This course is designed for future and currently practicing teachers and other professional members of community organizations. The goal is to develop a better understanding of the many social influences in young children's development that lead to success or failure in school. Factors in the lives of children which lead to positive or negative outcomes in childhood and beyond will be identified; their influence will be explained within such frameworks and approaches as Erikson's theory of psychosocial development and family systems theory. Strategies for helping children and their families as well as knowledge of community resources will be stressed.
P: graduate status
Fall and Spring.

EDUC 605. Student Teaching. 6-12 Credits.
Supervised student teaching or internships in a PK-12 classroom at a level corresponding to the license. Offered on a pass/no credit basis only. Additional special course fee required for students exercising options for extra administrative and travel costs. Course is repeatable for credit.
P: Admission to Teacher Education; concurrent enrollment with EDUC 614
Fall and Spring.

EDUC 614. Seminar in Student Teaching/Internship. 2 Credits.
This two-credit seminar is intended to provide student teachers and interns with the opportunity to complete Department of Public Instruction certification requirements as well as to provide student teachers and interns with the experience of interacting with and learning from each other.
P: Concurrent enrollment in EDUC 605
Fall and Spring.

EDUC 616. Principles of Coaching. 3 Credits.
The materials, drills, offenses, and defenses of specific sports gained through the literature of the field, personal interviews and observations, staff lectures and/or conferences.
Fall Only.

EDUC 617. Philosophy of Athletics and Coaching. 3 Credits.
This course is designed to enable students to develop their philosophies of coaching. A thorough examination of the role of athletics in education and/or society is integral. An attempt is made to assure that the prospective coach has objectives that are consistent with our educational systems.
Fall Only.

EDUC 618. Organization and Administration of Athletics. 3 Credits.
This course is designed to encompass the various phases of organizing and administering of an athletics program with application to interscholastic, collegiate and nonacademic environments such as sports clubs and public athletics. This course will focus on real-world leadership issues such as hiring coaches; budget development; retaining officials; recruiting workers for athletics contests; booster club coordination; and supervision of coaches and athletics.
Spring.

EDUC 619. Field Experience in Coaching. 3 Credits.
Culminates study and preparation for practical coaching experience. Participation in practice, competitive and other coaching experiences under the supervision of an experienced cooperation coach. Student coach maintains daily log and consults with and is observed by CCP adviser.
Spring.

EDUC 621. Literacy and Language Development in Young Children. 3 Credits.
Acquisition of reading skills and development of language in preschool through primary grades; analysis of instructional and diagnostic strategies for listening and reading comprehension, vocabulary development, word identification strategies and approaches to beginning reading.
P: Admission to teacher education and EDUC 361 (or concurrent enrollment); Concurrent enrollment with EDUC 307 and EDUC 309
Fall and Spring.

EDUC 622. Reading in the Content Areas. 3 Credits.
Practical guidelines for classroom teachers in subject areas--English, social studies, mathematics, science, etc.; suggestions for teaching reading and study skills related to content, specialized and technical vocabulary; dealing effectively with reading problems in the content areas as it relates to the Common Core State Standards (CCSS).
P: graduate status
Fall and Spring.

EDUC 644. Strategic Leadership in Practice. 3 Credits.
This course synthesizes leadership theory and practice, requiring students to apply research, policy analysis, and organizational strategies to real-world educational challenges. Students will complete a culminating project demonstrating their ability to lead systemic change.
P: Graduate status
Spring.

EDUC 646. Trends in Bilingual Education. 3 Credits.
Designed for pre-service teachers and practicing educators, this course is a comprehensive approach to the current trends in Bilingual Education (Spanish/English) that bridges pedagogical theory and practice. Students will be introduced to essential concepts and theories, including effective teaching methodologies, curriculum design and assessment tools. This course will help students develop a sociocultural perspective about the contexts and realities of bilingual learners.
Spring.

EDUC 652. Principles of Middle Level Education. 3 Credits.
This course provides students with an introductory understanding of the philosophy and organization of middle level education. Emphasis is directed toward programmatic considerations. P: gr st and exper in educ. (F,S)
P: gr st and exper in educ.
Fall and Spring.

EDUC 666. Leading through Curriculum and Community. 3 Credits.
This course prepares educational leaders to build strong relationships and foster inclusive, collaborative school communities. Candidates will develop strategies for engaging families, cultivating partnerships with business and civic organizations, and promoting effective two-way communication across diverse audiences. Emphasis is placed on governance processes that support transparency, empathy, and trust, as well as leadership practices that humanize data, encourage self-reflection, and create safe environments for dialogue. Through applied learning, candidates will strengthen skills in active listening, motivating teams, and leading with integrity in complex social, cultural, and political contexts.
P: EDUC 711
Fall Only.

EDUC 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: cons of instr & prior trip arr & financial deposit.

EDUC 701. Reflective Inquiry. 4 Credits.
Participants will gain knowledge, skills and dispositions appropriate to engage in systematic oral and written reflection on their educational practice and the role of classroom-based inquiry.
P: gt st and adm to Ms Tch Lrn.
Fall Only.

EDUC 702. Approaches to Educational Inquiry. 4 Credits.
Participants will gain relevant knowledge, skills, and dispositions regarding approaches to inquiry and educational research related to specific areas and questions.
P: EDUC 701 and gr st and adm to MS TCH LRN
Spring.

EDUC 703. Contemporary Issues and Historical Contexts. 4 Credits.
Participants will share the challenges and questions as they progress with their individual research projects. Course content will support the development of knowledge related to educational research within a multiple perspective approach.
P: EDUC 702 and gr st and adm to MS TCH LRN
Fall Only.

EDUC 704. Applied Educational Leadership. 3 Credits.
Participants will gain knowledge, skills, and dispositions in leadership, educational reform, and systems theory. Course content will focus on the environments and processes that lead to meaningful change, and the design of an individual plan.
P: EDUC 703 and gr st and adm to MS TCH LRN
Spring.

EDUC 705. Pathway to Understanding Literacy. 2 Credits.
Teaching methods in developmental reading: nature of the reading process, reading readiness, vocabulary, comprehension and study-skills development. Techniques for diagnosis and instruction of diverse learners. Develops a language arts model, rationale, basic processes and skills and assessment procedures for the language arts classroom.
P: graduate status.

EDUC 706. Doctoral Inquiry. 3 Credits.
Provides an introduction and orientation to doctoral studies, program procedures, and research. Students will explore research ideas, including identifying and framing meaningful problems, research design, and key challenges in conducting inquiry. This is a forum to foster a research culture in your cohort and discuss the theoretical and practical issues of conducting research and completing the program.
P: Full admission to the Applied Leadership Ed.D. program
Fall Only.

EDUC 709. Effective Schools. 3 Credits.
An in-depth review and analysis of the growing body of educational research literature that identifies elements and conditions present in effective schools. Participants develop ways of assessing the extent to which these elements are present in schools and explore implications for school practices.
P: gr st.
P: graduate status.

EDUC 710. Practicum in Effective Instructional Skills. 3 Credits.
For teachers and supervisors currently involved in schools: analysis and application of effective teaching concepts and skills, including teacher demonstrations and simulations.
Spring.

EDUC 711. The Instructional Leader. 3 Credits.
This course equips aspiring and current instructional leaders with the knowledge and skills to foster equitable, evidence-based teaching and learning. Candidates will learn to use data ethically for continuous improvement, design and evaluate professional development, and lead collaborative systems that integrate curriculum, instructional technology, and assessment practices. Emphasis is placed on creating inclusive learning environments, supporting diverse student populations, and modeling reflective leadership. Through practical strategies and research-based approaches, participants will develop the capacity to coordinate resources, implement effective instructional practices, and drive school-wide improvement aligned with vision and goals.
P: graduate status
Spring.

EDUC 712. Building Capacity: Budgets and Funding. 3 Credits.
This course prepares educational leaders to foster ethical practice, professional growth, and collaborative cultures. Candidates will develop proficiency in Wisconsin Educator Effectiveness systems, conduct evaluations and mentoring, and design staff development programs. Emphasis is placed on ethical decision-making, building trust, supporting novice teachers, and implementing research-based strategies for recruiting, supervising, and retaining high-quality staff.
P: graduate status
Fall Only.

EDUC 713. Leadership Field-Based Application. 4 Credits.
Supervised field leadership field experience in the organization or institution focusing on leadership.
P: EDUC 706, 717, 719
Spring.

EDUC 714. Workshop in High School Program Development. 2 Credits.
Selected topics for the professional educator in curriculum, instructional procedures, and evaluation of middle level program development. Current issues, philosophical trends, and rationale are discussed. Variable content; may be repeated for credit with different topics. P: May be repeatable for credit. gr st.
P: graduate status.

EDUC 715. Workshop in Program Development in Middle Level Education. 2-3 Credits.
Selected topics for the professional educator in curriculum, instructional procedures, and evaluation of middle level program development. Current issues, philosophical trends, and rationale are discussed. P: May be repeatable for credit. gr st.
P: graduate status.

EDUC 717. Organizational Theory and Behavior. 3 Credits.
This course examines organizational theory and fundamental principles with which to understand human behavior inside organizations. Students will analyze various components of leadership within organizations including group dynamics, decision-making, ethics, power, conflict, teamwork, change, culture, and communication.
P: Full admission to the Applied Leadership Ed.D. Program
Fall Only.

EDUC 718. Leading Diverse Organizations. 3 Credits.
This course is designed to provide leaders with the knowledge, skills and tools they need to develop and foster a culture of diversity, equity, belonging, and inclusion.
P: EDUC 706, 717
Fall Only.

EDUC 719. Leadership for Equity and Social Justice. 3 Credits.
Students will develop an understanding of the theoretical perspectives and their application to complex relationships inherent in moral and political issues within organizations. This course will bring attention to values, theory, and research underlying leadership and policy through the lens of equity and social justice.
P: EDUC 706 or concurrent enrollment
Spring.

EDUC 730. Issues & Trends for Educating Students w/Exceptional Educ Needs. 3 Credits.
Relevant issues and practices which impact the education of students with exceptional needs including gifted and talented, handicapped, and at-risk populations. P: gr st.
P: graduate status.

EDUC 740. Supervision of Instruction. 3 Credits.
This graduate class examines functions of supervision, inclusive of personnel evaluation and professional development. Skill development in communications and human relations for school supervisors are included. P: gr st.
P: graduate status.

EDUC 750. Statistical Methods Applied to Education. 3 Credits.
Types of measures, data organization and display, measures of central tendency, variability, location, and correlation, hypothesis testing and interval estimation for common statistics in one and two sample cases. Introduction to analysis of variance and chi-square. P: gr st. (FO)
P: graduate status
Fall Odd.

EDUC 765. Diagnosis of Reading Difficulties. 3 Credits.
Comprehensive and accurate diagnosis of moderate to severe reading disabilities and associated learning, language, or behavior disorders through the use of formal and informal instruments. Students complete an intensive diagnosis of a student's reading ability, a comprehensive report specifying the results of the evaluation, and a prescription for future remediation of reading problems. P: gr st; REC: Adm Sci 753. (SE)
P: gr st; REC: Adm Sci 753.
Spring Even.

EDUC 766. Transformative Leadership Seminar: Innovation and Impact. 3 Credits.
This course emphasizes visionary leadership, innovation, and systemic impact. Students will critically examine emerging trends, ethical frameworks, and equity-driven practices while engaging in collaborative inquiry and professional dialogue. Through readings, case studies, and reflective activities, participants will synthesize program learning into a personal leadership manifesto and develop advocacy tools to influence educational policy and practice. The course culminates in a Leadership Impact Symposium, where students demonstrate thought leadership and propose actionable strategies for advancing teaching and learning in diverse contexts.
P: EDUC 666
Fall and Spring.

EDUC 772. Contemporary Educational Thought. 4 Credits.
A critical examination of current thinking of educators, critics, social scientists, philosophers, and others as related to schools and schooling. Topics, problems, controversies and issues related to education at the local, national, and international level will be included for discussion and consideration.
Fall Only.

EDUC 777. Seminar in the Neuroscience of Leadership. 3 Credits.
This course is designed for leaders who want to go beyond abstract ideas and shift how people think, make decisions, connect, and perform. You'll bridge cutting-edge neuroscience with practical leadership tools, applying everything you learn not only to yourself but to the systems, rituals, and relationships that define your leadership context.
P: graduate status.

EDUC 780. Foundations of Curriculum. 3 Credits.
This course for experienced educators will focus on the philosophical, sociological, historic and psychological underpinnings of curriculum design, development and evaluation for the elementary, secondary and VTAE educator. The course will examine the forces influencing curriculum development and identify issues related to curriculum design and development. P: gr st and exper with elem, sec or WTCS educ.
P: gr st and exper with elem, sec or WTCS educ.

EDUC 781. School Profiling for Site Based Management. 3 Credits.
The purpose of this course is to train teachers and principals to gather, summarize, and analyze data related to important building level educational outcomes. Outcomes in the area of student achievement, social behaviors, and parent, staff, and student attitudes will be measured and analyzed. The course is intended to facilitate school improvement at the building level through data driven decision making. P: gr st.
P: graduate status.

EDUC 783. SELECTED TOPICS. 1-4 Credits.
This course is designed for topics that are not part of the regular curriculum.
P: graduate status.

EDUC 785. Curriculum and Instruction as a Field of Inquiry. 3 Credits.
An inquiry approach to the content of curriculum and instruction: develops skills in interpreting and using research and provides a framework related to origin, development, and basis of curriculum and instruction. P: gr st.
P: graduate status.

EDUC 786. Current Issues and Trends in Curriculum and Assessment. 2 Credits.
Overview of all assessment methods, curriculum and instructional planning based on assessments.
Fall Only.

EDUC 788. School Law, Policies and Procedures. 3 Credits.
This course prepares educational leaders to navigate policy development, program design, and equity-driven decision-making in schools and districts. Candidates will assist in creating school policies and administrative rules, coordinate student testing programs, and explore advanced academic opportunities such as dual enrollment, AP, and IB. Emphasis is placed on advocating for public policies that ensure equitable allocation of resources, supporting student organizations, and examining social and political issues impacting equity in education.
P: graduate status
Fall Only.

EDUC 795. Special Topics. 1-4 Credits.
A course offered by graduate faculty in response to a special need and which is not intended to become a regular part of the graduate curriculum. The title of the specific topic is announced in the Timetable and is entered on the transcript of students who enroll. This course may be repeated with a change in topic. Subject to adviser's approval, three credits may be applied to meet UW-Green Bay credit requirements in a cooperative program with the possibility of a maximum of three additional credits. P: May be repeatable for credit. gr st.
P: graduate status.

EDUC 797. Internship. 1-6 Credits.
P: graduate status
Fall and Spring.

EDUC 798. Independent Study. 1-3 Credits.
Reading and research under the supervision of a member of the graduate faculty. Independent study credits may only be earned when included as part of an approved program plan. P: May be repeatable for credit. gr st. (F,S)
P: graduate status
Fall and Spring.

EDUC 799. Thesis or Project. 1-6 Credits.
P: gr st and thesis proposal on file.
Fall and Spring.

EDUC 801. Seminar in Leading with Emerging Technologies. 3 Credits.
Students explore the various ways in which leaders use technology tools and systems to improve efficiencies and effect change within organizations and the community.
P: EDUC 706.

EDUC 806. Research Designs and Methodologies. 3 Credits.
Introduction to research design including research problems, questions, hypotheses, variables, constructs, definitions, measurement, experimental designs, sampling, descriptive statistics, proposal writing, types of research, and statistical computing.
P: EDUC 706
Spring.

EDUC 808. Introduction to Quantitative Methods. 3 Credits.
This course will explain the concepts and methods of quantitative social science research. This course will cover hypothesis testing, statistical inference, point estimates, graphic and numerical data displays, correlation, and regression.
P: EDUC 706
Fall Only.

EDUC 809. Advanced Qualitative Methods. 3 Credits.
Focus on research design, the major qualitative methods and techniques used in field research, data analysis and ethical challenges in conducting research.
P: EDUC 706
Spring.

EDUC 811. Seminar: Immersive Leadership Experience. 4 Credits.
An on-campus campus residency experience in leadership. This course will be the final course in sequence prior to dissertation.
P: EDUC 706, 719, 718.

EDUC 888. Dissertation Project Seminar. 4 Credits.
Students are guided by supervised professionals on building research projects and preparing their dissertation proposal. This course will include a qualifying individual assessment and approved dissertation proposal.
P: EDUC 706 and 811
Fall and Spring.

EDUC 895. Special Topics. 3 Credits.
A course offered by graduate faculty in response to a special need and which is not intended to become a regular part of the graduate curriculum.
P: EDUC 706 or concurrent enrollment
Fall and Spring.

EDUC 897. Internship. 1-4 Credits.
Arranged internship experience.
P: EDUC 706
Fall and Spring.

EDUC 898. Independent Study. 1-4 Credits.
Guided readings and research
P: EDUC 706
Fall and Spring.

EDUC 899. Dissertation. 1-6 Credits.
Students will work on the dissertation independently as well as meet consistently with a dissertation advisor. Students complete and defend the dissertation project.
Fall and Spring.

English (ENGLISH)

Courses

ENGLISH 502. Short Fiction Writing Workshop. 3 Credits.
A graduate-level practice in the writing of short fiction, including group criticism of student work. Course is repeatable for credit; may be taken 2 times for a total of 6 credits.
Spring Even.

ENGLISH 504. Creative Nonfiction Writing Workshop. 3 Credits.
A graduate-level workshop course that entails advanced study and writing of creative nonfiction genres such as memoir, essay, book review, and interview.
Fall Odd.

ENGLISH 510. Topics in Game Writing. 3 Credits.
Advanced study and workshop of digital and analog genres incorporating the structural and formal elements of game design, including individual and group criticism of student work. Topics may include digital writing, interactive literature, transmedia work, collaborative worldbuilding, and more. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
Fall and Spring.

ENGLISH 515. The British Novel. 3 Credits.
An upper-level seminar on English-language novels produced in the United Kingdom and/or the Colonies. Topics vary. This course is not repeatable for credit.
P: graduate standing
Fall Only.

ENGLISH 519. Children's and Adolescent Literature. 3 Credits.
A survey of literature for children (0-17) focused on techniques of literary study, social contexts of literature, new developments in the field of study, and criteria for evaluating the quality and meaning of fiction and novels, picture books, fairy tales, nonfiction texts, poetry, and plays.
Fall Only.

ENGLISH 522. Major Poetry. 3 Credits.
This course that focuses on poetry. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
P: graduate standing
Fall Only.

ENGLISH 531. Major American Prose. 3 Credits.
A graduate course that focuses study on American prose fiction including examples of novels, short stories and satire; includes works by such authors as Melville, Twain, Fitzgerald, Hemingway, Wright and Bellow. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 earned credits.
Spring.

ENGLISH 535. Literary Eras. 3 Credits.
This course focuses on poetry. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
Fall Even.

ENGLISH 536. American Ethnic Literature. 3 Credits.
An advanced study of American authors of racially and ethnically-diverse backgrounds. May focus on one or more communities.
P: graduate standing
Spring.

ENGLISH 544. African American Literature. 3 Credits.
An advanced study of African American Literature. Course is not repeatable for credit.
P: graduate standing
Fall Even.

ENGLISH 545. LGBTQ Literature. 3 Credits.
This an advanced study of LGBTQ2SIA+ literature. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
Fall Odd.

ENGLISH 564. Literary Topics. 3 Credits.
The study of topics through literature. Topics may include subjects, genres, and/or adaptations. May be repeated for credit when content is different.
P: graduate standing.

ENGLISH 631. Shakespeare. 3 Credits.
Study of a representative selection of Shakespeare's plays, including comedies, histories, tragedies, and romances.
P: Graduate status
Fall Only.

ENGLISH 731. Advanced Topics in Shakespeare. 3 Credits.
Advanced exploration of the historical context, printing, scholarship, and staging of Shakespeare's plays in a variety of genres, working toward a robust final project.
P: completed BA, BFA, or BS or permission of Instructor.

ENGLISH 736. Advanced Study of Major Figures. 3 Credits.
Advanced exploration of the historical context, criticism, scholarship, and legacy of an iconic literary figure (i.e., Sherlock Holmes) or a major author (i.e., Toni Morrison). Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
P: completed BA, BFA, or BS; or permission of Instructor.

ENGLISH 764. Advanced Topics in Literature. 3 Credits.
Advanced study of topics, through literature, with a focus on literary forms, historical contexts, scholarly research, and analysis. Topics may include subjects (i.e., the illustrated book), genres (i.e., mysteries), themes (i.e., LGBTQ identity), and adaptations (i.e., Cinderella from Grimm to gif). Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.
P: Completed BA, BFA, or BS.

Entrepreneurship (ENTRP)

Courses

ENTRP 573. Entrepreneurial Finance. 3 Credits.
This course introduces the graduate student to the entrepreneurial finance topics of self-funding, friendly funding, seed funding, microlending and microlenders, debt financing, equity financing and other nonbank financing sources, sources and uses of funds, startup financial statement development and projections, debt and equity term sheets, valuations, and starting the bookkeeping process.
P: Graduate status
Fall Only.

ENTRP 686. Design Thinking and Developing Business Models. 3 Credits.
Studying design thinking and business models is crucial for entrepreneurs, managers, and designers seeking to develop innovative solutions that address real-world problems. It enables them to approach problem-solving in a structured and human-centered way, focusing on the needs and wants of users. In this course, students will learn how to create a business model, refine that model, and develop a plan for a new venture. Students will learn about several different tools for launching for-profit companies, creating social enterprises, or creating value within existing companies. Students will learn to use tools such as Idea Napkin, Ad-Libs, Value Proposition Canvas, Business Model Canvas, Lean Model Canvas, Blitzscaling Canvas, etc., to create innovative business models.
Spring.

Environmental Science & Policy (ENV S&P)

Courses

ENV S&P 701. Perspectives in Environmental Science and Policy. 1 Credit.
Introduces new Environmental Science & Policy graduate students to program requirements, expectations, resources, and faculty members.
P: graduate status
Fall and Spring.

ENV S&P 702. Stable Isotopes in the Environment. 1 Credit.
Stable isotope analysis has become a standard tool in the sciences. The natural variability in non-radioactive (stable) isotopes corresponds to specific physical and biological processes throughout the global Earth System. This course explores the basics of stable isotope chemistry, with most of the course dedicated to examples of their application across several scientific fields.
P: None. REC: CHEM 211 and CHEM 212
Spring Odd.

ENV S&P 703. Critical Minerals for Green Energy. 1 Credit.
Humanity is dependent on energy to thrive in the modern world; however, "Green Energy" technologies require more critical minerals than traditional energy sources. This course explores the geology and geography of these minerals, their clean energy uses, and the environmental, political, and social consequences of their extraction. Students will read, evaluate, and discuss peer-review papers, government reports, and other relevant sources.
Spring Odd.

ENV S&P 705. Seed-Free Plant Ecology & Evolution. 1 Credit.
This seminar provides a deep dive into the world of the bryophytes—the non-vascular land plants—including mosses, liverworts, and hornworts. We will learn about and discuss topics such as bryophyte community ecology, peatland ecology and biogeochemical cycles, spatial and ecological diversity of bryophyte lineages, moss polyploidy and diversification, and Sphagnum (peatmoss) biogeography. The course will be a mix of readings, discussions, bryophyte walks on campus, and an introduction to bryophyte identification using microscopic characters.
P: Graduate standing
Spring.

ENV S&P 715. Seminar in Environmental Science and Policy. 1 Credit.
The primary objective of this seminar is to provide a forum for discussing current ideas and issues in environmental science, environmental policy, ecology, evolutionary biology, environmental education and other topics related to the graduate program. The course also provides an opportunity for students and faculty to interact in an informal environment. The overall goal is to help students become more comfortable in the ability to articulate and express opinions and ideas about current scientific topics. Course is repeatable for credit; may be taken 3 times for a total of 3 earned credits.
Fall and Spring.

ENV S&P 727. Radioactivity and the Environment. 3 Credits.
Radioactive isotopes play a significant role in many aspects of the natural and human environments. People are affected throughout their lives by natural and anthropogenic isotopes at local, national, and global scales. From radon in houses and radium in local drinking water supplies to fallout from Chernobyl, humans and the natural environment are directly impacted through health, economic, and technological pathways. We will discuss the science behind radioactivity and the issues that affect our society.
REC: high school chemistry or Earth science
Fall Even.

ENV S&P 740. Ecology and Management of Ecosystems. 3 Credits.
This course addresses our current scientific understanding of ecosystems, and the application of this knowledge for the sustainable management of both human dominated and natural ecosystems and the biodiversity that they support.
P: gr st.
Spring Even.

ENV S&P 743. Ecology and Analysis of Communities and Landscapes. 3 Credits.
Community and landscape ecology move beyond the consideration of single species and their populations, emphasizing interactions among species and variation in space and time. Concepts and methods will be studied through lectures, readings, discussions, and practical analytical applications.
P: gr st; REC: prior cse in ecological studies and statistics.
Spring Odd.

ENV S&P 750. Fish and Wildlife Law and Policy. 3 Credits.
This course maps the legal and policy architecture that governs Great Lakes fish and wildlife—from the 1909 Boundary Waters Treaty to the 2012 revision of the Great Lakes Water Quality Agreement; from the 1954 Convention on Great Lakes Fisheries (and the sea lamprey program it launched) to the Great Lakes–St. Lawrence River Basin Water Resources Compact; from federal funding mechanisms for fisheries and wildlife to tribal treaty rights and co-management. We focus relentlessly on translation: how these instruments shape what agencies and tribes do on the water and on the ground.
Fall Odd.

ENV S&P 751. Environmental Law. 3 Credits.
This course will cover the history of Environmental Law in the United States, from the early days of patchwork regulation and common law, through the modern era of Federal Statutes, Administrative agency oversight, and landmark Supreme Court Cases. By reading court cases, statutes, agency regulations, industry guidelines, and scientific research, students will learn how environmental law has reshaped the natural environment in Wisconsin and the rest of the US.
P: Graduate standing
Fall Even.

ENV S&P 755. Environmental Data Analysis. 4 Credits.
This course emphasizes the principles of data analysis using advanced statistical software (such as R, SAS, etc.). It employs primarily environmental examples to illustrate procedures for elementary statistical analysis, regression, analysis of variance and nonparametric statistics.
P: intro stats cse and grad st.
Fall Only.

ENV S&P 763. Capstone in Environmental Science and Policy. 3 Credits.
Capstone course of the program in Environmental Science and Policy. This course provides an overview of contemporary topics in global environmental change from the local to global scale, with emphasis placed on scientific evidence, policy approaches, public attitudes, and sustainable solutions. Both policy and scientific aspects of the topics are addressed.
P: major in Ms Env Sci and grad earned cr > or = 17.
Spring.

ENV S&P 783. VARIABLE CONTENT. 1-4 Credits.
P: gr st.

ENV S&P 795. Special Topics. 1-3 Credits.
Topics vary.
P: graduate status.

ENV S&P 796. Practicum. 1-6 Credits.
Culminating Field Experience in Environmental Science & Policy.
P: Graduate Standing and Practicum proposal on file.
FSS.

ENV S&P 797. Internship. 1-3 Credits.
Field Experience in Environmental Science & Policy.
FSS.

ENV S&P 798. Independent Study. 1-3 Credits.
P: gr st.
Fall and Spring.

ENV S&P 799. Thesis. 1-6 Credits.
P: gr st and thesis proposal on file.
Fall and Spring.

Environmental Science (ENV SCI)

Courses

ENV SCI 505. Environmental Fate and Transport. 4 Credits.
Physical and chemical aspects of natural environmental processes. The movement, transformation, and fate of materials and contaminants.
P: graduate status
Spring.

ENV SCI 518. Pollution Control. 3 Credits.
Government regulations, manufacturing processes, waste minimization, pollution prevention methods and pollution control techniques of major industries.
P: gr st.
Fall Only.

ENV SCI 520. The Soil Environment. 4 Credits.
The physical, chemical and biological properties and principals of soils; formation, classification and distribution of major soil orders; function and management of soils in natural, agricultural and urban environments. Includes field and laboratory experiences.
P: gr st.
Fall Only.

ENV SCI 523. Pollution Prevention. 3 Credits.
Emphasizes principles of pollution prevention and environmentally conscious products, processes and manufacturing systems. Also addresses post-use product disposal, life cycle analysis, and pollution prevention economics.
P: gr st.
Spring Odd.

ENV SCI 530. Hydrology. 3 Credits.
Qualitative study of the principal elements of the water cycle, including precipitation, runoff, infiltration, evapotranspiration and ground water; applications to water resource projects such as low flow augmentation, flow reregulation, irrigation, public and industrial water supply and flood control.
P: gr st.
Fall Only.

ENV SCI 535. Water and Waste Water Treatment. 3 Credits.
Water and waste water treatment systems, including both sewage and potable water treatment plants and their associated collection and distribution systems. Study of the unit operations, physical, chemical and biological, used in both systems.
P: graduate status
Spring.

ENV SCI 537. Environmental GIS. 4 Credits.
This is a project based course where students conduct geospatial data manipulation, analysis and management with a suite of GIS software tools and web-based GIS interfaces. Students will learn about a range of applications of remotely sensed and other geospatial data to natural science problems. Through the course project, students will create a functional GIS to study or model an environmental phenomena or problem.
P: Graduate status and previous GIS experience
Fall and Spring.

ENV SCI 601. Stream Ecology. 4 Credits.
The goal of this course is to develop a profound understanding of the abiotic and biotic processes responsible for shaping the ecosystem in running waters. Focus will be on ecological processes, but nutrient dynamics and fluid mechanics are also important issues as well as the fauna associated to the streambed, mainly macro invertebrates and their ecological role. Theory will be combined with hands on experience providing the student with a tool to manage a stream based on ecological principles.
P: graduate status
Fall Even.

ENV SCI 603. Limnology. 4 Credits.
Limnology is a broad sub-discipline of ecology that is the study of the structural and functional interrelationships of organisms of inland waters as they are affected by their dynamic physical, chemical and biotic environments. In this course, we will examine the dominant organizing principles and the current conceptual advances in the field of limnology focusing on lakes.
P: graduate status
Fall Odd.

ENV SCI 615. Solar and Alternate Energy Systems. 3 Credits.
Study of alternate energy systems which may be the important energy sources in the future, such as solar, wind, biomass, fusion, ocean thermal, fuel cells and magneto hydrodynamics.
P: graduate status
Spring Even.

ENV SCI 625. Global Climate Change. 3 Credits.
Examines changes in global climate with emphasis on the processes by which climate change occurs. Focuses on the recent changes in the concentration of atmospheric greenhouse gases and their impact on the earth's global energy budget. Examines the potential environmental impact of a changed climate.
P: Graduate Standing
Spring.

ENV SCI 633. Ground Water: Resources and Regulations. 3 Credits.
An overview of the geology, properties, flow, and pollution of ground water systems. Techniques of aquifer characterization and water quality monitoring are introduced and evaluated. Regulatory and policy approaches to moderate use and ensure adequate high quality supplies of this valuable resource in the future are also reviewed.
P: graduate status
Fall Even.

ENV SCI 634. Environmental Chemistry. 3 Credits.
Physical, chemical, and biological processes affecting the composition of air and water. Chemical reactions in polluted, and unpolluted environments; dispersal processes and methods of control for various pollutants.
P: graduate status
Fall Only.

ENV SCI 660. Resource Management Strategy. 3 Credits.
Application of the principles of systems analysis to the sustainable use of material and energy resources. Emphasis on use of analytical tools of economics (e.g. costs-benefit, cost-effectiveness, and risk-benefit analysis) and the process of public policy making and implementation.
P: gr st.
Fall and Spring.

ENV SCI 664. Atmospheric Pollution and Abatement. 3 Credits.
This course will provide students an understanding of atmospheric processes and weather patterns and how they affect pollutant transport. Sources, sinks, environmental effects, and abatement technologies for air pollutants will be addressed. Atmospheric reactions that create pollution or deplete stratospheric ozone will be included.
P: Graduate status
Fall Odd.

ENV SCI 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: cons of instr & prior trip arr & financial deposit.

Environmental Policy & Planning (EPP)

Courses

EPP 579. Natural Resource Policy, Law, and Administration. 3 Credits.
This course examines public land and resources policy, law and administration from multiple perspectives. It covers environmental and administrative decision making and various contemporary resource management problems and conflicts. A number of substantive policy areas are examined including national forests, public rangelands, wildlife and biodiversity, and protected areas, among others. These substantive areas are approached and analyzed in a number of different ways.
P: graduate status.

EPP 650. Advanced Geographic Information Systems. 3 Credits.
Project-based course using ARC/INFO software. Students adopt a study area, develop data layers, analyze these data and develop GIS maps showing results of the analysis.
P: graduate status
Spring.

EPP 652. Planning Theory and Methods. 3 Credits.
Planning for public and not-for-profit agencies: theory and practical significance of planning; the political and administrative setting of planning operations; and methods of planning analysis such as strategic planning.
P: graduate status
Spring.

Finance (FIN)

Courses

FIN 640. Financial Modeling & Valuation. 3 Credits.
This is a hands-on course that uses Microsoft Excel and financial databases such as FactSet to build models useful in Equity research and Investment Banking. Acquired skill set will include advanced features of Microsoft Excel, including Time Value of Money, statistical functions, macro recordings, as well as utilizing custom routines in the VBA environment. The course involves creating 3-statement financial models with historical and projected data to produce a solid Discounted Cash Flow (DCF) model. The techniques covered in the course will also be utilized to handle other common financial modeling problems such as portfolio theory, options valuation, and Mergers & Acquisitions. Time permitting, the course will introduce the use of Python to extend financial modeling capabilities beyond Excel.
P: graduate standing
Spring.

FIN 642. Principles of Investment. 3 Credits.
Fundamental concepts, theories, and techniques relating to investing; securities markets, investment vehicles and environments, economic, industry and security analyses, portfolio construction and management; active and passive investment strategies; global investment perspectives and their impacts on investors; blend of facts and theories relating to traditional and modern portfolio approaches; ethics in investment decisions; applied computer-assisted investment decisions. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.
P: FIN 343 or equivalent
Fall and Spring.

FIN 645. International Financial Management. 3 Credits.
Conceptual framework and applications of financial management decisions of multinational firms in a global setting; survey of the international financial environment; determinants of international portfolio and direct investment capital flows; assessment and management of impacts of foreign exchange and hedging strategies; impacts of international factors on capital budgeting and financial structure decisions; multinational money and capital markets; taxation of international business.
P: FIN 343
Spring.

FIN 646. Advanced Corporation Finance. 3 Credits.
Short-term and long-term financial decisions under risk and uncertainty; financial analysis planning and control; in-depth coverage of theories and applications of capital structure, cost of capital, dividend policies; working capital management; long-term financing decisions; valuation of mergers and acquisitions; international capital budgeting.
P: Graduate Standing and FIN 343 or an equivalent corporation finance course
Fall and Spring.

FIN 647. Derivatives. 3 Credits.
Coverage of derivative products such as: forwards, futures, options, and swap contracts on commodities, interest rates and equities, as well as the markets in which they trade. Fundamental pricing relationships, trading strategies, and risk management, use of the Binomial Options pricing model and the Black-Scholes model to price derivatives. Exploration of different options strategies, put-call parity, and role of derivatives in portfolio management, option Greeks such as: delta, gamma, vega, theta, and rho.
P: FIN 343. REC: FIN 442
Spring.

FIN 649. Fixed Income Securities. 3 Credits.
This course develops the theory and practice of valuing fixed income securities and managing fixed income portfolios. Students will learn topics such as bond mathematics, term structure of interest rates, repurchase agreement market, high yield corporate bonds with and without embedded options, munis, Treasuries, foreign currency-denominated bonds, and mortgages. The course also covers the fundamental tools of bond analysis, including yield curve construction, duration, convexity, and term structure models, and apply them to a wide variety of securities. The course covers the pricing and risk management of pure discount bonds, coupon bonds, floating-rate notes, and mortgages, as well as derivatives such as forwards, futures, swaps, and options on fixed income instruments. Throughout the course, students will use Excel and FactSet to build hands-on models, analyze real-world market data, and design portfolio strategies that balance risk and return.
P: graduate standing
Fall Only.

FIN 650. Bank Administration and Management. 3 Credits.
Commercial banking theories and practices from a financial management perspective; operations, administration, overall asset-liability management of commercial banks, including bank services, credit and loan pricing and analysis, investment portfolio problems, profitability, cost control, and capital budgeting and analysis; implications of deregulation or re-regulation on the financial industry.
P: FIN 343. REC: ECON 330
Fall Only.

FIN 660. Security Analysis and Portfolio Management. 3 Credits.
This course delves into analysis of securities and their role in portfolio construction. Students in this course conduct in-depth financial analysis of the various classes of securities, macroeconomic factors, as well as the industries and their constituent firms. This course also covers comprehensive study of investment management from the perspective of the professional institutional investors. Concepts from security analysis are factored into the dynamics of strategic and tactical investment decision making criteria. Among the topics included are security selection, macroeconomic and industry analysis, portfolio optimization, risk management, portfolio management & rebalancing, and performance evaluation. The course uses FactSet and Interactive Brokers platforms for research and trade execution purposes.
P: graduate standing
Spring.

FIN 680. Student Managed Investment Fund. 3 Credits.
The purpose of this course is to provide each student with real world and hands-on experience in security analysis and portfolio construction through the management of a Student Managed Investment Fund (SMIF). Students will gain practical experience in securities analysis and portfolio management. Students in this course perform analysis, make investment decisions on the real portfolio for the SMIF, evaluate the fund's performance, and report to external parties including the SMIF Advisory Board. Faculty and professional mentors will train students in the application of fundamental analysis, security selection, and performance evaluation through several lecture/workshop sessions. Increased interaction with the Green Bay area investment community through this class will provide enhanced learning opportunities and exposure to recent industry practices. Course may be repeated for credit; may be taken 3 times for a total of 9 credits. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.
P: graduate standing
Fall and Spring.

FIN 700. Finance and Accounting for Non-Finance Leaders. 3 Credits.
This course introduces the fundamentals of Finance and Accounting to students without a Finance or Accounting background. The emphasis is on understanding and applying financial concepts to support managerial decision-making rather than advanced technical detail. Topics include interpreting financial statements, conducting financial statement analysis, project evaluation, cost of capital, valuation, capital structure, and financial planning. Students will develop the ability to read, analyze, and communicate financial information for effective management.
Fall and Spring.

First Nations Education (FNED)

Courses

FNED 800. Introduction to Indigenous Education. 3 Credits.
This introductory course provides foundational knowledge for the doctoral program in First Nations Education. The course explores the traditional (precontact) world views of the Indigenous peoples of Turtle Island (North America) with an emphasis on the Nations now located in the western Great Lakes. The course begins with an overview of Indigenous emergence beliefs and practices. First Nations ecological knowledge is central to the course with a focus on original instructions and the traditional relationships of humans to the natural world. Intergenerational teaching and learning in the Four Hills of Life are introduced. Indigenous languages are examined throughout the class with an understanding of the relationship between language and world view. The course further examines the impact of Euro-American colonization on First Nations people, lifeways, and the environment. The impact of colonization on Indigenous social identities is explored with an examination of how colonization disrupted traditional understandings and the intersectionality of citizenship, gender, age, and ability. Decolonization is presented and explored in an effort to re-center Indigenous knowledge systems, educational practices, and ways of being to prepare the path for future generations.
P: Acceptance into the First Nations Education Doctoral Program.
Fall Even.

FNED 801. Ancestral Leadership Ways of Leadership. 3 Credits.
This course in education leadership provides an in-depth examination of Indigenous governance and leadership in the tribal world. Sovereignty is a foundational concept for this course and is presented both as a governmental principle and an individual value practiced in daily life. The course begins with a survey of the ancient and historical governing structures of Indigenous people and examines leadership in multiple forms including traditional highly structured systems like that of the Nations of the Haudenosaunee to less formalized structures like those of the Anishinaabeg band system. The course examines the impact of Euro-American colonization and assimilation on traditional forms of leadership, governance, and the erosion of tribal sovereignty. The contemporary crisis in tribal leadership today is linked to colonial domination and the subordination of traditional Indigenous structures and value systems. The study and practice of traditional leadership offers an opportunity to decolonize contemporary structures by applying and practicing the ancient values and practices of consensus, distributive leadership, conflict resolution, and inclusiveness. This course prepares students to assume balanced leadership roles within their families, communities, and Nations.
P: FNED 800 or concurrent enrollment
Fall Even.

FNED 804. Indigenous Pedagogy. 3 Credits.
This is course focuses on First Nations pedagogy as educational theory, method, and practice. Students will study and take part in Elder epistemology/ Elder learning theories. Students will study the origin and nature of Indigenous knowledge systems and the processes through which Indigenous knowledge is acquired and transmitted. The epic narratives of Indigenous groups will be examined as examples of Indigenous knowledge production, critical thinking, problem solving, and praxis. Students will read and discuss Paulo Freire's seminal work Pedagogy of the Oppressed in order to gain a deeper understanding of critical pedagogy and the challenges of western educational structures and outcomes. The course is designed to prepare students to address persistent educational challenges facing First Nations people today including the education achievement gap, truancy, retention and graduation rates, etc. The Four Rs framework as developed and articulated by Rosemary Ackley Christensen at UW Green Bay is presented as a teaching method and practice applicable in any K-16 classroom. Thus, students will take part in Indigenous educational methods that practice the Four Rs core values of the tribal world - respect, reciprocity, responsibility, and relationship.
P: FNED 800
Spring Odd.

FNED 805. Generational Healing. 3 Credits.
This is a course in health and wellness in Indigenous education. With Euro-American colonization, Indigenous people experienced trauma resulting from culmination of: disease, warfare, land loss, removals and relocations, deprivation (starvation, poverty, sexual violence, etc.), economic dependency, breakdown of ancient family structures and communities; imposition of western religion, language, healing methods, social systems, government, diet/foods; and the disconnection from the Earth and other living beings. The impact is experienced today among First Nations people, families, and communities as evidenced in social problems that were virtually non-existent in traditional times. This course explores unresolved historical grief syndrome, post-apocalyptic stress syndrome among First Nations people, and the recent scientific research on the impact of trauma on child development and learning. Students will examine the impact of trauma as those who have both experienced trauma and as agents. The course explores generational healing through the pairing of Indigenous and non-Indigenous approaches to holistic wellness.
P: Successful completion of the following courses: FNED 800, 804, 820.

FNED 807. Indigenous Inquiry. 3 Credits.
This is a course in Indigenous research methods. The course examines the distinct concepts, thought patterns, theories, research methods, and standards of Indigenous research. Students will explore Indigenous research paradigms as grounded in knowledge that is interconnected to all living beings. Thus, the course begins with an exploration or the original forms of understanding and ways of knowing of First Nations people and an in-depth study of the origin beliefs of varied Indigenous groups. Embedded within the examination of origin beliefs is a discussion of the varied forms of original instructions given to humans regarding their purpose and place in the universe. The course is concerned with the development of Indigenous research paradigms and prepares students to apply them in academic and other professional settings. Within this approach, inquiry is examined beyond the realm of the intellect and is viewed as holistic - one that unifies, mind, matter, spirit, and emotion. The course bridges oral traditional knowledge, Elder epistemology, with practical research methods and skills. Students will collectively envision and contribute to the growing academic knowledge base defining and shaping Indigenous research paradigms. The course prepares practitioners to conduct research with integrity and humility.
P: Admittance into the First Nations Education Ed.D. program; FNED 800 and FNED 804.

FNED 820. Critical Analysis of Systemic Inequity: Social Justice Education. 3 Credits.
This course is an advanced and in-depth exploration of the issues of power and inequality in U.S. history including but not limited to racism, classism, sexism, homophobia, and linguicism. The historical survey of inequity becomes a foundation for addressing current issues from a variety of perspectives and possibilities. Key course concepts for social justice in education include cultural deficit frameworks, meritocracy, whiteness as social construct, color blindness and race neutrality, microaggressions, and the politics of epistemology. Students will examine historic and contemporary examples of educational institutions as mechanisms of social, political, and economic control. Examples will include U.S. American Indian boarding schools, school segregation, tracking, and vocational education. Students will engage in critical research, analysis, writing and development of programs in their field that strive to end oppressive practices and balance systemic inequities.
Acceptance into EdD program
Spring Odd.

FNED 825. Relational Assessment. 2 Credits.
This course on education assessment draws upon Indigenous perspectives and prepares students to create their own assessment models based on an Indigenous paradigm. Educational assessment occurs in many forms. Educators and administrators must determine how they will use assessment as a tool for growth and change. Within any educational context key stakeholders must assess programs, departments, and student learning. The first step for each educator is to assess the educational context that they operate within. For Indigenous peoples, assessment may be bound by specific world views, historic contexts, and socio-economic conditions. The goals of any assessment can be created within the circle of a group of stakeholders who seek achieve specific outcomes. For this course, students will develop models to assess their specific educational context both individually and as part of a team. This course is organized around the examination of four foundational questions: 1. What is the educational context of your work? 2. How does your work impact Indigenous education? 3. What is Indigenous assessment? 4. How will you assess your learning community using an Indigenous paradigm?
P: FNED 800
Fall Odd.

FNED 826. Grant Writing. 2 Credits.
This is a hands-on course in grant writing. Developing effective grant writing skills are essential to acquire competitive funding for governmental agencies and private foundations. Writing a successful grant proposal is a blend of art and science. It requires basic knowhow, content knowledge, writing proficiency, strong research skills, creativity, and organizational ability, and networking ability. One of the first lessons that will be learned is successful grants emerge from working effectively with others to draw out ideas, capture those ideas to create a program or a plan for research, show how the plan is what is needed to respond to the "Request for Proposals," and package those ideas so that they make sense to the reviewers of the proposal. Grant writing is increasingly a team activity. Whether or not you obtain the funding is sometimes less important than the networking that you do as a part of developing a grant proposal. We will also explore the nuances of gathering and documenting data in First Nations communities, the importance of developing culturally competent evaluations, and the need for community input during the grant writing process. This course also provides students with the background necessary to develop a competitive funding proposal.
P: FNED 800
Fall Odd.

FNED 830. First Nations Law and Policy. 3 Credits.
This course provides an in-depth study of First Nations law and federal Indian policy. The course begins with an examination of international laws of the contact era beginning with the Doctrine of Discovery and Right of Conquest. Treaty-making between the European and American government and First Nations people is examined to provide a foundation for understanding the current federal trust responsibility between tribes and the federal government. Federal Indian case law and congressional acts from the Marshall Trilogy through current rulings are examined in-depth with an emphasis on the impact of these laws and policies on First Nations people and communities. The course will also examine key policies in the history of Indian education, including: mission schools; tribally controlled schools; federal boarding schools; New Deal era reforms; public education; and self-determination.
P: FNED 800
Spring Even.

FNED 831. Qualitative Research Methods. 3 Credits.
This course explores a number of traditions of qualitative inquiry from both Indigenous and Western perspectives. The course begins with an overview of several methods of Western qualitative inquiry, with an emphasis on interpretive research methodologies, including interpretive phenomenology, (participatory) action research, and grounded theory. Interpretative methodologies are particularly suited to examining Indigenous ways of knowing given their reliance on narrative data and goal of interpreting the meaning-making of participants. Next, it introduces the growing body of Indigenous methods of qualitative inquiry and contrasts the two approaches. The course culminates with a research proposal where students identify a research question and select the approach most applicable to its examination while exploring potential areas for cultural bias and/or misunderstanding.
P: FNED 800.

FNED 834. Quantitative Research Methods. 3 Credits.
This course will introduce students to statistical techniques with the intent that they will apply them to projects and classes in the Ed. D. in First Nations Education, in the careers they pursue, and in the larger communities. This class builds a bridge between indigenous perspectives and quantitative methodologies to assist students in becoming competent in understanding and interpreting statistical results presented in computer output, scholarly journals, grant applications, and authentic settings where data are presented. This course offers an approach to understanding statistics that reflects Indigenous worldviews with an emphasis on interconnection, statistics as present in the natural world, and storytelling and the oral tradition as a central element of statistical problem solving and the quantitative approach.
P: FNED 800, FNED 804, and FNED 807.

FNED 880. Special Topics in Indigenous Education. 1-3 Credits.
This is a variable content, doctoral level course in First Nations Education. Course is repeatable with change of topic; may be taken 2 times for a total of 6 credits.
P: FNED 800. REC: FNED 804.

FNED 898. Dissertation Project Seminar: Relational Knowledge and Praxis. 3-9 Credits.
Students enroll in dissertation seminar in year three. Students take 3 credits each term in fall, spring, and summer. This course meets face to face and with embedded field work. In the first term of the course, students prepare for and complete their individual written comprehensive exams and the all-cohort oral exam. Throughout the remainder of the course, in terms two and three, students build collaborative partnerships with communities and tribal partners to define an issue or problem. Students will examine the research literature and apply the findings of the literature to the issue. Students will design a project proposal addressing the issue. Students will prepare their dissertation project for UWGB IRB review and IRB review in the individual tribal communities, as appropriate. Each dissertation project must incorporate intergenerational learning. In other words, just as Ed.D. students have learned from oral traditional scholars throughout their coursework, they must, in turn, design a dissertation project that incorporates younger learners. Student can create an individual dissertation project. In addition, we will consider projects designed using the Ed.D. consultancy model and thematic groups model, whereby, students work to understand and address a problem in teams. At the end of year three and the completion of 9 dissertation seminar credits, students must successfully defend a written dissertation project proposal.
P: Successful completion of the following: FNED 800, 801, 804, 805, 807, 820, 825, 826, 830, 831, 832, 834.

FNED 899. Dissertation Project. 3-6 Credits.
Students will continue working in the field, collaborating on a dissertation project that integrates and reflects individuals, families, organizations, communities, and Nations. Students working on the dissertation project will work independently as well as meet consistently with a dissertation advisor and in small groups with other dissertators. Students will complete the dissertation project. Students will prepare to defend the dissertation project outcomes.
P: Successful completion of FNED 898.

First Nations Studies (FNS)

Courses

FNS 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: cons of instr & prior trip arr & financial deposit.

Geoscience (GEOSCI)

Courses

GEOSCI 596. Special Topics. 1-3 Credits.
P: graduate status.

GEOSCI 602. Sedimentology & Stratigraphy. 3 Credits.
Modern concepts and techniques used to study and interpret the origins and distribution of sediments and sedimentary rocks; principles of bio-stratigraphy and physical stratigraphy and sedimentology.
Fall Odd.

GEOSCI 621. Geoscience Field Trip. 1-3 Credits.
Intensive three or four-day field study tour of the geology, soils, and landscapes of Wisconsin and/or surrounding states. Each offering will focus on a different geological theme and will focus on a specific region. Cost of transportation, guidebook, meals, and lodging borne by student. Course is repeatable if topics differ; may be taken 6 times for a total of 9 credits.
P: graduate status
Fall and Spring.

GEOSCI 632. Hydrogeology. 3 Credits.
Introduction to the geological and physical principles governing ground water flow. Description of aquifer properties, chemical processes, equation of flow, well hydraulics, and environmental concerns.
P: graduate status
Spring.

GEOSCI 670. Glacial Geology & Landscapes. 3 Credits.
This course explores the extremes in environmental behavior which characterize the last 2.6 million years of Earth's history during the Pleistocene and Holocene Epochs. The course will provide students with the skills necessary to be able to recognize and describe glacial landforms, the materials of which they are composed, and the geologic processes by which they form.
P: GEOSCI 202. REC: GEOSCI 203.
Fall Even.

Graduate (GRADUATE)

Courses

GRADUATE 693. Thesis or Final Project Completion. 0 Credits.
Thesis or Final Project Completion for graduate programs.

GRADUATE 893. Dissertation Completion. 0 Credits.
This is a no-credit, dissertation completion course for doctoral degree programs.
P: Doctoral student status.

Human Resource Management (HRM)

Courses

HRM 611. Culture as a Competitive Advantage. 3 Credits.
This course focuses on understanding the value of the statement "culture eats strategy for breakfast" and then creating initiatives to ensure culture and talent drive ongoing performance and become a source of competitive advantage. The focus is on preparing business professionals to build a strong culture and maximize their people's skills sets to get the most out of them in an ever-changing business environment. The course emphasizes how to implement state of the art talent management tools to build the culture needed to take organizations to new levels.
P: Min 2.5 GPA
Spring.

HRM 700. Strategic Human Resource Management. 3 Credits.
This course provides an in-depth examination of the theories, concepts, and models of strategic human resource management. We examine available evidence on the effectiveness of HRM practices and the relationship between Strategic HRM and firm performance.
Spring.

Human Biology (HUM BIOL)

Courses

HUM BIOL 602. Human Physiology. 3 Credits.
Physiological functions of major human organs other than central nervous system: cell physiology, enzymes, cell energetics; muscle function; autonomic nervous system; endocrine system; blood, oxygen and circulatory system; immune system; kidney, digestion; and the role of physiology in diseases and medicine.
P: gr st.
Fall and Spring.

Humanistic Studies (HUM STUD)

Courses

HUM STUD 518. Topics in Linguistics/TESL. 3 Credits.
Analysis and discussion of topics of central importance in applied linguistics and Teaching English as a Second Language (TESL). Possible topics include:Teaching Grammer to ELLs; Second Language Pragmatics; Second Language Writing; and others.
P: gr st.

HUM STUD 519. Second Language Acquisition and Assessment. 3 Credits.
Overview of issues in second-language acquisition, including linguistic, cognitive, social, and affective factors. Students will examine and think about learner language, read research on learner language, and consider implications for second-language teaching.
P: graduate status
Fall Only.

HUM STUD 520. Language and Identity. 3 Credits.
This course explores the role that language attitudes and ideologies as well as identity play in the speech and patterns of language use of native speakers as well as those acquiring a second language. We will address these issues in relation to various immigrant groups in the US, with a special focus on Hispanic communities across the US. In addition, within the broader picture, we will look at the question of language use and identity construction; that is, the social meaning that certain variations in language have (i.e. power and solidarity traits) and the use that native speakers make of these variables to construct an identity.
P: graduate status
Spring.

HUM STUD 521. Sociolinguistics. 3 Credits.
The study of language in relation to society, including social and regional dialects, bilingualism and language contact, speech communities, the ethnography of language, and applications such as language policy and planning.
P: graduate status
Spring.

HUM STUD 560. Globalization and Cultural Conflict. 3 Credits.
This course examines the phenomenon of globalization and its impact on cultural identity as well as the conflicts in values and belief-systems that have arisen in its wake. We will explore the economic, cultural, political, and social history of globalization and deglobalization and consider how people have responded to such issues as mass migration, the globalization of the economy, commodity production and consumption, the globalization of culture, and relationships between globalization and politics.
Spring Odd.

HUM STUD 583. Contemporary Cultural Issues. 3 Credits.
A study of contemporary cultural and social issues through historical, literary, philosophical, and artistic analysis. Course is repeatable for credit if topics differ; may be taken 2 times for a total of 6 credits.

HUM STUD 602. Critical Thinking Beyond Business As Usual. 3 Credits.
This course emphasizes that business does not happen in a vacuum and will move your critical thinking focus from a discipline-specific way of thinking to a more integrated exploration of how disciplines work together and impact one another. The course examines a variety of perspectives, such as the humanities and social sciences, to gain a more holistic understanding of the environment in which business operates, uncover surprising interrelationships and movements outside the traditional business perspective, and focus on a deeper level of discourse needed to be effective in a rapidly changing world.
Fall Even.

HUM STUD 620. Global Cultures and Trade Laws. 3 Credits.
This course introduces students to the nuances and larger impacts of cultural differences across the world on business, focusing on cultural conflict and differences in trade laws and legal systems.
P: Admission to Masters in Supply Chain Management
Spring Even.

Health & Wellness Management (HWM)

Courses

HWM 700. Contemporary Health and Wellness Perspectives. 3 Credits.
Explore the determinants of health, health equity, and best practices in fostering holistic well-being. Students will use evidence-informed approaches to effectively promote individual and organizational well-being culture through multiple communication modalities. Explore the expectations and development of wellness professionals as agents of change.
P: graduate status
Fall Only.

HWM 705. Strategic Management for Wellness Managers. 3 Credits.
Determine an organization's strategic direction by evaluating the external environment and stakeholder needs, and taking inventory of what internal resources and capabilities are necessary. Use this information to establish specific actions, organizational structure and systems, ethical implications and the inclusive culture needed to achieve organizational goals.
P: graduate status
Spring.

HWM 710. Research and Data Analysis for Wellness Programs. 3 Credits.
Prepares students collecting and analyzing data and evaluating research for designing wellness programs. Students will: 1) identify the health and wellness needs of diverse audiences, 2) collect and evaluate data. Students will identify and utilize analytical tools for a given issue and consider the ethical implications of using these methods.
P: admitted into HWM degree or certificates
Spring.

HWM 715. Professional Communication for Wellness Managers. 3 Credits.
Understand the role of effective communication in health and wellness management. Apply multiple communication skills and tools tailored to a target audience to bring about change in an organizational or community context.
P: admitted into HWM degree or certificates.

HWM 725. Evidence-based Practices in Health and Wellness. 3 Credits.
Discover what evidence-based practice is and why it matters for health and wellness professionals. The course provides procedures and tools to explore reliable information about health determinants and intervention approaches (physical, mental, and social well-being). The course provides a practical application of the stages of evidence-based practice.
P: graduate status;admitted into HWM degree or certificates
Fall Only.

HWM 730. Holistic Aspects of Health. 3 Credits.
This course examines current population health issues by analyzing their biological, psychological, and social-environmental determinants. Taking a holistic focus, students apply evidenced-based approaches in health psychology. Students learn how to create and deliver effective evidence-informed messaging to address these issues and positively impact health outcomes.
P: admitted into HWM degree or certificates
Spring.

HWM 750. Planning and Evaluation for Wellness Managers. 3 Credits.
Examine the planning, implementation, and evaluation of wellness programs as inter-related, cyclical activities. Students will implement the major strategic activities and processes involved in planning and evaluating wellness programs, aiming to foster a culture of well-being within diverse environments.
P: admitted into HWM degree or certificates.

HWM 755. Health and Wellness Law, Policy and Action. 3 Credits.
Students will examine the role of government agencies in shaping health policy and health equity. Analyze Students will analyze current federal, state, and local regulations and impacts on health outcomes as well as understand healthcare systems and insurance. Students will evaluate potential providers and contracts. An emphasis will be placed on ethical principles, social responsibility, and diversity, equity, and inclusion (DEI).
P: admitted into HWM degree or certificates
Spring.

HWM 770. Human and Group Behavior. 3 Credits.
Explore why people and groups behave as they do. Interpret evidence from well-designed research studies and ethical practices to examine the integration of health and wellness initiatives. Analyze organizational design (micro-, mid-, and macro-level) and human behavior to more effectively engage stakeholders and promote a culture of well-being.
P: admitted into HWM degree or certificates
Fall Only.

HWM 787. Capstone Preparation Course. 1 Credit.
This course provides the opportunity for students to prepare for their semester-long capstone project. Students will identify a partner organization with whom they can collaborate for completion of their capstone project the following or a subsequent semester. Students will develop a project proposal designed to synthesize and apply information from the Master of Science in Health and Wellness Management curriculum and meet the needs and interests of the partner organization.
P: 18 credits completed or Academic Director consent; admitted into HWM degree or certificates.

HWM 790. Health and Wellness Management Capstone. 3 Credits.
This course provides a cohesive experience designed to synthesize and apply information from the MS HWM curricula. Students complete an individual capstone experience that demonstrates thorough understanding of the knowledge, skills and disposition necessary to be a successful health and wellness manager.
P: HWM 787; admitted into HWM degree or certificates
Spring.

Mathematics (MATH)

Courses

MATH 506. Statistical Programming. 3 Credits.
This course is intended to teach critical concepts and develop skills in statistical programming, in conjunction with hands-on analysis of real-world datasets. Topics include data manipulation, handling different data types and data structures, data cleaning, exploratory data analysis and visualization, simulations, control structures, generating analytical reports, and tools for implementing reproducible research. R and SAS statistical software packages are introduced and used.
Spring.

MATH 529. Applied Regression Analysis. 4 Credits.
Techniques for fitting regression models are developed and applied to data using statistical software. Topics include simple linear regression, multiple regression, inference, regression diagnostics, remedial measures, model selection, logistic regression, and an introduction to nonlinear regression models.
P: Graduate standing. REC: Introductory Statistics, Calculus I, and Linear Algebra. Knowledge of Excel and R.
Fall Only.

MATH 555. Applied Mathematical Optimization. 3 Credits.
Analytical and numerical optimization techniques; linear, nonlinear, integer, and dynamic programming. Techniques applied to problems of water, forest, air and solid-waste management.
P: gr st.
Fall Even.

MATH 630. Design of Experiments. 4 Credits.
Statistical theory and practice underlying the design of scientific experiments, and methods of analysis. Replication, randomization, error, linear models, least squares, crossed and nested models, blocking, factorial experiments, Latin squares, confounding, incomplete blocks, split-plots.
P: Graduate student status, Introductory Statistics course completion
Spring Even.

MATH 631. Multivariate Statistical Analysis. 4 Credits.
Principles and practice in the analysis of multivariate data. Correlation, partial correlation, principle components, factor analysis, discriminant functions, canonical correlation, cluster analysis, multidimensional scaling. Emphasis on computer analysis of actual data.
P: Graduate status and completion of an Introductory Statistics course. REC: Calculus I, Linear Algebra, and Regression Analysis.
Spring Odd.

MATH 698. Independent Study. 1-3 Credits.
P: gr st.

MATH 728. Abstract Algebra I - Noncommutative Algebra. 3 Credits.
Major topics of the course are groups and rings without commutativity assumption. Topics in detail include: homomorphisms and group actions, the Sylow Theorem, Solvable and Nilpotent groups, module theory, primitive and Artinian rings, Offered online format only.
P: Abstract algebra course at senior level or consent of instructor.

MATH 798. Independent Study. 1-3 Credits.
P: graduate status
Fall and Spring.

Master of Business Administration (MBA)

Courses

MBA 701. Purpose Driven Leadership. 3 Credits.
This course will explore the leadership imperatives and competencies that are necessary to act on business challenges and drive both personal and organizational success in a competitive business environment. On a personal level, it is important to create a leadership model to guide how you influence others, manage change, resolve conflict, make decisions, communicate with impact, and build partnerships to drive impact. On an organizational level, forward-thinking leaders must understand how to integrate operational initiatives into broader strategic plans while still maintaining operational excellence, ensuring talent readiness, and building inter-group alignment among other things.

MBA 706. Marketing: Creating Brand Value. 3 Credits.
This course helps students understand the strategies about building, managing, and protecting brands. Specific areas covered include brand equity, brand value, forming customer relationships around a brand, as well as creating and sustaining brand loyalty. Social media's influence has extended to many spheres of life and today's younger generations are more skeptical of marketing and not as brand loyal as were the previous generations. The course explores how to develop better consumer-brand relationships that can create a clear competitive advantage as branding is becoming more participatory and experiential between customers and organizations.

MBA 707. Financial Management. 3 Credits.
In this course students will understand and apply modern financial theory to the investment and financing decisions in the context of a corporate entity. Upon completion of this course, students should be able to gather and analyze financial data with the goal of financial management and decision making. Students will be familiar with and apply different tools and techniques of financial decision making with shareholders' wealth maximization in mind. Topics include financial statement analysis, capital budgeting, capital structure, dividend policy, cost of capital, international financial management and mergers & acquisitions. The course uses FactSet and Microsoft Excel.

MBA 708. Entrepreneurship: Disruptive Innovation. 3 Credits.
This course will creatively approach the subjects of ideas instigation, business opportunity need identification, and the development of suitable business models within the knowledge-driven, digital, global economy. The course will use numerous discovery, creativity, ideation, problem-solving tools and frameworks, and concentrate on turning them into a viable business solution. It will delve into best practices and strategies of companies that have successfully engaged in disruptive innovation. Further, we will identify internal and external barriers and ways to overcome them stimulating the comparison and integration of different cultural and professional perspectives.

MBA 709. Artificial Intelligence & Technological Advances. 3 Credits.
This course emphasizes the understanding of how artificial intelligence (AI) and technological advances could be used to shape and implement strategic and operational changes at various levels within an organization. The course focuses on how AI and technological advances: (a) are transforming businesses and how they could be used to develop competitive business advantage; (b) could be used in shaping and executing the organization's strategy; (c) could be leveraged to foster a culture of data-driven experimentation and decision making; and (d) must include an understanding of the ethical issues around the use of AI - and the importance of keeping algorithms transparent, fair, and unbiased.

MBA 710. The Path to Sustainability. 3 Credits.
This course provides an overarching understanding of sustainability, the relationship between business decisions and sustainability, and the reasons why each business decision must be evaluated in term of economic, environmental, and social performances. The course also demonstrates that business leaders must evaluate each business decision with a consideration of long-term sustainability. The course also explores the need for transforming organizational culture so that sustainability is prioritized as a way of life and it allows for the continual integration of lifecycle assessment, which includes sustainability of products from design through disposal.

MBA 712. Management: Alternative Futures & Strategic Foresight. 3 Credits.
This course focuses on new breakthroughs, changing technologies, and cutting-edge innovations that could impact business. Learners will apply strategic foresight and enable their organizations to reframe preferences and expectations for the future. By working as strategic managers, learners will usher in changes in firm strategies, tactics, goals, plans, recruitment efforts, and management styles. This course will introduce topics and enable deeper thinking into the applicability of artificial intelligence, future of biotechnology, the singularity, strategic design and design futures, and emerging issue analysis among other under-researched, highly critical future trends.

Management (MGMT)

Courses

MGMT 589. Organizational Behavior. 3 Credits.
A micro organizational behavior course examining motivation, leadership, job satisfaction, learning, group dynamics, and stress in the organizational setting.
P: graduate status
Fall and Spring.

MGMT 603. The Learning Organization. 3 Credits.
This course explores various perspectives on how participants can build learning organizations. The course begins with Senge's 5th Discipline, which states that learning organizations depend upon the mastery of five dimensions: systems thinking, personal mastery, mental models, building a shared vision, and team learning. Next, the class will explore a model of a learning organization which includes a learning environment, learning processes, and leadership support of learning along with an organizational assessment tool. Finally, the class will discover how the iterative processes involved in the systematic approach to problem-solving of design thinking fosters learning and innovation within organizations.
P: Min GPA of 2.5
Spring.

MGMT 652. Teams. 3 Credits.
The course explores the design and management of organizational teams and work groups. It examines the components of effective teams and enhances teamwork skills and expertise. Topics include group composition, goals, processes, team behaviors, team leadership, team performance and technological tools
Spring.

MGMT 705. Evidence Based Decision Making. 3 Credits.
This course develops the skills managers need to make sound, data-informed, and ethically responsible decisions in complex organizational settings. Students learn to integrate research evidence, organizational data, professional expertise, and stakeholder perspectives to solve practical business problems. Emphasis is placed on critical thinking, strategic application, and effective written communication of decisions and recommendations. Through case analysis, simulations, and applied projects, students will strengthen their ability to lead with evidence and influence organizational outcomes.
P: Admission into the MS Management Program
Spring.

MGMT 730. Leading the Self. 3 Credits.
This course provides a framework for lifelong leadership development based on two perspectives: values-based leadership and competency-based leadership.
P: graduate status
Fall Only.

MGMT 746. Strategic Management. 3 Credits.
This course equips students to analyze, formulate, and implement strategy at both business- and corporate-levels. Students learn to diagnose competitive environments, evaluate internal capabilities, and lead strategic change in global organizations. The emphasis is on managerial insight and integrative decision-making rather than quantitative modeling.
P: Admission into the MS MGMT Program
Spring.

MGMT 759. Sustainable Management. 3 Credits.
This course will focus on leading, building, and maintaining sustainable organizations. The course provides students with the knowledge, tools and skills to become responsible managers with insights into how sustainability, responsibility and ethics can be incorporated into the traditional functions of business such as strategic management, entrepreneurship, IT, operations, supply chain management, human resources and marketing.
P: graduate status
Fall Only.

MGMT 796. Professional Project. 4 Credits.
Intense application experience in which students will learn management strategies and work on an extensive hands-on project. At the end of the course students should be able to demonstrate knowledge of management principles as well as develop and complete an applied project that will utilize material learned fromprior masters coursework.
P: Graduate standing with 12 credits of graduate coursework completed
Fall and Spring.

MGMT 797. Internship. 1-6 Credits.
P: graduate status
Fall and Spring.

MGMT 798. Independent Study. 1-3 Credits.
P: graduate status
Fall and Spring.

Marketing (MKTG)

Courses

MKTG 624. Research Methods. 3 Credits.
Techniques of obtaining and analyzing information about business problems; obtaining and interpreting data from primary and secondary sources for business decisions.
Spring.

MKTG 745. Business and Marketing Strategy. 3 Credits.
The characteristics and management of markets are described in topics that include the business and marketing environment, components of the strategic marketing mix, market segmentation, planning and responding to competitors' strategies.
P: graduate status
Fall Only.

Nursing (NURSING)

Courses

NURSING 699. Travel Course. 1-6 Credits.

NURSING 734. Evaluation and Evidence-Based Practice. 3 Credits.
This course will focus on skills needed for nurses to evaluate outcomes. Topics include using statistics and information systems in evaluation and research, continuous quality improvement, evidence-based practice, safety and quality indicators, performance improvement methods, and team-based problem solving.
P: Must be admitted to MSN program or BSN-MSN Leadership Option program
Fall Odd.

NURSING 737. Leadership in Complex Systems. 3 Credits.
This course will focus on the development of leadership for nurses in complex organizations. Topics will include transformation of complex organizations, conflict, crisis management, leading innovation, creating a culture of safety, and serving as a mentor and coach.
P: Must be admitted to MSN program or BSN-MSN Leadership Option program
Spring Even.

NURSING 741. Theories of Organizational Behavior and Nursing Leadership. 3 Credits.
This course will address concepts and theories important to nursing leadership and management. Organizational behavior, leadership theories, and complexity science will be emphasized.
P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Fall Odd.

NURSING 745. Health Economics and Policy. 3 Credits.
This course will explore the complex healthcare in the United States including economic, political, financial, ethical, and social factors affecting health policy. Emphasis will be given to how healthcare is financed. Legislative and regulatory processes affecting nursing and healthcare will be addressed.
P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Spring Even.

NURSING 750. Human Resource Management. 3 Credits.
This course is designed to introduce the field of human resource management practices and policies which create and maintain a healthy professional work environment. Staffing models, hiring, retention and supervision practices, performance enhancement planning, strategic scheduling, and labor relations/laws will be covered.
P: Must be admitted to MSN program.

NURSING 755. Program Planning for Population Health. 2 Credits.
This course will focus on the role of the nurse leader in program planning for health promotion and disease prevention for populations. Topics will include determinants of health, epidemiology, biostatistics, and advancing equity in access, services, and outcomes for vulnerable populations.
P: Must be admitted to MSN program.

NURSING 760. Informatics for Nursing Leaders. 3 Credits.
This course will enhance students' knowledge and skills related to nursing informatics in a variety of healthcare settings. Students will learn how to use project management principles and technologies to enhance patient-care delivery, management, and clinical decision support. Research from nursing and other disciplines regarding improving patient outcomes, cost effectiveness and patient safety will be emphasized.
P: Must be admitted to MSN program or Nursing Leadership and Management certificate program or enrolled in BSN-MSN Leadership Option program
Spring Odd.

NURSING 770. Practicum I: Leadership and Management Practices - Quality and Safety. 2 Credits.
In this course, students will apply best practices related to evidence-based quality and safety decisions in a practicum site. Local and national drivers of safety and quality initiatives, along with oversight of these programs, will be explored. Benchmarking and statistical process control methods will be emphasized to ensure appropriate leadership decisions. Required MSN practicum hours will be satisfactorily completed.
P: Nursing 734, Nursing 737, Nursing 741, Nursing 745, Nursing 750, Nursing 755, pre- or co-requisite Nursing 780, and co-requisite Nursing 790
Fall Even.

NURSING 772. Practicum II: Leadership and Management Practices - Change, Culture and Communication. 2 Credits.
This course will provide a structured experience for exploration of nursing leadership and management roles in a practicum site. Emphasis will be placed on change management, the use of information systems, financial reimbursement models, exploration of organizational culture and development of professional communication skills. Required MSN practicum hours will be satisfactorily completed.
P: Nursing 770, Nursing 780, pre- or co-requisite Nursing 760, and co-requisite Nursing 790
Spring Odd.

NURSING 774. Practicum III: Transition to Leadership and Management Roles. 2 Credits.
This course will explore aspects of role transition to nursing leadership and management. Discussions and debate will be used to highlight role transitions and resilience strategies. Remaining required MSN practicum hours will be satisfactorily completed.
P: Nursing 760, Nursing 770, Nursing 772, pre- or co-requisite Nursing 785, and co-requisite Nursing 790.

NURSING 780. Financial Management for Nurses. 3 Credits.
This course will develop knowledge and skills used by nurse managers for effective financial management in healthcare. Topics will include reimbursement systems, coding and payment mechanisms, ethics and legalities of contracting, governmental regulations, budget development, and marketing and inter-professional collaboration.
P: Must be admitted to MSN program or Nursing Leadership and Management certificate program
Fall Even.

NURSING 785. Environmental Sustainability for Nurse Leaders. 2 Credits.
This course will explore sustainability in healthcare environments. Implications of environmental health policy will be analyzed. Emphasis will be placed on decisions and strategies nurse leaders make that impact sustainability of healthcare environments.
P: Must be admitted to MSN program.

NURSING 790. MSN Leadership Project. 1 Credit.
This course will provide students the opportunity to design, implement, evaluate and professionally disseminate an evidence-based leadership project within a healthcare environment. This course must be taken three times, over three semesters in the final year, in conjunction with the three practicum courses. Required MSN practicum hours related to the project (90 total: 30 hours in each of the three consecutive semesters) will be satisfactorily completed.
P: concurrent enrollment or completion of Nursing 770, Nursing 772 or Nursing 774.

NURSING 798. Independent Study. 1-2 Credits.
Allows MSN student to master content absent in graduate courses transferred from other institutions.
P: Student must be accepted to the MSN program.

Nutritional Sciences (NUT SCI)

Courses

NUT SCI 602. Entrepreneurship in Dietetics. 2 Credits.
This course examines strategies to build, grow, and maintain a successful business in nutrition and dietetics-related practices with an emphasis on effective communication and leadership.
Spring.

NUT SCI 612. Supervised Experiential Learning Practicum I - Food Service & Systems. 2 Credits.
This course provides supervised experiential learning (SEL) in professional foodservice environments (university and/or public school food service) for students to further develop knowledge and skills needed to demonstrate competency in food systems principles, day-to-day operations, and management.
P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 614. Supervised Experiential Learning Practicum II - Food Service & Systems. 2 Credits.
This course provides supervised experiential learning (SEL) in professional and clinical foodservice environments (e.g. hospital) for students to further develop knowledge and skills needed to demonstrate competency in food systems principles, day-to-day operations, and management.
P: Graduate standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 621. Community and Public Health Nutrition. 3 Credits.
Application and integration of the principles of nutrition concepts and their delivery in the context of social, economic, and cultural environments in various scales of community settings. At the graduate level, emphasis will be placed on agency needs assessment, management and coordination of public health or nutrition programming, and project outcome assessment. At the undergraduate level, a major focus will be on the development and implementation of a nutrition intervention program for a selected target group.
P: Concurrent enrollment in NUT SCI 623 OR Accelerated Nutritional Sciences/Dietetics and concurrent enrollment in NUT SCI 423
Fall Only.

NUT SCI 623. Community and Public Health Nutrition Lab. 1 Credit.
Application and integration of the principles of nutrition concepts and their delivery in the context of social, economic, and cultural environments in various scales of community settings. At the graduate level, emphasis will be placed on agency needs assessment, management and coordination of public health or nutrition programming, and project outcome assessment. In the lab component of this course, students will engage in hands-on experiences that serve as a bridge between theoretical knowledge and practical application, fostering the development of essential professional competencies for effective nutrition program management.
P: graduate standing and concurrent enrollment in NUT SCI 621
Fall Only.

NUT SCI 627. Nutrigenomics and Advanced Nutrient Metabolism. 3 Credits.
This course examines several biochemical pathways associated with diet and lifestyle related diseases, with emphasis on the role of nutrition in modulating these pathways and disease risk. Nutrigenomics, oxidation/antioxidants, eicosanoid and inflammation mechanisms, and diet and cancer are covered.
P: Graduate standing
Spring.

NUT SCI 670. Advanced Nutrition for Sport and Fitness. 3 Credits.
This course will address the role of nutrition in enhancing exercise performance. Topics include the principles of energy metabolism during aerobic and anaerobic exercise; biochemical roles of macronutrients, vitamins, and minerals; endocrine and immunological alterations with exercise and diet; fluid balance; sports supplements; and planning diets for athletes.
Spring.

NUT SCI 685. Medical Nutrition Therapy I: An Integrative and Functional Approach. 3 Credits.
This course explores the theory and application of nutrition assessment and counseling skills needed to provide personalized nutrition to diverse clients and patients. It also addresses issues relevant to professional practice including professional ethics and self-care.
P: graduate standing
Fall Only.

NUT SCI 686. Medical Nutrition Therapy II: An Integrative and Functional Approach - Lecture. 3 Credits.
Principles and applications of nutrition therapy in the prevention and treatment of common and complex diseases
P: graduate standing and concurrent enrollment in NUT SCI 688 OR Accelerated Nutritional Sciences/Dietetics emphasis and concurrent enrollment in NUT SCI 488
Spring.

NUT SCI 688. Medical Nutrition Therapy II: An Integrative and Functional Approach - Discussion. 1 Credit.
Practicum learning opportunities to apply counseling and assessment skills in integrative medical nutrition therapy.
P: graduate standing and concurrent enrollment in NUT SCI 686
Spring.

NUT SCI 712. Culinary Medicine. 3 Credits.
This course is designed to provide students with fundamental culinary skills combined with knowledge of foods and their nutrients to improve human health, and for prevention and treatment of disease. Emphasis will be placed on culinary skills for the preparation of healthy and delicious whole foods and meals. These skills and knowledge are key to effectively counsel and teach patients/clients the role of diet and lifestyle in health and disease, and empower them to make lasting dietary changes.
P: Graduate standing
Fall Only.

NUT SCI 721. Supervised Experiential Learning Practicum - Community Nutrition. 4 Credits.
This course provides supervised experiential learning (SEL) for the student to develop knowledge and skills required to address nutrition-related health issues at the community and public health level. The student spends the majority of their time in community/public health professional settings.
P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 730. Eating Disorders A Comprehensive Approach. 3 Credits.
This course delves into the complexities of eating disorders, emphasizing the distinct roles dietitians play in treatment settings. Students will explore a variety of eating disorders and their treatments, from clinical assessment to therapeutic nutrition interventions.

NUT SCI 750. Nutrient Metabolism Across the Lifespan. 3 Credits.
Vitamins and minerals (micronutrients) are essential for normal development, health, and disease prevention throughout the life span. This course examines the biochemical roles of specific micronutrients in normal developmental physiology from pregnancy through late adulthood, and their role in disease prevention and pathophysiology.
P: graduate standing
Fall Only.

NUT SCI 753. Biostatistics and Research Methods. 3 Credits.
This course will cover research designs/methodologies and statistical tools and procedures commonly used across the nutrition sciences field. The course experiences will provide students with the competencies to effectively critique research literature, use statistical tools to analyze and interpret data, improve biomedical research writing skills, and begin to design a capstone/research project.
P: Graduate standing; Introductory Statistics with a grade of C or better
Spring.

NUT SCI 754. Nutritional Epidemiology. 3 Credits.
This course introduces students to epidemiological principles and methodologies used in studying the role of diet and lifestyle in chronic disease within and throughout societies and populations. An in-depth understanding of the challenges, limitations and controversies inherent in nutritional epidemiological research is necessary to plan and conduct nutrition-related research, and critically interpret the literature findings to appropriately inform public health nutrition policy and clinical nutrition decision making.
P: Graduate standing
Fall Only.

NUT SCI 786. Supervised Experiential Learning Practicum - Medical Nutrition Therapy - Variable Clinical Settings. 2 Credits.
This course provides supervised experiential learning (SEL) for students to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy to residents in long-term care settings. The student spends the majority of their time in the clinical setting interacting with real-life patients/residents.
P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 787. Medical Nutrition Therapy III: An Integrative and Functional Approach. 3 Credits.
Principles and applications of advanced nutrition therapy in the critical care population, and populations with more complex disease states.
P: Graduate standing
Fall Only.

NUT SCI 788. Supervised Experiential Learning Practicum - Medical Nutrition Therapy Inpatient. 3 Credits.
This course provides supervised experiential learning (SEL) in the hospital inpatient setting for the student to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy for a variety of acute and chronic conditions. The student spends the majority of their time in the clinical setting interacting with real-life patients.
P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 789. Supervised Experiential Learning Practicum - Medical Nutrition Therapy Outpatient. 2 Credits.
This course provides supervised experiential learning (SEL) for the student to develop knowledge and skills needed to demonstrate competency in the provision of medical nutrition therapy in the outpatient setting. The student spends the majority of their time in the clinical setting interacting with real-life patients/clients.
P: Graduate Standing in the MS/RDN track of the Master of Science in Nutrition and Integrated Health program.

NUT SCI 796. Special Topics in Nutrition. 3 Credits.
This course explores in depth emerging/controversial nutrition-related topics from the three domains of nutrition/dietetics - food systems, community/ public health nutrition and clinical nutrition. The goal is to further hone the student's knowledge and skills in learning about, searching for, critically analyzing and using evidence-based information to inform decisions in food systems, community and/or clinical nutrition.
P: Graduate standing
Spring.

NUT SCI 799. Capstone Project, Thesis. 3 Credits.
In this course students complete and submit their capstone project/thesis for Approval of Thesis Defense or Project Presentation (GR-4 Form) in completion of their master's degree. Course activities include draft submission, peer editing, final submission, and presentation/defense of their capstone project/thesis in an open forum.
P: Graduate standing
Spring.

Physics (PHYSICS)

Courses

PHYSICS 617. Nuclear Physics and Radiochemistry. 3 Credits.
Properties and reactions of atomic nuclei; application of the properties of radioactive nuclei to the solution of chemical, physical, biological and environmental problems.
P: graduate status
Spring Even.

Political Science (POL SCI)

Courses

POL SCI 505. Urban Politics and Policy. 3 Credits.
Structures and operations of city governments and their responses to policy issues such as education, employment, social welfare, housing, transportation, migration, racial discrimination, urban sprawl and social inequality.
P: gr st.
Spring.

POL SCI 516. Congress: Politics and Policy. 3 Credits.
Legislative institutions and policies, emphasizing the U.S. Congress. The role of legislature in American politics; elections, representation, formal and informal legislative institutions and practices, leadership, interest groups and lobbying, and the role of legislatures in policy innovation. P: gr st. (S)
P: gr st.
Spring.

POL SCI 553. Politics of Developing Areas. 3 Credits.
This 3-credit online graduate course is geared towards students interested in the Global Leadership emphasis within UW-Green Bay's doctorate in Applied Leadership (Applied Leadership Ed.D.) It is a dual-listed course, so you will likely be participating on the Canvas site alongside upper-level undergraduate students (enrolled in the undergraduate section of the course, POL SCI 353) in Political Science, Global Studies, and related majors and minors. As a graduate student enrolled in the 753-level section, keep in mind you will have distinct expectations and grade components – which are outlined in this syllabus – that differ from the undergraduate students. You will be expected to complete more advanced work, both in terms of quantity and length in the writing assignments as well as more in-depth and independent research. Together, we will explore themes around economic and political development, including issues of authoritarianism, populism, democratic erosion, globalization, and inequality in Global South countries (also sometimes referred to as "developing countries," "non-Western countries," and "post-colonial states"). We will consider the controversies around these classifications and their implications for assumptions about modernity, poverty, and powerlessness. We will also assess data and measurements around development, comparing case studies in parts of the Middle East, Africa, Asia, and Latin America and the Caribbean to explore trends and patterns within and across countries and regions.
REC: Admittance into Education's EdD program
Spring.

POL SCI 560. International Relations. 3 Credits.
This 3-credit online graduate course is geared towards students interested in the Global Leadership emphasis within UW-Green Bay's doctorate in Applied Leadership (Applied Leadership Ed.D.) It is a dual-listed course, so you will likely be participating on the Canvas site alongside upper-level undergraduate students (enrolled in the undergraduate section of the course, POL SCI 360) in Political Science, Global Studies, and related majors and minors with an interest in international affairs. As a graduate student enrolled in the 760-level section, keep in mind you will have distinct expectations and grade components – which are outlined in this syllabus – that differ from the undergraduate students. You will be expected to complete more advanced work, both in terms of quantity and length in the writing assignments as well as more in-depth and independent research. Together, we will explore some of the strengths and weaknesses of major International Relations (IR) theoretical and conceptual frameworks for explaining world politics and delve into some of the contemporary challenges in global conflict, human rights, international organizations, and environmental security. These topics are interconnected with questions of global leadership, intercultural communication, and the consequences of globalizing issues across regional and cultural boundaries. Our main text for the course will help us to take a global perspective in the study of international relations which advances our understanding of what Buzan and Acharya describe as "the deep pluralism" structuring the contemporary international system.
REC: Admission into Education's EdD program
Spring Even.

POL SCI 578. Environmental Law. 3 Credits.
An overview of major environmental laws such as the Clean Air and Clean Water Acts, with emphasis on how these laws are implemented by the federal and state governments.
P: graduate status
Fall Odd.

POL SCI 580. Global Environmental Politics and Policy. 3 Credits.
This course explores the transnational and international context of environmental politics and policy. Particular focus areas include the causes of environmental harm, the meaning of sustainability, and the relevance of new environmental actors on the global stage.
P: graduate status
Spring Even.

POL SCI 606. State and Local Government. 3 Credits.
The structure and operation of state and local governments and their administration of public policies and programs; emphasized issues of importance to each level, the interaction between levels, and Wisconsin as a case study.
P: graduate status.

POL SCI 610. Intergovernmental Relations. 3 Credits.
The relations among the federal, state and local units of government; federalism, intergovernmental revenues and expenditures, intergovernmental policies and grants in-aid. P: gr st. (F)
P: gr st.
Fall Only.

Psychology (PSYCH)

Courses

PSYCH 544. Dying, Death, and Loss. 3 Credits.
Death, dying, and loss from a multidisciplinary diversity perspective; the development of death concepts across the life span, end of life issues, and cross-cultural death practices and their relation to the American death system.
P: graduate status
Spring.

PSYCH 605. Applied Psychological Statistics and Methods. 3 Credits.
This course will provide students with an overview of quantitative and qualitative research methods used in conducting psychological research as well as a broad introduction to some of the fundamental tools and concepts of statistics for representing, visualizing, modeling, and interpreting data.
Spring.

PSYCH 610. Counseling Microskills. 3 Credits.
This course is designed to teach counseling/consulting techniques used in sport, exercise, and performance psychology (SEPP).
Fall Only.

PSYCH 615. Organizational and Personnel Psychology. 3 Credits.
Examines the human side of organizations from a scientific framework. Topics include job analysis, performance appraisal, employee selection, training, motivation, job satisfaction, work teams, leadership, and organization development.
P: gr st.
Fall Only.

PSYCH 620. Test and Measurements. 3 Credits.
An overview of the uses and underlying psychometric concepts of psychological tests. Examines selected tests in the areas of intelligence, personality, achievement, and interest assessment. Discusses controversial social, legal, ethical, and cultural issues related to testing.
P: gr st.
Fall and Spring.

PSYCH 621. Theories of Sport, Exercise, and Performance Psychology. 3 Credits.
This course will provide students with an overview of the theories and research related to the psychosocial aspects of sport, exercise, and performance. Topics to be covered include the history of sport psychology, behavioral principles, anxiety, motivation, leadership, group dynamics, gender, and personality.
Fall Only.

PSYCH 625. Theoretical Orientations. 3 Credits.
The purpose of this course is to introduce students to counseling philosophies and theories that underpin our consulting beliefs and practice in sport, exercise, and performance psychology. This course is designed to facilitate students' understanding of the diverse styles of consultation and build their knowledge on key concepts and issues related to the role of being a consultant. At the heart of this course will be a focus on developing a knowledge and style of practice that suits students' values and beliefs.
Fall Only.

PSYCH 627. Professional Ethics in Psychology. 3 Credits.
This course will examine important ethical and legal issues that sport, exercise, and performance psychology professionals often encounter in their work.

Fall Only.

PSYCH 629. Theories of Personality. 3 Credits.
P: gr st.

PSYCH 635. Psychopathology. 3 Credits.
This course is designed to expose students to the primary models for defining and evaluating normal and abnormal human behavior in American society. Students will be acquainted with the many ways in which biological, emotional, behavioral, and cognitive factors can contribute to distress or impairment, both to the individual and the people around them. Students will be exposed to models of how abnormal behavior can be defined, how it can be understood, and in a general sense, how it is usually treated.
P: Graduate student status
FSS.

PSYCH 692. Applied Research Lab. 3-4 Credits.
Students are accepted into an applied research lab to acquire in-depth applied research skills working on projects within a group lab setting. Hands-on data application, collection, and interpretation lead to presentations and potential publications. Course may be repeated 4 times for a total of 12 earned credits. Students should use the applications available from the Psychology Department to apply.
Fall and Spring.

PSYCH 721. Applied Sport and Performance Psychology. 3 Credits.
This course will explore various psychological methods of performance enhancement in sport and other areas of endeavor. Demonstrations of interventions and opportunities to acquire basic performance enhancement skills through practice and tapes will be provided.
P: PSYCH 621.

PSYCH 730. Sport Sociology. 3 Credits.
This course examines both the popular fascination with, and the academic investigation of, sport in American society. In this course, students will examine the connections between sport and society, including socialization, values, education, deviance, the economy, and the media. Students will explore the unifying power of sport, as well as how sport serves to reproduce many inequalities present in the larger society.
Spring.

PSYCH 738. Psychology of Injury. 3 Credits.
This course will explore the theory and research related to the psychological aspects of injury and injury rehabilitation.
Fall Only.

PSYCH 740. Multicultural Psychology. 3 Credits.
This course is an exploration of human diversity and its intersection with psychology. Topics range from identity development and intersectionality to stereotyping, prejudice, and the interaction between culture and health, mental health, and human behavior.
P: PSYCH 610
Fall Only.

PSYCH 781. Thesis I. 3 Credits.
This course will assist students in planning their thesis research project and the preparation and completion of their thesis proposal.
P: PSYCH 605, PSYCH 621, PSYCH 627
Fall Only.

PSYCH 782. Thesis II. 3 Credits.
This course will assist students in conducting their research and the preparation and completion of their thesis defense.
P: PSYCH 605, PSYCH 621, PSYCH 627, PSYCH 781
Spring.

PSYCH 786. Pre-Practicum. 3 Credits.
To facilitate the personal and professional development of students as competent mental performance consultants, this course will introduce students to practicum procedures and policies and ethical and professional consulting practices.
P: Must be a SEPP student on the Applied Track.
Spring.

PSYCH 787. Practicum I. 3 Credits.
Supervised practical experience in sport, exercise, and/or performance psychology. Internships are supervised by faculty members and require weekly student-faculty meetings.
P: Must be a SEPP student on the Applied Track.
Fall Only.

PSYCH 788. Practicum II. 3 Credits.
Supervised practical experience in sport, exercise, and/or performance psychology. Practicums are supervised by faculty members and require weekly student-faculty meetings.
P: Must be a SEPP student on the Applied Track.
Spring.

PSYCH 790. Special Topics and Projects. 3 Credits.
This course offers students the opportunity to learn about selected topics of current interest in sport, exercise, or performance psychology. This course will also facilitate students' completion of their SEPP culminating experience project.
P: SEPP Course-based student status.
Spring.

PSYCH 798. Independent Study. 1-3 Credits.
Independent study is offered on an individual basis and consists of learning activities (project, research) planned in consultation with a faculty member. Students participate in activities that will fulfill learning outcomes. Independent studies may be taken only with a regular member of the UW-Green Bay faculty or academic staff member. SEPP students may count a total of 3 independent study credits toward degree requirements.
P: Graduate student status.

Public Administration (PUB ADM)

Courses

PUB ADM 506. Regulatory Policy and Administration. 3 Credits.
The origins, purposes and operation of regulatory agencies and the programs in the U.S.: theories of regulation, issues and controversies in regulatory policy, and decision-making in such areas as economic regulation, public health, consumer protection workplace safety and environmental quality.
P: graduate status
Fall Even.

PUB ADM 514. Administrative Law. 3 Credits.
Administrative law in the American federal (intergovernmental) system: connections between administrative law issues and issues of public policy; and legal dimensions of administrative problems.
P: graduate status
Fall Only.

PUB ADM 522. Environmental Planning. 3 Credits.
History, processes, and impacts of environmental planning in the United States. Action forcing legislation and its effect on environmental issues and processes. Emphasizes environmental planning and implementation at the national, state, and local levels.
P: graduate status
Spring.

PUB ADM 535. Principles and Practices of Emergency Management. 3 Credits.
The philosophy of comprehensive Emergency Management will be discussed with the four attendent steps, which include mitigation, preparedness, response and recover. In addition, legal issues involving state and Federal law effecting emergency operations will be studied.

PUB ADM 536. Strategic Emergency Preparedness, Planning and Implementation. 3 Credits.
Strategic planning and budgeting is a very important component in emergency planning and mitigation. Learn how to acquire and allocate resources, plan for crises with or without warning, and implement preparedness programs.

PUB ADM 537. Disaster Response Operations and Management. 3 Credits.
Examine the roles and responsibilities of the players in a crisis event. Explore the various problems associated with response operations such as: inadequate preparedness measurers, safety and site security, politics, and record keeping.

PUB ADM 538. Disaster Recovery. 3 Credits.
Examine disaster recovery in isolation. Explore the short and long term effects of disasters, as well as, the process of putting families, businesses and communities back together. You will learn the importance of reconstruction and relocation.

PUB ADM 539. Political and Policy Dimensions of Emergency Management. 3 Credits.
This course considers the political and policy environment in which emergency management is practiced. It focuses on political processes and phenomena associated with mitigating the likely effects of extreme events, responding to them, and recovering from them. The course is intended to help emergency managers develop an understanding of local, state, federal, and intergovernmental politics affecting and affected by extreme events.

PUB ADM 545. Human Resource and Risk Management. 3 Credits.
This course is applicable to organizations which utilize paid or volunteer staff and face multiple sources of risk to their functioning. Topical coverage will include risk assessment and planning as well as staff development, performance standards, and professional practices regarding proper interviewing, hiring, evaluation and dismissal procedures. Legal requirements and the institutional setting for both human resource and enterprise risk management will be examined.
Fall and Spring.

PUB ADM 607. Service in the Public Sector. 3 Credits.
This course explores what is meant by public service, with a special focus on service in local governmental settings. The course considers case studies from the International City/County Management Association and what management and leadership in local government entails.
Spring.

PUB ADM 625. Marketing, Fund Development, and Grant Writing for Nonprofits. 3 Credits.
Provides an overview of marketing and fund development strategies for nonprofit organizations. The course also provides an overview of the grant writing process including searching for grants and proposal development.
Fall Only.

PUB ADM 628. Public and Nonprofit Program Evaluation. 3 Credits.
Develops a working understanding and selected skills relating to the conduct of program evaluations. Evaluation design, data collection, data analysis, and utilization of findings are discussed using the political and social context of "real" organizations.
P: graduate status
Spring.

PUB ADM 700. Foundations of Public Administration. 3 Credits.
Provides a high-level overview of the field of public administration including the historical development of the discipline, classic literature, historic and contemporary perspectives, and contemporary problems facing those in public service. It also places an emphasis on the democratic imperative of public service that induces the preeminent values of the discipline.
Fall Only.

PUB ADM 701. Research Methods and Evidence Based Decision Making. 3 Credits.
This course examines research design and quantitative data analysis used commonly in public service including categorical analysis and simple linear modeling. Emphasis will be placed on how to utilize existing research or accessing and/or collecting data to make evidence-based decisions within public or nonprofit organizations. Students will also be exposed to research design, measurement, and the use of computer applications appropriate to the public and nonprofit sectors.
Fall Only.

PUB ADM 702. Public and Nonprofit Budgeting and Financial Management. 3 Credits.
This course provides an overview of the processes and techniques of public and nonprofit budgeting, with a specific emphasis on the applied methods and tools needed to successfully create a budget and assess the financial condition of an organization.
Fall Only.

PUB ADM 703. Public and Nonprofit Organizational Management and Behavior. 3 Credits.
This course focuses on the effective organization and management of public service organizations including concepts, theories, and perspectives from both a macro-level and micro-level including motivation, communication, politics, conflict, decision-making, and organizational structure.
Spring.

PUB ADM 704. Public Policy Theories and Analysis. 3 Credits.
This course examines the theories and process of policy making, with a specific emphasis on the applied practice of policy analysis. This includes a discussion of information sources, data analysis methods, and basic tools and skills needed to complete a policy analysis. Theories of public policy are used to frame broader discussions of policy making.
Spring.

PUB ADM 705. Public and Nonprofit Ethics and Leadership. 3 Credits.
This course introduces students to the theories, concepts, and skills of public sector leadership. This includes ethical leadership and an emphasis on democracy, citizenship, and public interest as the preeminent and guiding values of public action.
Spring.

PUB ADM 706. Capstone Seminar. 3 Credits.
This course is designed as the culminating experience and final requirement for MPA students prior to graduation. Students will complete an individual capstone project that will require the integration, assessment, and application of the theories, skills, tools, and techniques that have been acquired in the core curriculum of the MPA degree program. The project will demonstrate student mastery of program and course content, but also address current, real-world policy problems and management challenges.
Fall and Spring.

PUB ADM 710. Geographic Information Systems for Public Service. 3 Credits.
Examines the practice of urban, regional, and state planning with focus on the use of geographic information system (GIS) applications for state and local decision-making. Includes an introduction to the scope, theories, and politics of planning.
Spring.

PUB ADM 715. Community Development. 3 Credits.
Examines the history and theory behind the practice of community development, civic engagement, and public participation and the role public service organizations play in the process. Provides students with practical and effective community organization skills and civic engagement strategies.

PUB ADM 720. Nonprofit Administration and Theory. 3 Credits.
Provides an overview of the context of nonprofits and their role in society, key leadership and management issues of the sector, and prominent nonprofit theories.
Spring.

PUB ADM 725. Fund Development and Grant Writing. 3 Credits.
Provides an overview of different types of fund development for nonprofit organizations as well as an in-depth and applied practice in grant writing.
Fall Only.

PUB ADM 730. Nonprofit Boards and Governance. 3 Credits.
This course is for learners who aspire to serve on or facilitate a nonprofit board of directors. In this course, you will learn the role of the board in strategic management, oversight, and securing resources, and the common governance issues boards face. You will consider what a 'high performing' board looks like, how to recruit, orient, and develop new board members, and build a board meeting agenda. We will use multiple learning methods such as case studies, guest speakers, student presentations, writing assignments and live discussions to better understand the governance of a nonprofit organization. Students will work on individualized projects to advance their knowledge of boards of directors.
Fall Odd.

PUB ADM 735. Strategic Planning. 3 Credits.
Focuses on the theory and practice of strategic planning and introduces basic concepts of the planning process in public service organizations.

PUB ADM 740. Applied Concepts for Practitioners. 3 Credits.
This course is designed for practitioners already working in the public and nonprofit sectors. The course provides an opportunity for the discussion, review, and assessment of a range of foundational theories, skills, and tools in public administration, while simultaneously allowing for their application to the organizations where students are employed or have been employed in the past.
P: Completion of 18 graduate credits in the program.
Spring.

PUB ADM 783. SELECTED TOPICS. 1-4 Credits.
This course is designed for topics that are not part of the regular curriculum.

PUB ADM 797. Internship in Public Service. 3 Credits.
Faculty supervised practical experience in a public or nonprofit organization that provides students with meaningful leadership and management experience.
P: 3.00 cumulative GPA; minimum of 12 completed graduate credits.

PUB ADM 798. Independent Study. 3 Credits.
An independent study is offered on a case-by-case basis at the student's request and faculty approval. The course consists of a set of learning activities around a given topic planned by or in consultation with a faculty member. The student's advisor can direct him or her to instructors with appropriate interests.

Supply Chain Management (SCM)

Courses

SCM 644. Purchasing. 3 Credits.
The Purchasing course will explore procurement's strategic and operational aspects of within a modern supply chain. The course covers the development of an effective supply strategy, guiding decisions on whether to make in-house or buy from external sources, alongside exploring insourcing and outsourcing approaches. Students will learn how to accurately identify organizational needs, assess cost management practices, and ensure the quality and quantity management in procurement processes. A key focus will be on selecting of suppliers, evaluating both qualitative and quantitative factors to secure the best partnerships. The course also covers critical areas such as contract management, negotiation techniques, and the complexities of global supply chains. Emphasizing real-world application, the curriculum prepares students to manage purchasing functions integral to maintaining competitive advantage in today's interconnected global market.
Spring.

SCM 680. Advanced Project Management. 3 Credits.
This is an advanced project management course. This course covers the project management methodology recommended by the Project Management Institute (PMI), USA and prepares students for successfully managing projects (new initiatives) in organizations from inception to completion in a consistent and structured manner. This course provides the knowledge of standardized terms, knowledge areas, process groups and processes defined in Project Management Book of Knowledge (PMBOK), which is used in project management across the world. This course will prepare students to clearly define the scope, plan activities, manage budgets and costs, plan human resources, plan communication, conduct stakeholder analyses, and hand over the final product or services to operations at the end of the project. This course also exposes students to other project management methodologies, such as agile project management and lean project management.
P: Graduate Standing
FSS.

SCM 701. Supply Chain Management Strategies & Financing. 3 Credits.
This course prepares students to develop and implement successful supply chain management strategies by exploring both the strategic and financial aspects essential for ensuring business success. Key topics include supply chain strategy formulation, financial management, risk mitigation, and the integration of operations and finance. Emphasis is placed on leveraging the financial strengths of supply chain partners, fostering sustainable practices, and navigating the complexities of global supply chains.
Fall Only.

SCM 702. Advanced Logistics Management. 3 Credits.
Advanced Logistics Management explores the intricacies of logistics within the broader scope of supply chain management (SCM). This course will enhance students' understanding of logistics components, their integration with other business functions, and their critical role in today's global business landscape. The primary focus is on the efficient storage and distribution of goods and services and managing returns, either independently or with channel partners. This course aims to provide a comprehensive insight into logistics functions, principles, and strategies, emphasizing cost reduction and minimizing environmental impact.
Fall Only.

SCM 703. Sustainability in Supply Chains. 3 Credits.
Sustainability in Supply Chain Management provides graduate students with a comprehensive understanding of the sustainability challenges facing supply chain management (SCM), logistics management (LM), and transportation systems. The course explores the integration of sustainability into business decision-making, addressing environmental, ethical, social, and economic concerns - commonly called the "triple bottom line." Students will evaluate sustainable procurement practices, life cycle assessment (LCA), and the shift towards circular economies, focusing on reducing environmental impacts while improving corporate performance. Additionally, the course covers strategies for optimizing sustainable infrastructure, measuring sustainability, and employing data-driven solutions for climate change mitigation.
Fall Only.

SCM 704. Applied Inventory Management and Risks in Supply Chains. 3 Credits.
Applied Inventory Management and Risks in Supply Chains is an analytical course that explores the critical aspects of managing inventory within the broader context of supply chain management. By applying various industry models, students will learn how to effectively plan and control inventory levels, ensuring a balance between meeting customer demands and maximizing organizational profitability. This course emphasizes practical approaches to inventory management, exploring key strategies that optimize supply availability while minimizing excess stock. Additionally, the course examines the growing significance of managing risks in modern supply chains, particularly in light of disruptive global events and the increasing reliance on outsourcing, digital supply networks, and global logistics. Students will gain insight into risk identification and mitigation strategies, addressing supply chain vulnerabilities, and developing effective responses to disruptions.
Fall Only.

SCM 705. Advanced Operations Management. 3 Credits.
The Advanced Operations Management course is designed to provide an in-depth exploration of advanced concepts and practices in operations management, focusing on the strategic and analytical skills necessary to enhance value creation within organizations. Students will explore demand management strategies, learning to balance supply and demand effectively to meet organizational goals. The course will focus on optimizing operational efficiencies through a variety of methodologies and tools, including lean processes, Six Sigma techniques, and statistical quality management. Furthermore, students will learn how to analyze and improve both manufacturing and service-based operations, with a particular emphasis on integrating these techniques into broader supply chain strategies.
Spring.

SCM 706. Supply Chain and Operation Analytics. 3 Credits.
The Supply Chain and Operation Analytics course focuses on data analytics' critical role in modern Supply Chain Management (SCM) and Logistics Management (LM). Students will learn to interpret, analyze, and apply data-driven insights to enhance operational efficiencies, optimize decision-making, and drive business success. Through practical exercises and case studies, learners will develop skills in predictive modeling, statistical analysis, and data visualization, all aimed at improving supply chain performance. Additionally, this course prepares students for leadership roles in supply chain analytics by fostering a deep understanding of leveraging data to optimize operations, reduce costs, and improve overall business performance. Students will be equipped to make informed, evidence-based decisions that drive competitive advantage in today's data-centric business environment.
Spring.

SCM 707. Integrative Global Supply Chain Strategy and Analysis. 3 Credits.
This course provides a perspective on the dynamic nature of global supply chains, developing a sustainable supply chain management strategy, and aligning it with the organizational strategy. This course will widen your horizon about leveraging supply chains to improve your organizations' productivity, profitability, and sustainability. The topics will include but are not limited to globalization, advantages and risks of globalization, emerging technologies in manufacturing such as 3D printing and how it may affect supply chains, long-term sourcing decisions based on environmental and societal impacts, flexibility in sourcing/manufacturing/fulfillment and resilience in case of a breakdown, as well as the relevance of concepts such as Lean, Six-sigma and JIT.
Spring.

SCM 796. Professional Project. 3 Credits.
The "Professional Project" is a graduate-level capstone course for students of Supply Chain Management, designed to integrate and apply theoretical knowledge to real-world industry challenges. Throughout the course, students will collaborate in teams to tackle an actual logistics problem faced by a local business, emphasizing critical thinking, problem-solving, and applying supply chain principles in a practical environment. This hands-on experience allows students to bridge the gap between academic theory and industry practices, working closely with professionals in the logistics sector to develop innovative solutions.
Spring.

Sustainable Management (SMGT)

Courses

SMGT 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: gr st.

SMGT 700. Cultural and Historical Foundations of Sustainability. 3 Credits.
The changing relationships of humans to the natural environment; changes in dominant scientific perspectives and the process of scientific debate. The quest for understanding, manipulating, and dominating the natural world. Cultural and organizational structures; the role and impact of technology; the systems approach to problem solving and its implications for the future.

SMGT 710. The Natural Environment. 3 Credits.
Natural cycles, climate, water, energy, biosystems, ecosystems, the role of humans in the biosphere; human impacts on natural systems. Use of case studies; some pre-reading, carbon cycle as a unifying theme. Disturbance pollution and toxicity; carrying capacity; natural capital.

SMGT 720. Applied Research and the Triple Bottom Line. 3 Credits.
Document and project internal and external costs resulting from the inseparability of the natural, social, and economic environments. Assess sustainability issues using basic modeling techniques; cause and effect, root cause analysis, regression analysis, and business scenario-based cases.

SMGT 730. Policy, Law and the Ethics of Sustainability. 3 Credits.
The Law and Ethics regarding sustainability of Economic development and emerging environmental challenges at national and international levels; Including NationalEnvironmental Policy Act (NEPA), United Nations Environmental Program (UNEP) Carbon Footprints, Kyoto protocol, and Brundtland Commission. The policy and role of government and its agencies such as Army Corps of Engineers; Department of Interior, etc., in building a more just, prosperous, and secure environmental common future.

SMGT 740. Economics of Sustainability. 3 Credits.
Understand the economy as a component of the ecosystem within which it resides, with natural capital added to the typical analysis of human, social, built, and financial capital. Explore traditional micro, macro, and international trade theory and policy and the implications of sustainability. Topics include: history of economic systems and thought; globalization and localization; distinguishing between growth and development; the nature and causes of market failure; consumption, consumerism, and human well-being; emerging markets; technological change; business organization and financial market alternatives; demographic change; and the global food economy.

SMGT 750. The Built Environment. 3 Credits.
The assessment of the intersection of the built environment and human needs: water, air, food, waste, transportation, healthcare and education. Focus on evaluation and analysis of energy technology systems and building efficiency in the context of facilities management.

SMGT 760. Geopolitical Systems: Decision Making for Sustainability on the Local, State and National Level. 3 Credits.
An examination of decision making and public policy for sustainability at the national, state, and local level, with emphasis on the social, economic, and political factors affecting decisions within the public, nonprofit, and private sectors.

SMGT 770. Leading Sustainable Organizations. 3 Credits.
A macro-level perspective on leading sustainable organizations. Topics addressed include organizational change and transformation processes, strategic and creative thinking, organizational structures and their impacts, conflict management and negotiation, stakeholder management, and situational leadership styles and behaviors. Focuses on how organizational leaders develop and enable sustainable organizations, especially in times of environmental change.

SMGT 780. Corporate Social Responsibility. 3 Credits.
Corporate social responsibility and an organization. Evaluation of risks and potential impacts in decision making recognizing the links between the success of an organization and the well-being of a community. Integrating corporate social responsibility throughout an organization, creating metrics and communicating CSR policies internally and externally. Development of best practices in an organization pertaining to corporate social responsibility.

SMGT 782. Supply Chain Management. 3 Credits.
Planning, organizing, and controlling the organization's supply chain are examined in context of the triple bottom line. Total cost analyses or product and process life cycles are considered in the context of strategy and operations. Topics include sourcing, operations, distribution, reverse logistics and service supply chains. Process measurements and the impact on organizational performance in the context of footprints (e.g., carbon, water, pollution). Discussion of existing and potential software systems.

SMGT 784. Sustainable Water Management. 3 Credits.
This course addresses practical applications of sustainability in aquatic environments. Topics covered include water and health, water quality and quantity, governance, assessing the aquatic environment, water treatment technologies, environmental mitigation, and impacts of climate change. Emphasis will be on selected areas of interest from the perspective of public health, engineering, and municipal conservation management.

SMGT 785. Waste Management and Resource Recovery. 3 Credits.
Students will develop an understanding of the generation, treatment, and disposal of municipal, industrial, and agricultural wastes. Students will critically evaluate waste management and resource recovery processes and policies in the United States and compare them with practices used in other countries. Students will develop written and oral presentation skills necessary to effectively convey technical, economic, and social information related to waste management.

SMGT 786. Climate Change. 3 Credits.
In this course, you will explore climate change through scientific, humanistic, and sustainability frameworks. After building a strong foundation in the causes, impacts, and study of climate change, you will apply this understanding to evaluate scientific communication, environmental justice and vulnerability, and environmental policy to find solutions and strategies to address anthropogenic climate change.

SMGT 790. Capstone Preparation Course. 1 Credit.
This one-credit course orientation course is designed to prepare students for the capstone project. Students will conduct research and literature reviews resulting in a capstone project proposal. Project proposal must receive approval before commencement of SMGT 792.
P: gr st.

SMGT 792. Capstone Project. 3 Credits.
Completion of the approved capstone project assisting students' synthesis of their learning throughout the program. This project will result in research papers, multimedia presentations, actual field settings, or other projects that demonstrate each student's ability to understand how to apply what he or she has learned in the program.

SMGT 795. Special Topics in Sustainable Management. 3 Credits.
Various specialized areas of sustainable management will be examined. This course may be repeated for credit with a different topic.
P: gr st.

SMGT 798. Independent Study. 1-3 Credits.

Sociology (SOCIOL)

Courses

SOCIOL 701. Advanced Social Theory. 3 Credits.
Sociology, the humanistic and scientific study of mind, self, and society, has shaped the way we look at the human experience. In this course, we explore social theory by focusing on the ideas of such luminaries as Émile Durkheim, Karl Marx, George Herbert Mead, and Max Weber. Among the problems we address are action, change, conflict, justice, mind, morality, order, power, self, and struggle. The course goal is the cultivation of broad knowledge of social theory.
P: Bachelors degree.

SOCIOL 710. Urban Sociology. 3 Credits.
Advanced study of everyday life in the contemporary metropolis, including urban and suburban neighborhoods, ethnic and racial groups in the city and suburbs, gentrification and urban revitalization, marginality and social exclusion, and related topics.
P: Introduction to Sociology. REC: Undergraduate major or minor in sociology or other social science discipline
Spring Odd.

Social Work (SOC WORK)

Courses

SOC WORK 542. Psychopharmacology. 2 Credits.
This course introduces students to the basic concepts of psychopharmacology and the function of the organs and systems of the human body and brain. The course defines biological and chemical aspects of various drugs as well as discuss bio-psycho-social- and environmental approaches to understanding substance use.
P: Graduate standing
Spring.

SOC WORK 544. Grant Writing for Success. 2 Credits.
This course introduces students to common components of grant writing for human services organizations, including development of goals, objectives, methods, evaluation plans, and budgets.
P: Graduate standing
Spring.

SOC WORK 655. First Nations Futures: Advanced Social Work Praxis and Sovereignty. 2 Credits.
This course advances students' understanding of colonization and decolonization by critically exploring First Nations sovereignty, resistance, and reclamation. Emphasis is placed on integrating Indigenous knowledge systems and decolonial frameworks into professional social work practice across micro, mezzo, and macro levels. Students will explore strategies for policy advocacy, organizational change, and culturally grounded interventions, culminating in the development of a practitioner training resource.
Spring.

SOC WORK 683. SELECTED TOPICS. 1-4 Credits.
P: May be repeatable for credit. None.

SOC WORK 699. Travel Course. 1-6 Credits.
Travel courses are conducted to various parts of the world and are led by one or more faculty members. May be repeated to different locations.
P: cons of instr & prior trip arr & financial deposit.

SOC WORK 700. Gateway to the Profession of Social Work. 2 Credits.
This course introduces students to the multi-level facets of the social work profession with a focus on teamwork and collaboration. This course is taken in the first semester of the generalist curriculum and sets the framework upon which subsequent MSW course and learning experiences are built.
P: Admission to the MSW Program.
Fall Only.

SOC WORK 701. Contemporary Social Work Ethics. 3 Credits.
This generalist course is designed to introduce MSW students to a wide range of ethical issues that impact practitioners in various settings.
P: Admission to the MSW Program
Spring.

SOC WORK 702. Generalist Practice I. 3 Credits.
This course promotes MSW level development of skills necessary to practice social work with diverse client populations.
P: Admission to MSW Program
Fall Only.

SOC WORK 704. Generalist Practice II. 3 Credits.
This course promotes masters' level development of skills necessary to practice social work with diverse groups within organizations and communities.
P: Admission to the MSW Program; Completion of SOC WORK 702
Spring.

SOC WORK 707. Human Behavior and the Social Environment. 2 Credits.
Integration of theories and models examining the complexity of person/environment functioning with respect to individuals, families, small groups, organizations, and communities.
P: Admission to the MSW Program
Spring.

SOC WORK 711. Foundations of Social Welfare. 3 Credits.
This course examines the origin and change of social welfare arrangements in the U.S. to meet human needs. It traces the evolution of the social work profession and social welfare efforts in relation to major economic, social, and political forces over time. Students are introduced to the processes of policy development and policy change and evaluate contemporary social policies affecting poor and disenfranchised groups in the U.S.
P: Admission to MSW Program
Fall Only.

SOC WORK 712. Practicum I. 4 Credits.
Supervised social work practicum experience in a human service agency setting.
P: Admission to MSW Program; Concurrent enrollment in SOC WORK 713 with the same instructor
Fall Only.

SOC WORK 713. Seminar I. 1 Credit.
This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.
P: Admission to the MSW Program, concurrent enrollment in SOC WORK 712 with the same instructor.
Fall Only.

SOC WORK 714. Practicum II. 4 Credits.
Supervised social work practicum experience in a human service agency setting.
P: Admission to MSW Program; SOC WORK 712; concurrent enrollment in SOC WORK 715 with the same instructor.
Spring.

SOC WORK 715. Seminar II. 1 Credit.
This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.
P: Admission to the MSW Program
Spring.

SOC WORK 716. Practicum III. 5 Credits.
Supervised social work practicum experience in a human service agency setting.
P: Admission to MSW Program, concurrent enrollment in SOC WORK 717 with same instructor
Fall Only.

SOC WORK 717. Seminar III. 1 Credit.
This specialized seminar course focuses on the application and integration of advanced social work knowledge, values and skills to supervised social work practice in human service settings. This course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.
P: Admission to MSW Program; Concurrent enrollment in SOC WORK 716.
Fall Only.

SOC WORK 718. Practicum IV. 5 Credits.
Supervised social work practicum experience in a human service agency setting.
P: SOC WORK 716; Concurrent enrollment in SOC WORK 719 with same instructor.
Spring.

SOC WORK 719. Capstone Seminar. 1 Credit.
This specialized seminar course focuses on the application and integration of advanced social work knowledge, values and skills to supervised social work practice in human service settings. This course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.
P: Completion of SOC WORK 717, concurrent enrollment in SOC WORK 718 with the same instructor
Spring.

SOC WORK 720. Diversity, Social Justice & Advocacy. 3 Credits.
Social work specialized practice course on working with diverse groups and communities.
P: Admission to MSW Program
Fall Only.

SOC WORK 721. Advanced Practice: Multi-Level Family Systems. 3 Credits.
Advanced social work theory and practice techniques for working with individuals and families.
P: Admission to MSW Program
Fall Only.

SOC WORK 722. Social Work Management & Supervision in the Social Services. 3 Credits.
Advanced social work practice of management and supervision methods for students working in management positions at any level in social service agencies.
P: Completion of SOC WORK 728 or consent of instructor.

SOC WORK 723. Trauma Informed Care. 1 Credit.
Activities in this course focus on the understanding of trauma and its impacts on individuals, families, and communities as applied to the delivery of behavioral health services.
P: Completion of SOC WORK 728 or admission to other graduate program
Spring.

SOC WORK 724. Motivational Interviewing. 1 Credit.
This course teaches the evidenced based approach of motivational interviewing; developing skills to facilitate personal change, concentrating on addressing ambivalence and motivation to change.
P: Completion of SOC WORK 728 Admission to other graduate degree seeking program
Spring.

SOC WORK 727. Psychopathology in Clinical Social Work. 3 Credits.
This course examines mental health and mental illness from a strengths-based social work perspective. Cultural and community factors in defining these issues are addressed. The course focuses on diagnosis and development of evidence-based client plans using the current DSM as a framework.
P: Concurrent enrollment in SOC WORK 728 or consent of instructor.

SOC WORK 728. Advanced Policy: Leadership, Advocacy and Practice. 3 Credits.
This course examines the role of social workers as leaders in advocacy efforts in policy practice and social institutions to address the needs of vulnerable and oppressed populations. Students apply an analytical framework from a social justice perspective when analyzing social welfare policy to examine particular practice concerns.
P: Admission to MSW Program.

SOC WORK 731. Research for MSW Practice. 3 Credits.
Advanced research course that prepares students to evaluate their own practice and to carry out independent research projects.
P: Admission to MSW Program
Spring.

SOC WORK 735. Emerging Issues in Child Welfare. 2 Credits.
Elective course examining contemporary child welfare policies and practices with emphasis upon child safety, permanency and well-being.
P: Completion of SOC WORK 728 or consent of instructor
Spring.

SOC WORK 737. Crisis Intervention. 3 Credits.
This course contributes to development of practice competency with vulnerable and oppressed groups. The course teaches crisis intervention and emergency treatment approaches and then applies them to vulnerable populations of males and females in the United States.
P: Completion of SOC WORK 728 or consent of instructor
Spring.

SOC WORK 741. Practicum V. 8 Credits.
Supervised social work practicum experience in a human service agency setting.
P: Admission to the MSW Program.

SOC WORK 742. Seminar V. 2 Credits.
This generalist seminar course focuses on the application and integration of social work knowledge, values and skills to supervised social work practice in human service settings. The course provides opportunities for immersion in professional social work practice issues and dialogue within a classroom seminar format. The field internship is completed concurrently with the course.
P: Admission to MSW Program.

SOC WORK 745. Substance Abuse Disorders: Practice and Treatment. 3 Credits.
Course focuses on social work practice with those who abuse substances and includes consideration of sociocultural and best practice when working within this area of practice.
P: Graduate standing.
Fall Only.

SOC WORK 747. Clinical Theories for Mental Health Practice. 2 Credits.
This course examines the current mental health theories influencing social work direct practice.
P: Completion of SOC WORK 728 or consent of instructor.

SOC WORK 749. Contemporary Interventions in Social Work Practice. 3 Credits.
This direct practice course provides an understanding and application of current and relevant intervention models used by social workers across a spectrum of client populations and focal issues
P: Admission to MSW Program or consent of instructor.

SOC WORK 751. Social Work Practice in Schools. 2 Credits.
This course provides students with the conceptual and practical foundation for practicing social work in a school setting.
P: Admission to MSW and/or SSW Certificate programs; concurrent enrollment in SOC WORK 718 or SOC WORK 762
Spring.

SOC WORK 752. Case Management for Clinicians. 1 Credit.
This course examines the roles, functions, and evidence based around case management in clinical social work.
P: Admission to a graduate program or earned BSW.
Spring.

SOC WORK 753. Strengths-Based Leadership and Supervision. 3 Credits.
This course contributes to the development of leadership skills for MSW students by focusing on a strengths-based approach to leadership and supervision.
P: Completion of SOC WORK 728 or consent of instructor.

SOC WORK 757. Social Work Practice in the Criminal Justice System. 3 Credits.
Prepares social workers for an understanding of correctional models and their inherent values, bio-psycho-social theories of crime causation, and assessment and intervention skills within a generalist framework.
P: Completion of SOC WORK 728 or consent of instructor.

SOC WORK 761. Overview of Wisconsin DPI School Social Work Standards. 2 Credits.
This on-line course introduces students to internal and external systems that impact K-12 education and educational settings. The following topics and Wisconsin Department of Public Instruction school social work standards will be covered in this course: educational policy, social and economic justice, at-risk populations, and diversity. This course is taken prior to SOC WORK 751 and 762.
P: Admission to MSW and/or SSW Certificate programs.

SOC WORK 762. Wisconsin DPI School Social Work Standards Practicum. 3 Credits.
In this course, students will complete a practicum, consisting of a minimum of two days per week in a K-12 school, supervised by a certified school social worker. As part of this course, students will complete a Portfolio demonstrating mastery of the Department of Public Instruction (DPI) school social work standards. This course is taken in conjunction with SOC WORK 751.
P: MSW Degree and Admission to SSW Certificate programs
Spring.

SOC WORK 767. Assessing Risk, Resilience, and Psychopathology in Social Work. 3 Credits.
The course will assist students to relate generalist practice social work theories to individuals with mental health and substance abuse challenges. The course will examine DSM diagnosis, theoretical models and the implications of each approach relative to assessment and generalist practice settings. In addition, the course will integrate social justice and ethical frameworks in the assessment of mental health and substance abuse within generalist settings.
P: Concurrent enrollment in SOC WORK 728 and/or admitted as special student for SSW Certificate program, or consent of Program.

SOC WORK 777. Forensic Social Work: Policy and Practice. 3 Credits.
This course provides students with the understanding of the field of forensic social work practice which includes both criminal and civil issues. Students will learn to conduct forensic assessments, write court reports, act as expert and fact witnesses and facilitate guardianships. The course covers practice knowledge and skills in a variety of contexts including child welfare, juvenile justice, adult corrections, victim/witness services, health/long-term care, mental health, domestic abuse and disability services. Students apply knowledge to ethical dilemmas encountered in the legal system and learn to advocate on behalf of clients.
P: Completion of SOC WORK 728 or consent of instructor.

SOC WORK 795. Special Topics. 3 Credits.
This course provides students an opportunity to strengthen social work practice in work with clients and/or social service agencies on topics such as mental health, addictions, violence or other areas of concern in social work practice. Course is repeatable for credit if topic differs; may be taken 3 times for 9 credits.
P: Admission to MSW Program or consent of instructor.

SOC WORK 798. Independent Study. 1-3 Credits.
P: graduate status
Fall and Spring.

Spanish (SPANISH)

Courses

SPANISH 555. Spanish and Latin American Cinema. 3 Credits.
Historical and critical introduction to the work of prominent Spanish and Latin American filmmakers and to thematic representations of Spanish and Latin American Cultures.
P: gr st.
Spring Even.

SPANISH 638. Major Spanish and Latin American Writer(s). 3 Credits.
Study of an outstanding figure in Spanish and Latin American literatures.
P: gr st.
Spring Odd.

Theatre (THEATRE)

Courses

THEATRE 502. Playwriting I. 3 Credits.
This is the graduate level course of Playwriting I, which develops basic skills in playwriting through assigned readings, class discussions, and creative-writing assignments. Graduate students will exit the course with completed drafts of two 10-minute plays and one One-Act play (30-45mins in length). In addition to building their skills as a playwright, at the end of the semester students will select one of these projects to be presented in a staged-reading format open to the public. Additionally, Graduate students will submit their work to at least one conference, playwriting competition, and/or festival, providing evidence of their submission. Graduate students are expected to complete additional readings to supplement and contextualize the basic skills - written responses to these readings are also required. Additional material may be assigned as needed to offer deeper understandings of theory, history, and practice.
Fall Only.

Water Science (WATER)

Courses

WATER 610. Agriculture-Water Nexus in Wisconsin. 3 Credits.
This course uses different forms of agriculture in the context of variable geomorphology, climatology, and hydrology to provide students with a greater understanding of the interconnected processes relevant to agriculture and water management (both quantity and quality) across Wisconsin. Students will be introduced to the nexus of agriculture and water broadly through examples and case studies in Wisconsin. The topics covered will leverage ongoing ag-water quality monitoring and research projects and will engage students with agricultural and water resource management practices used to mitigate the impacts of agriculture on water quality and quantity.
P: CHEM 211 and either GEOSCI 202 or WATER 201
Spring.

WATER 611. Agriculture-Water Nexus Field Experience. 1 Credit.
This course uses different forms of agriculture, variations in physiography, and differences in water resource systems to provide students with a greater understanding of the relationships between agriculture and water. Students and faculty will explore the nexus of agriculture and water through case studies of the water/agriculture connection across Wisconsin. The field course stops will leverage ongoing quality monitoring and research projects and will engage students with agricultural and resource management professionals and producers working to mitigate the impacts of agriculture on water quality/quantity Wisconsin. Course is repeatable for credit if topics differ; may be taken 3 times for a total of 3 credits.
Fall and Spring.

WATER 644. Aqueous Geochemistry. 3 Credits.
This class will explore the theory and application of aqueous geochemistry principles to the study of surface and groundwater systems at low to moderate temperatures. The class will focus on inorganic processes including the hydrologic cycle, chemical weathering, chemical activities in natural waters, thermodynamics, kinetics, acid/base equilibria, carbonate chemistry, acid water systems, heavy metals, and redox reactions.
P: GEOSCI 202, CHEM 211 & CHEM 212
Fall Even.

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