

Goshen College
Graduate Programs Catalog 2018-19

Catalog

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Introduction

Goshen College offers six graduate programs:

**Master of Science in Nursing — Family Nurse Practitioner
Post-MSN Family Nurse Practitioner Certificate
Master of Arts in Environmental Education
Graduate Semester in Sustainability Leadership
Master of Business Administration
Doctor of Nursing Practice**

The MSN program is based on the Goshen College campus. The environmental education and sustainability leadership programs are based at the Merry Lea Environmental Education Center of Goshen College near Wolf Lake, Ind. The M.B.A. program is a collaborative degree emphasizing Anabaptist Christian values applied to business and offered in partnership with Canadian Mennonite, Eastern Mennonite, and Bluffton Universities. The DNP is online with two required residencies and offered in partnership with Eastern Mennonite University.

All of the graduate programs are unique in perspective. Interested parties should refer to the programs' websites and/or individual graduate program handbook for official policies, programs, admission and degree requirements, course offerings and opportunities.

The **Master of Science degree program in Nursing** offered by Goshen College is built on a tradition of excellence in nursing education at the undergraduate and graduate levels versed in the core values of the college. The program is designed for the registered nurse who is a graduate of a baccalaureate program in nursing and is conveniently designed with courses meeting once per week. The website address is goshen.edu/graduate/nursing. The **post-Master of Science in Nursing Family Nurse Practitioner (FNP) certificate** is available for the individual that is already an Advanced Practice Registered Nurse but has a specialty other than the FNP specialty. Each applicant's transcript is evaluated by the program director. Up to 33 credits may be accepted for transfer.

The Merry Lea Environmental Learning Center offers a **Master of Arts degree in Environmental Education** that is designed for people who want to work as environmental educators with students of all ages in diverse settings. This is an intensive experience that covers all aspects of environmental education and emphasizes natural history and practical experience. Six core courses, two practicum experiences and a personalized project are completed in 11 months (July through June). The **Graduate Semester in Sustainability Leadership** is also based at Merry Lea. The website address is merrylea.goshen.edu/graduate-program.

The **Master of Business Administration** degree is a collaborative program designed for working professionals interested in practicing leadership for the common good. Goshen College, Bluffton University and Eastern Mennonite University each provide graduate courses. Students select one school as the home institution and work with an advising professor and the graduate studies office from that school to plan their program. The website address is collaborativemba.org/

The **Doctor of Nursing Practice** degree is a partnership program designed for working professional nurses interested in working to be change agents in the healthcare arena. Goshen College and Eastern Mennonite University are partners in offering this practice degree. The program is online with asynchronous courses. The website address is goshen.edu/dnp.

Vision and mission of the college

Vision

A Goshen College education is oriented toward joy, growth and purpose, preparing students to thrive in life, leadership and service.

Rooted in the way of Jesus, we seek inclusive community and transformative justice in all that we do.

Mission

Goshen College is a liberal arts college dedicated to the development of informed, articulate, responsible, and compassionate Christians. As a ministry of the Mennonite Church, we seek to integrate Christian values with educational, social and professional life. As a community of faith and learning, we strive to foster personal, intellectual, spiritual and social growth in every person. We view education as a moral activity that produces servant-leaders for the church and the world.

Core values

At Goshen College we intend to create a community of faith and learning built on five core values: Christ-centeredness, passionate learning, servant leadership, compassionate peacemaking and global citizenship.

CHRIST-CENTEREDNESS:

- a reflective faith that nurtures spiritual growth in individual and corporate contexts.
- an active faith that informs all of life's choices.

PASSIONATE LEARNING:

- the mastery of a major field of study as the basis for life-long learning, service, relationships and work in a socially and culturally diverse context.
- an extensive foundation of knowledge, skills, processes and methodologies derived from a liberal arts curriculum that are required for systematic study and problem solving.

SERVANT LEADERSHIP:

- a leadership ability that empowers self and others.
- a healthy understanding of self and others that is reflected in relationships of interdependence and mutual accountability.

COMPASSIONATE PEACEMAKING:

- a personal integrity that fosters the ability to resolve conflict and to promote justice.
- a commitment to diversity in all of its forms, both conceptually and in practice.

GLOBAL CITIZENSHIP:

- an intercultural openness with the ability to function effectively with people of other world views.
- a responsible understanding of stewardship for human systems and the environment in a multicultural world.

See the Goshen Core section of the catalog for more information about student learning outcomes at Goshen College.

Historic church relationship, open to all

Goshen College was established in 1894 and is affiliated with Mennonite Church USA, a Christian denomination that grew out of the 16th-century Anabaptist movement in northern Europe. With the Friends (Quakers) and the Church of the Brethren, Mennonites are one of the three historic peace churches in the United States. From the church in which it is rooted, Goshen College has derived a spirit of peacemaking, simplicity, mutual support and biblically-based service to those in need. The college motto since 1904 is “Culture for Service.”

Around 37 percent of students and 64 percent of faculty members are Mennonite affiliated. Other students come from approximately 45 different Christian denominations and several world religions and include strong representations from Catholic, Methodist and Baptist traditions, as well as non-denominational churches. All full-time faculty members are active Christians, and many have lived or worked outside the United States, often in church-related mission or service work. Students are not required to be Christians to attend Goshen but must be willing to accept and live by the Goshen College Commitment to Community Standards. All who are willing to search for truth with integrity are welcome.

Accreditation

Goshen College is accredited by the Higher Learning Commission [www.hlcommission.org] and is classified as a Baccalaureate-Arts & Sciences college by the Carnegie Foundation.

Goshen College is authorized by the Indiana Office of Educator Licensing and Development and accredited by the National Council for Accreditation of Teacher Education [www.ncate.org] for the preparation of elementary and secondary school teachers.

The department of nursing is accredited by the Commission on Collegiate Nursing Education [www.aacn.nche.edu/ccne-accreditation] and approved by the Indiana State Board of Nursing.

The social work program is accredited by the Council on Social Work Education [www.cswe.org].

Alumnae of Goshen College are admitted to membership in the American Association of University Women. Goshen College is authorized by name by the State of Indiana. Goshen College participates in the National Council for State Authorization Reciprocity Agreements (NC-SARA) as an approved Indiana NC-SARA institution. Goshen College is registered with the Regents of the University of the State of New York.

Student consumer information

Goshen College maintains a student consumer information web page, which provides links to all information required by federal or state authorities for “student right-to-know” regulations. See www.goshen.edu/about/leadership/student-consumer-information.

Equal opportunity

Goshen College is in compliance with all federal regulations pertaining to nondiscrimination on the basis of race, color, national or ethnic origin, sex, disability, age, sexual orientation, gender identity or any legally protected status in its recruitment, admission, educational, athletic, financial aid and employment policies and programs.

Merry Lea Environmental Learning Center

Owned and operated by Goshen College, the [Merry Lea Environmental Learning Center](#) is a 1,189-acre complex of fields, forest, bogs, and meadow located 30 miles south of the campus. Opportunities are available for field research in natural sciences, undergraduate May term study in ornithology or entomology, summer study in agroecology, and

teaching internships in outdoor education. More than 6,000 K-12 children each year are guests at Merry Lea. Facilities include an environmental education building that houses a classroom, offices and library, a Farmstead, a pavilion, and some housing with overnight accommodations. Rieth Village, a set of “green” collegiate laboratory/residence buildings, was completed in 2006. Rieth Village received a Platinum award, the highest level possible, from the U.S. Green Building Council’s LEED (Leadership in Energy and Environmental Design) rating system.

Grievance Policy – Nonacademic grievances

The grievance procedure at Goshen College is a process by which nonacademic differences between students and employees of Goshen College (and employees of Goshen College and their supervisors or managers) can be resolved. Grievable issues are defined in the policy. The first step is an informal process, attempting to resolve differences through discussion. If this is not successful, the second step, a formal, written grievance procedure, is initiated. Information about the grievance policy and assistance with understanding the procedures is available from the human resources director.

Grievance policy – Academic grievances

See the Academic Policy section of this catalog.

Student Life

Commitment to Community Standards

A spirit of hospitality

Goshen College is dedicated to fostering a spirit of hospitality on our campus, including all students, faculty and staff and college guests, as part of maintaining a healthy living and learning community. We welcome all students as God's creation regardless of color, gender, religion, ethnicity or nationality, sexual orientation and social or economic class. In order for a diverse community to thrive, we must recognize our differences and seek understanding and integrity in our relationships. Students and faculty at Goshen College are expected to support an environment of mutual respect and accountability, to care for the personal dignity of others and to have integrity in their conduct and communication.

The spirit of respect and hospitality at Goshen College reflects our character as a Mennonite-Anabaptist liberal arts community of scholarship, teaching, learning, and service. We believe that the expression of hospitality is best understood in the life and character of Jesus Christ, who welcomed the Gentile and the Jew, women and men, the poor and the wealthy, the slave and the free, the sick and the healthy. The Mennonite Church promotes a community founded on love and justice in which all persons possess inherent dignity as children of God. Our search for truth and our understanding of complex modern challenges is informed and transformed by the life and teachings of Jesus and the tradition of Anabaptist Christians to be accountable to each other in the context of the church.

Invitation to Christian community

Goshen College is committed to encouraging students in intellectual, social, moral, and spiritual growth. Students are invited to engage in a dynamic and life-giving community here and to mature as individuals through respectful relationships in the classroom, the local community, in the broader Christian church and among other cultures. All are expected to demonstrate sensitivity and concern for others' convictions, perspectives, and struggles. Within the context of a Christ-centered community, we seek to become passionate learners, global citizens, servant leaders and compassionate peacemakers.

Expectations

Members of the Goshen College community are expected to demonstrate individual responsibility in showing consideration for the beliefs and feelings of others; abiding by federal, state and local laws; and demonstrating exemplary conduct. When a student's behavior has direct implications for others and/or the well-being of the campus community, there is cause for community involvement.

Academic honesty

As an academic community that expects integrity, we seek for truth and knowledge by requiring intellectual and personal honesty in learning, teaching, research, and service. As an academic community of integrity, we uphold personal accountability and take action against wrongdoing. For policy details, see academic integrity in the Academic Policies section of the catalog.

Alcohol and illegal drug use

Goshen College is an alcohol-free campus and a drug-free campus. The possession, distribution or use of alcoholic beverages and any illegal drugs is prohibited on campus. Misuse of these substances creates dependencies, causes behavior problems, and damages health. For these reasons, Goshen College recommends non-use as the most appropriate lifestyle choice. Alcoholic beverages and illegal drugs are prohibited from the

campus and all college-related functions. Students will be held responsible for any alcohol, drugs or drug paraphernalia found in their presence on campus.

Firearms-fireworks

The possession or use of firearms or fireworks is prohibited on campus.

Fire and safety equipment

Tampering with any fire and safety equipment on campus is unacceptable.

Fraud and theft

Students are expected to respect the identity and property of others. Examples of fraud or theft include (but are not all inclusive of) dishonesty on timecards, theft or misuse of personal or college property, and identity theft.

Racial prejudice

Racial prejudice is attitudes or beliefs that hold particular racial or ethnic groups superior to others, often resulting in justification of discriminatory treatment or other acts of racial prejudice. Racial prejudice denies the humanity of others and denies the truth that all human beings are made in the image and likeness of God.

Goshen College creates a social and academic environment where students develop awareness of issues of race, sensitivity to minority populations and intercultural understanding. The campus reflects God's world: multicultural, multiracial and multiethnic. We believe that attitudes and actions of racial prejudice do not exemplify the love of Christ, and violate the inclusive intention of the mission of Goshen College.

As an institution of the Mennonite Church, Goshen College believes that racial prejudice is contrary to the life and teachings of Christ. Therefore, we will resist the pervasive racial prejudice of our society by identifying and confronting its evidence.

Sexuality

Sexuality is an integral part of our personalities, reflecting who we are as individuals. To care for another person includes honoring and respecting that person as a sexual being. Sexuality cannot be separated from the other dimensions of our lives. It is our understanding that sexual intercourse is to take place within the covenant of marriage.

Sexual misconduct includes, but is not limited to discrimination, coercion, exploitation, and abuse. These destructive behaviors are detrimental to both relationships and individual self-esteem; they also violate the caring nature of our community. Goshen College is firmly opposed to sexual discrimination, sexual harassment, sexual exploitation and sexual abuse.

The goal of accountability in these matters, as in all others, will be for well-being, reconciliation, repentance, forgiveness, and redemption. Our counseling and health-service personnel are available to students wishing to discuss issues regarding sexuality or sexual behavior. These conversations will be held in strict confidence.

Tobacco use

Goshen College is a smoke-free campus. The use of tobacco and nicotine products imposes a serious and unnecessary burden upon the health of the user and community. It also constitutes a fire hazard in some cases. Use of tobacco and paraphernalia (e.g. pipes, hookahs, electronic cigarettes, etc) in any form is prohibited on campus or at any off-campus official college activity and strongly discouraged elsewhere.

Threats of violence

An act or threat of violence against another individual, whether verbal or physical, is unacceptable.

Vandalism

Any vandalism on campus will be considered offensive behavior. Responsibility for restitution will be expected.

Serious intent

While it is difficult to determine a framework of community standards that completely matches the ideals of each individual, clear expression of commonly held expectations is vital to productive, positive life and work together in a diverse campus setting. Every Goshen College student is expected to show serious intent to live according to these standards. Information regarding the disciplinary process is located at www.goshen.edu/aboutgc/community/.

Campus ministries

Goshen College encourages growth in faith through worship, Christian community, and service. The Campus Ministries office offers both support for students' faith journeys and challenges to new discoveries in spiritual life. While Goshen is a Christian college rooted in the Mennonite Church USA, we welcome seekers and people of all faiths to attend campus spiritual life activities.

Worship opportunities include regular chapel services on Wednesday mornings, a variety of worship groups that meet throughout the week, and Sunday morning involvement in local congregations. Worship groups meeting during the week include Bible study groups, Taizé worship, and student-led contemporary worship. Facilities that support spiritual development include:

Labyrinth – an outdoor space for contemplative prayer, located between East Hall and the Music Center.

The Quiet Place – rooms for individual reflection and small group meetings in the basement of Coffman Hall.

Witmer Woods and College Cabin – an 18-acre arboretum of plants native to Indiana located across Main Street from the campus. The College Cabin, adjacent to Witmer Woods, is available to students for meetings and recreational activities. A Meditation Garden is located near the College Cabin along the Elkhart River. It is a place for quiet reflection and contemplation.

Academic Support

The Academic Success Center (ASC) promotes independent, life-long learning for all students of Goshen College. The ASC assists students with documented disabilities by helping them advocate for themselves and by helping coordinate reasonable academic accommodations with teaching faculty. The center is open during the traditional academic year only and is located in the Good Library.

Roman Gingerich Recreation-Fitness Center

The Fitness Center is available for a wide range of walk-in fitness activities. Graduate students may use their student identification card to access the exercise facilities.

Health insurance

Goshen College does not offer a student health insurance plan. All DNP, MSN, and MAEE students must provide proof of health insurance. See individual program admission information for details about health requirements. All graduate students are expected to address health concerns with their established healthcare provider.

Privacy rights

Goshen College staff members honor the national FERPA law, which protects individual student information. See the Academic Policies section for more details.

Campus opportunities and services

Arts opportunities

Art galleries

Two art galleries on campus contain rotating exhibits. The Hershberger Art Gallery located in the Music Center exhibits works by guest artists, art faculty, and art students. A second gallery located in the basement of Good Library features historical and cultural exhibits.

Performing arts series

The annual Performing Arts Series brings world-class performers to the campus Music Center. Recent artists include Lyle Lovett and Shawn Colvin, Audra McDonald, Emmylou Harris, Chris Thile, the Silk Road Ensemble, National Symphony Orchestra of Ukraine, Chinese Acrobats, and Bobby McFerrin.

Music activities

Goshen College music department ensembles include Chamber Choir, Men's Chorus, Women's World Choir, Orchestra, All-campus band, chamber music groups, and Lavender Jazz. The choirs perform several on-campus concerts each year, and at least one choir tours annually. The orchestra performs a repertoire of classic and contemporary symphonic music and Lavender Jazz performs standard and contemporary jazz music at concerts in the impressive Sauder Concert Hall in the Goshen College Music Center. The annual Festival of Carols in early December is a popular regional event. A fully-staged opera, operetta, or musical is produced in alternate years. In addition to these groups, a variety of student-formed groups participate in coffeehouses, talent shows, and worship teams.

Theater activities

Goshen College provides an array of theater productions including full staged productions, one-acts, and in alternate years, a musical theater production.

Bookstore

The Goshen College campus bookstore is operated by Follett and is open year-round. Textbooks for all courses can be purchased online through eFollett or in person at the campus store. Used books are made available whenever possible. At the end of each term, the bookstore also offers convenient buyback services at market rates. Follett contracts with apparel companies that practice fair hiring processes. See www.goshen.edu/bookstore/ for more information.

Campus Center for Young Children (CCYC)

The Campus Center for Young Children offers quality childcare services for children of students, faculty, staff and community members. CCYC has two locations: one is housed in the church-chapel building and shares space with College Mennonite Church. The other is located in the Arbor Ridge housing development on the north side of Goshen. The Arbor Ridge facility offers part-time and infant enrollment and summer programming. The campus location follows the Goshen College academic calendar.

Information Technology Services

ITS provides the campus with high quality, innovative technology services that are constantly evolving and improving. Our iPad one-to-one program is one of the first in the world to be tied to our general education program (GC Core). Graduate students may purchase one iPad mini at discount prices through the ITS office. Begin the [lease/purchase process](#).

ITS offers a 24-hour virtual lab service using VMWare virtual desktops to deliver institutionally-licensed software to any device, anytime, anywhere in the world. The campus has a modern WiFi infrastructure in all residential and academic buildings and a full 1Gb of Internet2 bandwidth for research and collaboration from the classroom, dorm room or lab. Students have access to modern computer labs across campus with a student/computer ratio of 7.6 to 1. iMacs and Mac Minis in the labs provide access to both Windows and Mac OS X operating systems. All major classrooms have multimedia and computer projection capabilities. Students have access to a full complement of network services, all accessible via a single, personal user ID and password. The campus participates in Google Apps for Education, providing email, calendar, unlimited cloud storage, document collaboration, YouTube for Education and a variety of other web services. Students can copy and print using their GC ID and supplied print credit. They also have access to color and large format printing if needed. The ITS Help Desk provides students on and off campus with tech support. Schertz Computing Center is open 24 hours, seven days a week. ITS also provides all the help and documentation students need to configure their computers for home access or residence hall use. An annual customer satisfaction survey identifies priorities for ongoing improvement. For more information about technology at GC, see the ITS web page at goshen.edu/its/.

Lecture series

- **Eric Yake Kenagy Visiting Artist Program** annually brings a distinguished visual artist to campus for lectures, workshops, and interaction with students.
- **Martin Luther King Jr. All-Campus Study Day** annually brings to campus outstanding civil-rights leaders who share King's vision for peace and justice.
- **Science and Religion Conference** brings an outstanding scholar to campus each spring for public presentations and dialogue.
- **C. Henry Smith Peace Lecture** is given annually on a peace-related theme by a faculty member of a Bluffton College or Goshen College.
- **Umble Master Class** series brings an outstanding educator or practitioner in theater or communication to campus each year for lectures and workshops.
- **S.A. Yoder Memorial Lecture** annually brings a distinguished poet, novelist, essayist or humorist to campus.
- **Frank and Betty Jo Yoder Public Affairs Lecture Series** brings nationally known speakers to campus to address a variety of current issues.

Library

The Harold and Wilma Good Library sustains the Goshen College curriculum by providing quality sources, services, and instruction to cultivate intellectual inquiry and information literacy.

- Open **85 hours per week** when classes are in session, including **Sunday through Thursday nights until midnight**.
- **Interlibrary loan**
- **Course Guides** tailored for your class
- **Library Instruction** tailored for your class
- **Academic Success Center** for students who want to improve study strategies, accommodations for students with disabilities, and writing assistance and tutoring for everyone.
- **Educational Technology Lab** for instructors who need help setting up their courses in Moodle or need some guidance with online course design.

Collection

- Access to over **60 research databases** in every discipline or subject area
- More than **150,000 print sources** and more than **200,000 eBooks**

- **Royer Reading Room** – features a wide variety of Children’s materials
- **Aschliman Peace Children’s Peace Collection** – Literature, art, drama, and curriculum to educate children about ways of peaceful living
- Board game collection
- Popular reading collection (popular and award-winning fiction and non-fiction)

Mennonite Historical Library

The Mennonite Historical Library, housed on the third floor of the Good Library, contains more than 65,000 volumes, an unrivaled collection of published works by and about Anabaptists, Mennonites and related groups (Amish, Hutterites, etc). Resources also include substantial source materials on contemporary global Anabaptists, the Protestant Reformation, local and family history and Pennsylvania Dutch culture.

Mail services and Lost & Found

U.S. Postal Service mail is delivered daily to academic departments. Mailing and package services is located in the ITS Media office on the south side of the Union building. The central location for lost and found on campus is the Welcome Center. To access the Lost and Found collection, visit the Welcome Center Monday through Friday during business hours.

Motor vehicles and bicycles

Students must register all motor vehicles to be used on campus. Vehicles must be covered by liability and property damage insurance. Auto registration is available both online at <http://mygc.goshen.edu/checkin/vehicle/> and in person at the physical plant office. Tickets are issued for parking, driving or registration violations. Goshen city ordinance requires that all bicycles used on campus must be registered, which can be done at the physical plant office.

Broadcasting and publications

Radio and television

WGCS, or 91.1 The Globe, is the award-winning college radio station. Students serve as station manager and staff members. The station features American roots music, public affairs, and religious programs, news, and sports. On the air 24 hours a day, The Globe offers students many opportunities for broadcast experience. Students working with GC-TV produce a weekly video magazine called “The Correspondent” distributed via the campus cable system. Both The Globe and GC-TV use state-of-the-art digital equipment.

Print publications

Students edit several publications on campus. *The Record*, a weekly newspaper, includes news, features, perspectives and photographic coverage of campus events and issues and provides a forum for student, faculty and staff opinion. The English department sponsors Pinch Penny Press, which publishes manuscripts written by students and faculty members, *Broadside* poetry publications, and the *Red Cents* literary magazine.

Admission

The directors of the graduate programs work individually with each applicant to ensure sound educational planning. College transcripts, references, and personal essays are all indicators of an individual's ability to work successfully in college programs; they are important factors in the admission decision. See individual program descriptions for more details.

Admission requirements for international students

Language requirements

An official TOEFL or IELTS score report is required for international applicants whose native language is not English. For the TOEFL, a score of at least 100 on the internet-based or 600 on the paper-based test is required. For the IELTS, a minimum score of 6.5 is required. Copies and faxes are not accepted as official documents; we must receive test scores directly from the testing service.

Transcript Evaluation

Applicants who complete post-secondary education abroad are required to submit non-U.S. transcripts to Educational Credential Evaluators, Inc. (ECE) or (for nursing applicants) the Commission on Graduates of Foreign Nursing Schools. The evaluation report must show that non-U.S. education is equivalent to a U.S. bachelor's of science in nursing degree for applicants to the master's of science in nursing program or, for applicants to the doctor of nursing practice program, equivalent to a master's of science in nursing degree to be considered for admission.

Educational Credential Evaluators, Inc. (ECE)

www.ece.org

414-289-3400

Commission on Graduates of Foreign Nursing Schools (CGFNS)

www.cgfns.org

Academic Calendar

All graduate programs follow basic fall, spring, and summer calendar session dates in the Goshen College online campus calendar, with some minor variations. The MAEE program begins in July and ends in May, spanning two academic years.

Drop/add period

Students may drop or add courses without notation on the transcript, until the second course meeting for weekly courses and up to one week for courses that meet daily.

Withdrawal from courses

After the drop/add deadline, dropping a course is permitted until 60 per cent through the course or term. A "W" will be entered on the permanent record. Withdrawals after the 60 per cent date will not be permitted.

Financial information

Financial aid

Purpose and philosophy

The financial aid program at Goshen College is designed to assist students in financing a Goshen education and to supplement, not replace, family resources for college.

Financial aid packaging

All financial aid awards are determined by the student financial aid office. Students applying for financial aid are considered for all aid for which they are eligible. Financial aid is normally provided in a “financial aid package”— a combination of institutional, state, federal and private loans, employment, and gifts. Goshen College attempts to provide a financial aid package adequate to meet the needs of each student who applies.

Types of financial aid available

- Federal Loans – Maximum Federal Direct loan is \$20,500 a year.

Procedures for applying for financial aid

Early and orderly planning is important for receiving financial assistance.

1. Apply for admission; a student must be admitted to the college before a financial aid offer can be made.
2. Submit a Free Application for Federal Student Aid (FAFSA). The FAFSA may be obtained online at www.fafsa.gov. Students should specify 001799 as the code number for Goshen College in the appropriate section of the FAFSA.
3. Investigate other sources of financial aid: church, community service clubs, industry or vocational rehabilitation.
4. The student financial aid office will begin awarding incoming students by mid-April. Upon receiving a financial aid package, the student should review the award and respond to the guidelines stated in the financial aid letter.
5. Continuing students must reapply for financial aid each academic year. Aid usually continues at substantially the same level each year unless the family’s resources or the student’s status change. All enrolled students receiving aid automatically receive information about applying for renewal awards. Award letters will be sent beginning in early April.

2018-19 Tuition and fees

See individual program descriptions for tuition and fees information.

Payment Information

Payment Due Dates

Fall Term	August 7, 2018
Spring Term	December 12, 2018
May Term	April 10, 2019
Summer Session	May 24, 2019

To avoid a \$75 late payment fee and/or interest charges, make full payment of any balance due or enroll in one of the following payment plan options before the due dates listed above. Full payment also confirms your course registration and guarantees your seat in class. It is recommended that all applications for Financial Aid be submitted at least two weeks prior to the payment due date.

Interest of 12% annually (1% per month) will be charged against unpaid balances beginning 30 days after the drop/add period ends. Delinquent accounts will be sent to a collection agency at our discretion at any time after the account is past due. All collection costs assessed by the collection agency are the responsibility of the student and added to the balance due.

Only one **paper** copy of the estimated bill will be mailed to the student's permanent address at the beginning of the semester/term/session. Real-time account information and monthly statements are available on MyGC (choose 'Accounting Info', then 'My Account Balances'.) The student is responsible to authorize MyGC access (or provide updated account information) to any person(s) making payments on their account.

Standard payment plans

- Option #1 – Payment in full.
Payments received after the due date are subject to a \$75 late payment fee. For more information on payment methods, including online and foreign currency payments, visit www.goshen.edu/accounting-office.
- Option #2 – Nelnet Payment Plan (\$25 enrollment fee/0% interest).
Contracts may be arranged with Nelnet for a monthly payment program which extends throughout the year. The enrollment fee for each semester is \$25. There are no interest charges if the contract covers the entire balance due. For additional information, please contact the Accounting Office or visit www.MyCollegePaymentPlan/Goshen.
- Option #3 – Special Payment Plan (\$100 enrollment fee/12% interest).
In special situations, a custom payment plan can be arranged directly with the Accounting Office for a one-time enrollment fee of \$100. Plans extending 30 days or more after the drop/add period are subject to 12% annual interest charges (1% per month).

Note: All amounts listed on statements and estimated bills are in US dollars.

Late graduation fee

The Goshen College Graduate School requires that a fee is paid if a student does not fulfill the requirements for graduation during the final semester of her or his cohort and must complete that coursework in a subsequent semester (or term). For instance, if a student was scheduled to complete the degree at the end of a semester/term, and is granted an incomplete grade ("I") in one or more courses, and then completes work in a subsequent semester/term to graduate, a fee must be paid equivalent to one semester credit hour. This requirement includes "incomplete" grades in regular courses, as well as practicum, clinical, research, thesis and/or project courses wherein time and duties, are required by faculty members to administer or supervise the student.

Refund policies and procedures

The following tuition refund procedures apply to students who withdraw or are dismissed from the institution, change status from full-time to part-time, or reduce hours as a part-time student.

Voluntary withdrawal process

Students who withdraw completely from the college initiate the process by contacting their academic advisor and graduate program director.

Pro-rated tuition refund policies

Students who drop from courses will receive a refund based on days completed in the respective course at the time the student has notified the Program Director and Registrar's Office that they are withdrawing. A student will be charged again for any course that is retaken. Specific refund information may be found at

<http://www.goshen.edu/financialaid/refund>.

Financial aid refunds

Financial aid refunds may be available after financial aid processing is completed and enrollment status can be confirmed. Students enrolled in various sessions within a semester may receive refunds in installments after attendance in a registered course has been confirmed. Title IV Federal aid recipients who drop below half-time enrollment or withdraw completely from Goshen College may not be entitled to a loan disbursement or a refund of loan funds. If a Federal Direct Loan recipient drops below half-time enrollment during the expense period covered by the loan, ALL remaining disbursements will be canceled for that expense period.

Withdrawal and refund policy for reservists called to active duty

Any student called to active duty may withdraw from courses up until the last day of the term. If the withdrawal comes during the first 60 percent of the term, normal withdrawal and refund policies take effect. If departure comes after the 60 percent point, the student has the option of withdrawal "W" or incomplete "I". Options should be discussed with and approved by the course instructor(s). If course withdrawal "W" is pursued, tuition and fees will be refunded on a pro-rated basis. The official date of withdrawal will be used to calculate the refund. Students receiving financial aid will be subject to refund policies as provided for by the agencies sponsoring the aid. Reservists called to active duty who wish to withdraw from courses must provide the Registrar with a copy of their orders.

Academic Policies

Graduation requirements

Please see respective graduate program websites and handbooks and this catalog for graduation requirements. *In some programs, grading standards may be stricter than the minimum standards represented below.*

Time limits for completing degree requirements

All work for a graduate degree must be completed within six years from the date of matriculation to the graduate program. To request an extension of the time limit, the student must submit a written request to the director of the graduate program specifying the amount of time needed and the reasons an extension is necessary. The director, in consultation with the program faculty, will notify the student in writing of the decision on an extension request.

Leave of absence policy

Students whose enrollment is interrupted may apply for a leave of absence at the time of their withdrawal. Formal requests for leaves should be made by completing a leave of absence form, available from the program director. The student is responsible for notifying the program director, director of financial aid, accounting and registrar's offices about the leave. If the leave extends for more than one calendar year from the date of withdrawal, the student will need to reapply for admission to the program. All students who take courses elsewhere during their leave also must apply for readmission.

Transfer of graduate credit

A maximum of 9 total credit hours of comparable graduate level coursework from an accredited college or university may be transferred for masters programs, upon consent of the program director. Up to 6 total credits for the DNP program may be transferred. Comparable is defined as courses that can substitute for course requirements in the program to which the student will be enrolled. Courses considered for transfer must have a grade of B (not B-) or higher and taken within six years of matriculation into the graduate program.

Application for graduation required

Candidates for degrees must [apply online](#) for graduation no later than the beginning of the last term of study, upon which time a \$75 graduation fee will be added to the student account. Late applications are subject to a \$25 late fee or degree conferral will be moved to the next conferral date. One commencement ceremony is held each year in spring. Degree conferral happens in May, August, and December.

Course cancellation

The college reserves the right to cancel courses or to combine class sections when insufficient enrollment occurs.

Graduate Full-time Enrollment

A graduate student taking 6 credit hours in a given semester is considered full-time.

Grading and evaluation

Graduate students are evaluated utilizing a letter grade system with quality points. To remain in good standing, students must maintain a 3.0 grade point average on a 4.0 scale.

A Excellent

A 4.0 quality points

A- 3.7 quality points

B Good

B+ 3.3 quality points
B 3.0 quality points
B- 2.7 quality points

C Marginal

C+ 2.3 quality points
C 2.0 quality points
C- 1.7 quality points

F Failure

F 0 quality points

CR Credit

Applies only to approved courses. No quality points. Indicates performance at B- level or better.

NC No Credit

Applies only to approved courses. No quality points and no credit. Indicates performance at C+ level or below.

SP Satisfactory Progress

A non-terminal grade for a continuing course.

W Withdrawal

Indicates student withdrawal from the course after the drop-add period and before 60 percent of the term is completed. Does not affect grade point average.

AU Audit

No credit given.

I Incomplete

Incomplete grades

A grade of "I" (incomplete) is to be given rarely, at the professor's discretion. Students must be earning a passing grade at the time of the request for an "I" grade. The student will work with the professor to establish a plan for completion of the course. Work must be completed within 7 weeks of the end of the course, at which time a grade will be assigned based on the work completed up to that point. A plan for completion that extends beyond 7 weeks must be approved by the professor and the director of the program. The new grade is used to compute the grade point average, but the "I" remains on the student's permanent record.

Grade reporting

Grades are available to students by logging in through [MyGC](#) and accessing course history. Payment of account balance is required for release of a transcript.

Grade point average

A cumulative grade point average (GPA) for standard system courses is posted on the student's record at the end of each semester. Only courses completed at Goshen College are factored into the cumulative grade point average. All courses in the collaborative MBA and DNP are considered to be Goshen College courses. The quality points listed above are used to calculate a student's grade point average.

Academic Probation and Dismissal

Students who have completed nine hours in a graduate program will be placed on academic probation if their GPA falls below 3.0. The director of the program will notify such students in writing of the probationary status, which remains in effect until they raise their GPA above 3.0 or are dismissed from the program. Those on probation should work with their faculty advisor to develop a plan for maximizing future academic success. Graduate students may be dismissed from a graduate program upon receiving a grade of "C" or below on nine hours of graded work, receiving a second grade of "F" or "NC" or exhibiting attitudes, behaviors or lifestyle inconsistent with the mission of Goshen College. Graduate programs in nursing require a grade of "B-" or higher to continue in the program.

Official transcripts

Goshen College partners with Parchment to provide a secure, electronic way to request and send transcripts. Transcripts can be sent in either electronic or hardcopy format and must be ordered online. See the link and information at the Goshen College [Registrar's Office website](#). A transcript will be issued only if all financial obligations have been settled with Goshen College.

Credits

A unit of graduate academic credit is awarded to a student after successfully completing an approved academic course, by demonstrating competency or proficiency, or by fulfilling learning outcomes equivalent to those provided by an approved academic course.

Historically, a unit of academic credit is the measure of the total time commitment an average student is expected to devote to learning per week of study. Generally, one unit of credit represents a total of three hours per week of in-class and out-of-class work (Carnegie Unit of Credit). In this context, an hour is defined as 50 minutes. Goshen College guidelines for the academic calendar require a 3-credit lecture class to meet for a minimum of 2,100 minutes, including the final examination period. Non-traditional delivery methods require determining a unit of graduate credit with alternate means not based on time. Courses with non-traditional delivery methods shall assess students' demonstration of competency or proficiency or fulfillment of learning outcomes to ensure that learning outcomes are equivalent to traditionally delivered courses.

Regardless of the method of determining a unit of graduate academic credit, the quality of student learning must be the primary concern of all Goshen College faculty members. Quality of learning requires continuous evaluation and assessment of student learning outcomes. Quality of learning also requires regular student attendance and/or participation to justify awarding a unit of graduate academic credit.

The following standards for a unit of academic credit may only be modified by an academic department when necessary to fulfill the requirements of an accreditation agency. These standards should be treated as a minimum requirement for a unit of academic credit:

1. For traditional delivery methods (fall or spring semester of 14 weeks), one unit of graduate academic credit equals:
 - 1 hour of lecture or seminar and two hours of study per week, or
 - 2 hours of laboratory, studio, or similar activities and one hour of study per week, or
 - 3 hours of laboratory, studio, or similar activities per week, or
 - 3 hours of supervised independent study per week or
 - 40 or more total hours of supervised clinical or fieldwork experiencesFor traditional delivery methods other than fall or spring semesters, such as May term and 7-week sessions, total hours shall equal the above guidelines.
2. For synchronous delivery methods in 5-week courses, one unit of graduate academic credit equals 1.5 hours of lecture or student/faculty interaction and 3 hours of study per week.
3. For asynchronous delivery methods, such as on-line courses, one unit of graduate academic credit shall be determined by demonstration of competency, demonstration of proficiency, or fulfillment of learning outcomes as judged by the appropriate faculty to be equivalent to a traditionally defined unit of graduate credit.
4. For internships, student teaching, clinical practice, community-based learning and similar educational activities which are not under the direct supervision by a Goshen College faculty member, one unit of graduate

academic credit is commensurate with the hours involved and quality of the learning experience. Academic credit is awarded when the student fulfills the objectives and/or obtains the required competencies as set by the academic department.

5. For supervised graduate research, communication and theater practice, private music lessons, and similar activities, the amount of effort required for one unit of graduate academic credit is determined by the supervising faculty and/or department.
6. For travel courses, instruction and student work for the purposes of credit hour computation may include some or all of the following:
 - Course meetings before, during and after the dates of travel.
 - Language instruction and testing.
 - Viewing and reading assigned texts.
 - Lectures and discussion led by the instructor and guest speakers.
 - Museum, clinic, business, government, church, natural world and other site visits.
 - Cultural excursions and performances.
 - Service-learning projects.
 - Home-stays with significant intercultural learning.
 - Student journaling for recording observations, reflection, and synthesis.
 - Collaborative and independent projects.
 - Oral presentations.
 - Electronic portfolio postings of selected work.

Consistent with on-campus class expectations in #1 above, a 3-credit travel course requires a total of 170 hours of learning experiences.

Academic integrity policy

Goshen College expects all students and faculty members to practice academic integrity. Honesty, trust, fairness, respect, and responsibility are essential building blocks in creating a vital learning community. They are also the foundation for lifelong integrity.

Academic dishonesty at Goshen College is considered a serious breach of the "Goshen College Commitment to Community Standards." Academic dishonesty is any act that misrepresents academic work or interferes with the academic work of others. It includes:

- Plagiarism (giving the impression that another person's work is your own)
- Cheating on assignments or exams
- Falsification of data
- Submission of the same (or substantially the same) paper in more than one course without the prior consent of all instructors concerned
- Depriving others of necessary academic sources
- Sabotaging another student's work

Consequences of academic dishonesty are based upon the severity of the offense, course expectations, and other variables. Consequences for individual offenses may range from re-doing the assignment to dismissal from the college. The Associate Academic Dean administers academic integrity violation and grievance processes.

Academic grievance policy

This policy seeks to provide a fair and expeditious process that allows for both informal and formal resolution of conflicts. Students of Goshen College who believe that policy has not been followed with respect to academic matters may initiate the academic grievance procedure. Academic matters are those concerned with instructional activities, grading procedures or other incidents related to academic affairs. Students should be

aware that clear evidence is needed to contest a grade. Belief that a subject or test was too difficult is not grounds for a complaint. A student must have evidence that specific policy was violated or that he or she was treated in a prejudicial or capricious manner. This policy does not limit Goshen College's right to change rules, policies, or practices.

Informal resolution

1. A Goshen College student must first contact the faculty member who allegedly violated his/her rights to determine if there can be an informal resolution. The contact should be made by the student within ten business days (Monday-Friday, excluding observed holidays) of when the alleged violation occurred. The student must provide written documentation to the faculty member which includes:
 - A statement concerning the nature of the complaint
 - Any evidence on which the complaint is based
 - The outcome that the student seeks.
2. The faculty member will respond in writing within ten business days to the student's written document. The student and faculty member will then meet to determine if an informal resolution can be reached.

Formal resolution

1. If the student is not satisfied with the outcome of the meeting in #2 above, the student may contact, within five business days, the Program Director in which the alleged violation of the student's right has occurred to appeal the outcome. If the faculty member is the Program Director, the student may proceed to the Department Chair (Step 3).
2. The student must present a written appeal to the Program Director. The Program Director and student will meet within five business days after the student's written appeal has been received by the Program Director. The Program Director will respond in writing to the student's written appeal within five business days after the meeting. This response will go to both the student and the faculty member.
3. If the outcome of this meeting is not satisfactory to the student, he/she may appeal to the Department Chair within five business days after receiving the Program Director's response in writing. All written documentation up to this point will be sent to the Department Chair.
4. Within five business days of receiving the documentation, the Department Chair will meet with the student and the faculty member to attempt to arrive at a mutually satisfactory settlement of the disagreement. If the dispute is not resolved to the student's satisfaction, the student may initiate an academic grievance hearing in writing to the Associate Academic Dean.
5. Within five business days of receiving a written request for an academic grievance hearing, the Associate Academic Dean will lead an Academic Response Team composed of two Program Directors and one graduate student. The Associate Academic Dean will appoint members of the Academic Response Team, none of whom shall be members of the academic department of the faculty member who is being disputed.
6. The Academic Response Team will review written statements and information supplied by the student and faculty member. Both the student and the faculty member have the right to make a personal appearance before the Academic Response Team. The team may make such further investigation as is deemed appropriate and may seek assistance or information from other personnel. All discussions and submitted written documents will be treated as strictly confidential.
7. After this review, the Academic Response Team will make a decision regarding the complaint within five business days. This is considered to be the final step in the academic grievance procedure. The Academic

Response Team will issue their decision to the grievant, the faculty member and the Program Director in writing that will include the relevant findings of fact, conclusions, and reasons for the decision.

Privacy rights of students

In accordance with the Family Educational Rights and Privacy Act of 1974 (FERPA), post-secondary students enrolled at Goshen College are hereby notified of their rights with respect to their education records. They are:

1. The right to inspect and review the student's education records within 45 days of the day the college receives a request for access. Students should submit to the registrar, vice president for student life or another appropriate official, written requests that identify the record(s) they wish to inspect. The college official will make arrangements for access and notify the student of the time and place where the records may be inspected.
2. The right to request the amendment of the student's education records that the student believes is inaccurate or misleading. Students may ask the college to amend a record that they believe is inaccurate or misleading. They should write to the college official responsible for the record, clearly identify the part of the record they want to be changed and specify why it is inaccurate or misleading. If the college decides not to amend the record as requested by the student, the college will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to prohibit disclosure of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception that permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the college in an administrative, supervisory, academic, research or support staff position (including security personnel); a person or company with whom the college has contracted (such as an attorney, auditor or collection agent); a person serving on the board of directors; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his/her tasks. A school official has legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. Upon request, the College also discloses education records without consent to officials of another school in which a student seeks or intends to enroll.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Goshen College to comply with the requirements of FERPA.

The name and address of the office that administers FERPA is: Family Policy Compliance Office, U.S. Department of Education, 600 Independence Ave., SW, Washington, DC 20202-4605. FERPA further provides that certain information concerning the student, designated as "directory information," may be released by the College unless the student has informed the college that such information should not be released. "Directory information" includes:

- Student name
- Permanent address
- Local address*
- Telephone number*
- E-mail address*

- ID photo*
- Verification of birth date supplied by inquirer
- Dates of attendance
- Classification and enrollment status (full or part-time)
- Date of graduation and degree received
- Major field(s) of study
- Awards and honors received
- Most recent previous educational institution attended by the student
- Participation in officially recognized activities

*Local address, phone number, email address and student ID photo are available on Goshen College's Web site, but only to people using a computer connected to Goshen College's on-campus network (physically connected to the network or remotely connected with a valid Goshen College username and password.) Goshen College does not provide student e-mail lists to public or private entities.

Any student who desires that any or all of the above-listed information not be released may contact the registrar's office or complete the form found at www.goshen.edu/registrar/privacy/. Questions about this policy may be directed to the Registrar or Dean of Students.

Please see respective graduate program handbooks for additional academic policies and procedures.

Program descriptions

Master of Science in Nursing

Professor B. Srof, Department chair

Professor R. Stoltzfus, Director of graduate programs in nursing

Professor L. Wheeler

Associate Professors S. Setiawan, J. Srof

Introduction

The master of science in nursing program is designed for the registered nurse who is a graduate of a baccalaureate program in nursing. Courses meet once per week during late afternoon and evening hours. The program is built on a tradition of excellence in nursing education at the undergraduate and graduate levels. A distinctive feature of the program is an emphasis on nursing care in a culturally diverse society. We believe in providing care that values understanding the stories of patients, including those who are marginalized in our society.

The graduate nursing program offers one track of study: Family Nurse Practitioner. The program prepares students for the certification exam through the American Association of Nurse Practitioners or the American Nurses Credentialing Center.

Admission information

Admission requirements include the following:

- GPA of at least 3.0 on a 4.0 scale (or equivalent) for the last degree earned
- curriculum vitae
- bachelor's degree in nursing from a school accredited by the Commission on Collegiate Nursing Education or by the National League for Nursing Accrediting Commission
- an active RN license in the state where clinical work will be completed
- three professional references that attest to academic and professional achievements
- an essay
- an introductory statistics course with a grade of 'C' or higher within the last seven years
- at least one year of clinical experience working as a registered nurse in the United States
- a personal interview with the director of the graduate program in nursing

If applicant's first language is not English, a TOEFL score of at least 100 on the Internet-based or 600 on written-based test or IELTS score of 6.5 is required.

The nursing department reserves the right to adjust the current admission criteria when outcome assessment data demonstrate the need for such changes.

A maximum of 9 credit hours of comparable graduate level coursework from an accredited college or university may be transferred, with the consent of the program director. Comparable is defined as courses that fulfill the requirements for the program to which the student will be enrolled. Courses considered for transfer must have a grade of B (not B-) or higher.

Tuition and fees

M.S. in Nursing (per credit hour)\$650
(48 credit hour program)

Annual Program Fee:\$180

Career opportunities

The family nurse practitioner is a provider of direct healthcare services. Within this role, the family nurse practitioner synthesizes theoretical, scientific, and contemporary clinical knowledge for the assessment and management of both health and illness states.

Clinical information

Family nurse practitioner students are required to complete a minimum of 672 clock hours of clinical work with an approved preceptor.

Master of science in nursing

Family Nurse Practitioner – 48 credit hours

Core curriculum (25 credit hours)

Nurs 500, Foundations for Leadership	3
Nurs 510, Healthcare Ethics	2
Nurs 520, Advanced Pathophysiology	3
Nurs 522, Pharmacology for Advanced Nursing	3
Nurs 524, Advanced Health Assessment	3
Nurs 602, Theoretical & Conceptual Foundations	3
Nurs 604, Promoting Health in Vulnerable Populations	3
Nurs 606, Research I	3
Nurs 607, Research II	2

Family Nurse Practitioner courses (23 credit hours)

Nurs 540, Health and Illness in Pediatrics	6
Nurs 542, Health and Illness in Women	6
Nurs 544, Health and Illness in Adults	6
Nurs 608, Transition to Practice	5

Planning and advising notes

Programs follow a cohort model, with students taking core courses together. The FNP program requires eight semesters of study.

Post-MSN Family Nurse Practitioner Certificate

Each transcript will be evaluated and a plan of study will be developed for each student based on what is needed from the MSN Core curriculum and Family Nurse Practitioner courses. All students must take a minimum of 18 credits and a maximum of 33 credits.

MSN Student learning outcomes

Upon completion of the MSN program, graduates will demonstrate:

1. A faith that is active, reflective, sensitive, and responsive to the spiritual needs of self and others. (MSN Essential #9)
2. An understanding of ethical and moral issues that expand the advocacy role of the advanced practice nurse or clinical nurse leader. (MSN Essential #1; DNP Essential #2)
3. Utilization of knowledge from nursing, natural and social science and the arts in the management of patient health/illness status or management of microsystems of care. (MSN Essential #1; DNP Essential #1)
4. Interpretation and evaluation of research for the initiation of change, improvement of nursing practice, management of health outcomes, and provision of high-quality health care. (MSN Essential #4; DNP Essential #3)
5. Utilization of the research process for addressing clinical problems. (MSN Essential #4; DNP Essential #3)

6. Synthesis of knowledge into a personal leadership style that contributes to health for individual, family, and community. (MSN Essential #8; DNP Essential #6)
7. Promotion of policy development related to the emerging roles within nursing. (MSN Essential #6; DNP Essential #5)
8. Assimilation of knowledge and principles of teaching/learning in providing health education and health promotion activities. (MSN Essential #7 & #8; DNP Essential #7)
9. Contribution to health outcomes through advocacy within the profession, interdisciplinary healthcare teamwork, and the care of individuals, families, and communities. (MSN Essentials #3, #6, & #8; DNP Essential #3)
10. Application of information and communication technologies and resources in evidence-based care and health education. (MSN Essential #5 & #8; DNP Essential #4)
11. Taking initiative in providing culturally sensitive care. (MSN Essential #8; DNP Essentials #5, 7, & 8)
12. Exploration of personal and professional values in light of growing health disparities in the community and world. (MSN Essential #2; DNP Essential #2)
13. Assimilation of conflict transformation and social justice knowledge that is responsive to diverse needs of the individual, family, and community. (MSN Essential #3 & #8)
14. Application of advanced knowledge in the discipline to specific and vulnerable populations. (MSN Essential #9; DNP Essential #8)

Graduate nursing courses

NURS 500 Foundations for Leadership 3

Examines the theoretical principles and norms for practice for advanced practice nursing and advanced nursing practice. Content includes scope of practice, taking on the role of leader within the identified role, standards & competencies, public policy, legal issues, therapeutic use of self, and cultural competence.

NURS 510 Healthcare Ethics 2

The student is provided with frameworks for ethical decision-making based on theory and opportunities for the development of reflective moral thinking. The student learns to utilize critical thinking as a basis for ethical reasoning. The dynamics of the healthcare professionals' roles are studied in view of pertinent ethical dilemmas. The student is challenged to examine personal and professional values in the context of growing health care disparities impacting the local and world community.

NURS 520 Advanced Pathophysiology 3

Understanding of normal system-focused advanced physiology is applied to pathologic disease process to form a firm foundation for clinical assessment, decision making and clinical management. Includes in-depth study of cell structure and function as a foundation to understanding physiologic as well as pathophysiologic process. An in-depth examination of normal disease process including analysis of common disease, incidence, etiology, manifestation, and prognosis is included. Throughout the course, emphasis is placed on the student's ability to analyze and discuss changes in the normal physiologic function that occurs with the disease process.

NURS 522 Pharmacology for Advanced Nursing 3

Advanced pharmacology for nurses is the focus of this course. Therapeutic agents are compared and contrasted for therapeutic affects, adverse affects, indications for use, and drug interactions. This course provides students with a pharmacological basis for advanced practice as a nurse practitioner working with clients across the life span. This course meets Indiana State Board of Nursing's requirements for application for prescriptive authority.

Program descriptions : Master of Science in Nursing

- NURS 524 Advanced Health Assessment 3**
Builds on basic assessment skills. Attention is placed on the development of advanced assessment skills, collection of the data and documentation of the findings. The in-depth assessment is performed within the context of the family.
- NURS 540 Health & Illness in Pediatrics 6**
The focus of this course is on the primary care of infants, children and adolescents for the advanced practice nurse. For each developmental stage, the course examines health promotion, disease prevention, psychosocial issues, sexuality and treatment of select common diseases and problems. The student applies, synthesizes and evaluates content from nursing theory and sciences in the clinical practice setting. Requires clinical experience of 168 hours with an approved preceptor. Students may work with patients from across the lifespan, but the focus of the clinical is pediatric health. Prerequisites: Nurs 500, 520, 522, 524.
- NURS 542 Health & Illness in Women 6**
The focus of this course is primary care of women throughout the lifespan (adolescence through aging adult). For each developmental stage, the course examines health promotion and disease prevention, psychosocial issues, sexuality, and treatment of select diseases. The student applies, synthesizes and evaluates content from nursing theory and sciences in the clinical practice setting. Requires clinical experience of 168 hours with an approved preceptor. Students may work with patients from across the lifespan, but the focus of the clinical is women's health. Prerequisites: Nurs 500, 520, 522, 524.
- NURS 544 Health & Illness in Adults 6**
The focus of this course is primary care for adults from early adulthood to the aging adult. Students build on their skills in interviewing and assessment while developing decision making skills in the diagnosis of common adult health conditions, including discussion about the management of adults with chronic health conditions. The student applies, synthesizes and evaluates content from nursing theory and sciences in the clinical practice setting. Requires clinical experience of 168 hours with an approved preceptor. Students may work with patients from across the lifespan, but the focus of the clinical is adult health. Prerequisites: Nurs 500, 520, 522, 524.
- NURS 602 Theoretical & Conceptual Foundation 3**
Theories from nursing, family studies, and related disciplines are examined, critiqued, evaluated, and applied to practice. Attention will be given to the transformational potential of theoretical frameworks within the context of a comprehensive, holistic approach to health care.
- NURS 604 Promote Health/Vulnerable People 3**
The focus of this course is public health promotion and disease prevention among vulnerable populations in the community. Core content includes: community assessment, health program planning, and evaluation for a select aggregate at risk with a focus on population-based interventions and health outcomes. Knowledge of basic epidemiology, communicable disease surveillance, survey data, and cultural assessment contribute to a thorough knowledge of the community and population at risk. Attention will be given to themes of cultural diversity, health disparities, and social determinants of health.
- NURS 606 Research I 3**
Prepares practitioners for utilization of knowledge to provide high quality health care, initiate change, and improve nursing practice. The focus is the understanding of scientific inquiry, knowledge generation, utilization and dissemination in nursing and healthcare. Scholarly literature review, ethical considerations and research critique are emphasized.
- NURS 607 Research II 2**
The research practicum provides opportunity for application of research knowledge to the

development of evidence-based practice through the completion of an in-depth literature review. Prerequisite: successful completion of Nurs 606.

NURS 608 Transition to Practice 5

Focus is on transition to practice. Issues include the professional role, legal issues, practice regulation, preparation for certification exam, negotiating practice agreements, financing healthcare, and fiscal stewardship and management. The student applies, synthesizes and evaluates content from nursing theory and sciences in the clinical practice setting. Requires clinical experience of 168 hours with an approved preceptor. Content will include an overall review of the program as well as focused didactic based on student self-assessment of need and content indicated by the outcomes of the predictor exit exam. Prerequisites: Nurs 500, 520, 522, 524, 540, 542, 544.

NURS 698 Final Project Research & Writing 1

Registration for this course gives students access to library and computer resources while finishing research and writing for the final project. Should be taken only after all other requirements have been satisfied. Can be repeated.

Doctor of Nursing Practice

Professor B. Srof, Department chair

Professor R. Stoltzfus, Director of graduate programs in Nursing, Co-Director of DNP Program

Professor L. Wheeler

Associate Professor J. Shown

Introduction

The doctor of nursing practice program is designed for the master's prepared registered nurse who is a graduate of a master of science nursing program. This is an asynchronous, online program offered in partnership with Eastern Mennonite University (EMU). The program is built on a tradition of excellence in nursing education at the undergraduate and graduate levels at GC and EMU. A distinctive feature of the program is an emphasis on stewardship of limited healthcare resources. Graduates of this program are well-prepared to be change agents in their place of employment.

Admission information

Admission requirements include the following:

- Earned a Master of Science in Nursing from a CCNE- or NLNAC-accredited program with a cumulative GPA of 3.3 or higher
- Provide documentation of post-baccalaureate supervised practice hours from an accredited MSN program. If there are fewer than 400 supervised practice hours, the DNP program will be tailored to achieve the required minimum of 1,000 hours of post-baccalaureate supervised practice.
- Evidence of an unencumbered RN license in the state of practice. (State of practice must be part of the SARA compact.)
- Completed reference form from three (3) individuals who are able to address the applicant's ability to succeed in a DNP program. Individuals completing the reference form should be among the following:
 - nurse faculty member who has knowledge of the applicant's academic ability
 - professional work-related colleague or supervisor
 - if practicing as an APRN, at least one should be from an APRN
 - if practicing as a nurse leader/executive, one should be from a supervisor who can address the applicant's leadership abilities

Program descriptions : Doctor of Nursing Practice

- Personal essay of 500 words or less that describes the applicant's career goals related to pursuing the clinical doctorate. The essay addresses the applicant's current thoughts on their preferred focus for the evidenced-based scholarly project.
- Current resume or curriculum vitae
 - evidence of currency in nursing practice
- Interview with the co-director via video-conferencing

If applicant's first language is not English, a TOEFL score of at least 100 on the Internet-based or 600 on written-based test or IELTS score of 6.5 is required.

The nursing department reserves the right to adjust the current admission criteria when outcome assessment data demonstrate the need for such changes.

A maximum of 6 credit hours of comparable graduate level coursework from an accredited college or university may be transferred, with the consent of the academic adviser. Comparable is defined as courses that fulfill the requirements for the program to which the student will be enrolled. Courses considered for transfer must have a grade of B (not B-) or higher.

Tuition and fees

Doctor of Nursing Practice (per credit hour)	\$780
(33 credit hour program)	
<i>Residency Fee:</i>	\$500

Career opportunities

The DNP acts as a leader and a change agent within their work environment. Within this role, the DNP synthesizes theoretical, scientific, and contemporary clinical knowledge for the improvement of healthcare outcomes.

Clinical information

DNP students are required to complete 1000 faculty-supervised practicum hours.

Students complete 600 practicum hours as part of coursework. Up to 400 hours from post-baccalaureate studies may be accepted and counted toward the requisite 1000 hours. See program materials for details.

Doctor of Nursing Practice

33 credit hours

NURS 700, Foundations for DNP Scholarship	3
NURS 702, Health Information Technology	3
NURS 704, Biostatistics	3
NURS 706, Population Health & Epidemiology	3
NURS 708, Translational Science	3
NURS 710, Healthcare Policy	3
NURS 712, Organizational & Systems Leadership	3
NURS 800, DNP Project Development	3
NURS 802, DNP Project Implementation	6
NURS 804, DNP Project Analysis & Dissemination	3

Planning and advising notes

Program follows a cohort model with accelerated and traditional plan of study options. The accelerated option requires six semesters of study; the traditional option requires eight semesters.

DNP Student learning outcomes

Upon completion of the MSN program, graduates will demonstrate:

1. Implements and evaluates clinical practice based on the integration of nursing theory and nursing science with knowledge from ethics, the biophysical, psychosocial, analytical, and organizational sciences. (DNP Essential I, VIII)
2. Demonstrates advanced leadership skills for quality improvement and meeting system level challenges. (DNP Essential II, VIII)
3. Critically appraises evidence to determine best evidence for practice. (DNP Essential III, VIII)
4. Employs the use of information technology for the improvement and transformation of healthcare. (DNP Essential IV, VIII)
5. Demonstrates knowledge of healthcare policy to provide leadership for advocacy and education that shapes the future of healthcare. (DNP Essential V, VIII)
6. Lead interprofessional teams in the analysis of complex practice and/or organizational issues. (DNP Essential VI)
7. Analyze epidemiological, biostatistical, environmental, and other appropriate scientific data related to individual, aggregate, and population health. (DNP Essential VII)
8. Guide, mentor, and support other nurses to achieve excellence in nursing practice. (DNP Essential VIII)
9. Demonstrate cultural humility in the ethical delivery of care to vulnerable populations.

DNP graduate nursing courses

NURS 690 DNP Practicum 3

DNP Practicum (1 - 9 credits). Students enroll in this course when they transfer in less than 500 practicum hours from their Masters program. Registration for this course must be approved by the DNP Program Director. Tuition for this course is 60% of the current DNP tuition rate.

NURS 700 Foundations for Clinica Scholarship 3

This course assists the student transition from practice into doctoral education from a sacred covenant philosophical framework. Additional topics to be considered are practice approaches based on theoretical, philosophical and historical underpinnings, scholarly writing, and introduction to grant writing. A guided executive summary is the major writing assignment for this course. There is a required residency in this course. Practicum hours: 20.

NURS 702 Health Information Technology 3

This course covers key topics in changes in technology, policies and innovations that have occurred, historically and recently. Topics also include health informatics (HI) overview, electronic health records, healthcare data analytics, health information exchange, architecture of information systems, evidence based practice, consumer health informatics, HI ethics, and quality improvement strategies for HI.

NURS 704 Biostatistics & Epidemiology 3

Provides an overview of principles, practices and influences of epidmiology and biostatistics on health and health care delivery. Topics include ability to critique relevance of statistical methods, basic data management skills, and application of research to the clinical setting. Students will use quantitative measures are used to determine risk and association with health outcome rates. Practicum hours: 20.

NURS 706 Population Health 3

Content includes identifying and evaluating key public health issues; exploring the roles of local, state, and federal governments in relationship to the core functions of public health; examining health disparities at the local, state, and federal levels; analyzing health systems? approach to health promotion and disease prevention; and exploring

Program descriptions : Doctor of Nursing Practice

practice models that result in interprofessional collaborations for improved health outcomes.

NURS 708 Translational Science 3

The course focuses on critically appraising existing quantitative and qualitative evidence from the literature. The overarching theme is for students to critically appraise existing evidence to develop methods to affect change in practice. Students will develop a literature review matrix in preparation for their DNP project.

NURS 710 Healthcare Policy 3

This course examines various systems to eliminate health disparities; utilization and case management; healthcare budget and financing; and demonstrate leadership in the development and implementation of health policy.

NURS 712 Organizational & Systems Leadership 3

A variety of topics are explored in this course: leadership theory; risk management in organizations; leading Interprofessional teams; relationship management; shared decision-making; working within a diverse workforce; change management; and developing restorative organizations. Practicum hours: 20.

NURS 800 DNP Project Development 3

This is the first of three courses leading to the completion of the DNP project. Included in this course are 120 practicum hours working on the DNP project. Topics to be addressed include: ethics in project development and implementation; completion of a systematic review of the relevant literature; and design and approval of the DNP project. Division of the 3 credit hours: 1 hour is theory/didactic; 2 hours are practicum.

NURS 802 DNP Project Implementation 6

This is the second of the three DNP project courses. The DNP project is implemented in clinical practice; 300 practicum hours are required. Formal peer critique is included in this course. Students will synthesize knowledge from previous coursework and apply concepts to their DNP project. Division of the 6 credit hours: 1 hour is theory/didactic; 5 hours are practicum

NURS 804 DNP Proj. Analysis & Dissemination 3

This is the final course in the program. The focus on this course is for the student to analyze and disseminate their project. This course requires 120 practicum hours. Division of the 3 credit hours: 1 hour is theory/didactic; 2 hours are practicum

NURS 898 Final Project Research & Writing 1

Registration for this course gives students access to library and computer resources while finishing the requirements for the DNP project. It can only be taken after all other requirements have been satisfied. Can be taken as many times as needed until project is completed. This is a 14 week course.

Master of Arts in Environmental Education

Professor D. Ostergren, Director of the graduate program in environmental education
Professor L. Gascho, Executive Director of Merry Lea Environmental Learning Center
Associate Professor J. Schramm
Assistant Professors B. Minter, J. Pontius
Instructor M. Stoltzfus

Introduction

The master of arts in environmental education program is based at Merry Lea Environmental Learning Center of Goshen College and is housed in the Sustainability and Environmental Education Department (SEED). Distinctive aspects of this 11-month program include an immersion in natural history, exposure to many forms of environmental education, developing leadership skills, and building curriculum through investigation and research. Students also engage with environmental education programs at Merry Lea for grades K-12. The degree has four major components: core courses, a project, an international experience, and an extensive practicum. Students integrate ecological learning with developing pedagogical skills. Additional practical concepts include land management, environmental policy, leadership, and administration. See www.goshen.edu/graduate/environmental-education for more details.

Admission information

Requirements for admission include an essay, a resume, three letters of recommendation and official transcripts for all undergraduate and graduate coursework. In addition, applicants must provide proof of health insurance. A limited number of scholarships are available for environmental education graduate students, tied to the Merry Lea mission and goals.

Tuition information

M.A. in Environmental Education (per credit hour) \$818
 (11 month, 33 credit hour program)

Career opportunities

Graduates work as environmental educators in diverse settings such as nature centers, outdoor education programs, camps, parks and recreation programs, state and federal agencies, public and private K-12 schools, post-secondary education, and independent environmental organizations.

Master of arts in environmental education

33 credit hours

Summer I: July-August

EnEd 510, Natural History of the Southern Great Lakes 3
 EnEd 515, Research Methods and Measurements 3
 EnEd 520, Principles of Environmental Education 3

Fall: September-December

EnEd 530, Leadership and Administration for EE 3
 EnEd 560, Creative Project and Paper 1
 EnEd 570, Professional Field Studies in Environmental Education 2
 EnEd 580, Practicum in Environmental Education 3

Spring: January-April

EnEd 525, Environmental Issues & History 3
 EnEd 535, Land Management for EE 1
 EnEd 550, Faith, Peacemaking & the Environment 1

Program descriptions : Master of Arts in Environmental Education

EnEd 560, Creative Project and Paper	1
EnEd 575, International Environmental Education	3

Summer II: May

EnEd 535, Land Management for EE	2
EnEd 560, Creative Project and Paper	2
EnEd 580, Practicum in Environmental Education	2

MAEE Student Learning Outcomes

Upon completion of the environmental education program, graduates will:

1. Exhibit and promote systems thinking by integrating knowledge from multiple disciplines into the design and delivery of environmental education.
2. Demonstrate an approach to environmental education that reflects an understanding of ecological processes common to all systems in rural, natural and urban settings.
3. Be proficient in the design, implementation, and assessment of environmental education programs and be familiar with the use of sociological research methods for evaluation.
4. Be competent in teaching skills and practices needed for the delivery of experiential, inquiry and field-based environmental education programs.
5. Be able to recommend and utilize best practices in leading people in the context of environmental education, to facilitate policy and/or behavioral change in individuals, organizations, and society in order to improve or preserve our environment.
6. Be able to evaluate resources and apply skills necessary for managing resources for the successful delivery of environmental education programs.

Environmental education courses

ENED 510 Natural History of So. Great Lakes 3

A study of the plants and animals of this region - and the ecosystems in which they are found. Emphasis on the 1) the interrelationships in ecosystems 2) the function of ecosystems, both how they operate and how they impact surrounding systems and humans, and 3) identity of the organisms that comprise the ecological community. Students will investigate the ecological relationships of the organisms identified as well as behaviors and life cycles.

ENED 515 Research Methods 3

This course investigates a wide range of research strategies that an environmental educator may use and/or encounter in the course of their career. The applied approach is primarily as a leader or director who is either evaluating an existing program, or designing a new program. We will also review and interpret both qualitative and quantitative studies (i.e. gathering information on people or natural resources) in ecological, social, and educational research and spend significant time conceptualizing your 11 month-long MA project.

ENED 520 Principles of Environmental Educ 3

A study of distinctive concepts and skills needed for delivering quality environmental education programs. The following themes-within the context of natural history-will be part of the course: field-based and experiential education, inquiry, questioning, interpretation, physical settings, responsive instruction, program design, assessment and evaluation, and learner outcomes.

ENED 525 Environmental Issues & History 3

A study of current environmental issues facing society. Topics include ethics, citizenry, environmental justice, theological implications, and organizations addressing issues. The various facets of the history of environmental education and outdoor education will be reviewed. A study of important literature relevant to all topics will be included.

- ENED 530 Leadership & Admin for Env Educ** 3
 This is a survey course on the essential skills and practices in leadership and administration of non-profit organizations. Topics include personnel management, strategic planning, personality styles, financial and resource management, budget preparation, board utilization, fundraising and capital campaign, day-to-day functioning of a nature center, and team development.
- ENED 535 Land Management for Env Education** 3
 This is a study of both the theory and practice of managing the "place" for various ecological functions and human values that enhance an environmental education experience. Includes how land management practices need to reflect the economic/ social/spiritual values of humans, and the biological functions of the ecosystems it encompasses.
- ENED 550 Faith, Peacemaking and Environment** 1
 Environmental quality and care for creation are emerging as important components to faith, peace and justice across the globe. Creation care builds on spiritual and theological foundations that inspire us to care for God's creation. Environmental justice is the equitable distribution of costs and benefits from utilizing resources to all people regardless of class, generation, ethnic origin or gender. This seminar is a survey course of these topics.
- ENED 560 Creative Project and Paper** 3 (1-3)
 Your project is intended to be driven by your passion and interest in a topic within one of following themes: a) an environmental issue b) an ecological problem, or c) pedagogical challenges. The Creative Project is just that: a look into a challenging issue that requires creative insight. You will have FOUR major components:1) the work itself whether you are conducting a question driven investigation, or you are problem solving with an organization; 2) a major, thesis length paper; 3) curriculum designed for two distinct audiences; and 4) a presentation. This is an applied experience and project that can be useful long into your career. Repeated for a total of 5 credit hours.
- ENED 570 Professional Field Studies in EE** 2 (1-2)
 In this course students travel with several faculty members throughout the region to encounter a wide variety of interdisciplinary programs, nature centers, pedagogies, leadership styles, and management strategies in environmental education (EE). They also investigate critical issues in EE and the decision-making process that will affect them, as educators, throughout their careers. Each student develops professional connections, practical resources, and, through written reflection, an understanding of EE in the broadest sense.
- ENED 575 International Environmental Educ** 3
 Located on Andros Island in the Bahamas, this three-week, immersion style, cross-cultural experience is designed to learn about a new ecosystem and work with Bahamians to design EE curriculum within an international context. Participants will investigate a broad spectrum of opportunities and challenges for international non-profits delivering EE to local students, and/or in conjunction with tourism. The tourism on Andros Island is low-key compared to the more developed islands, and features an immense coral reef and a 1,000 sq. mile national park. Although the stay is relatively brief, students will work with the Andros Conservancy and Trust (founded in 1999) to design place-based curriculum; learn about the relationships between NGOs, government agencies, and businesses; apply natural history skills in a different ecosystem; and investigate first hand the implications of climate change on an island nation.
- ENED 580 Practicum in Environmental Educ** 3 (1-3)
 Being part of the delivery of Merry Lea's K-12 onsite and outreach programs in environmental education will fulfill the practicum in three major programming time blocks, giving students experience in multiple programs. Student will also have opportunities in

Program descriptions : Graduate Semester in Sustainability Leadership

specialty programs, such as summer camps and public programs. Assessment of student performance will occur after each of the three programming time blocks and as part of the final evaluation. Repeated for a total of 6 credit hours.

ENED 698 Final Project Research & Writing 1

Registration for this course gives students access to library and computer resources while finishing research and writing for the final project. Should be taken only after all other requirements have been satisfied. Can be repeated.

Graduate Semester in Sustainability Leadership

Professor D. Ostergren, Director of the graduate program in environmental education

Professor L. Gascho, Executive Director of Merry Lea Environmental Learning Center

Associate Professor J. Schramm

Assistant Professor J. Pontius

Program description

The fall Graduate Semester in Sustainability is a residential problem-based program, focused on understanding sustainable and regenerative communities by examining the local watershed. A cohort of students spends the fall semester in full-time residence at Merry Lea's Rieth Village, where they closely evaluate day-to-day decisions and make sustainable living choices concerning both personal lifestyle and community life. They study the structures and functions of both societal systems and ecosystems at Merry Lea and in the surrounding region. Students engage in critical issues of local concern. Students and faculty from diverse backgrounds and expertise engage with people from the local community who are faced with real environmental issues. They grapple with the complexity of and interdisciplinary nature of possible solutions.

Tuition information

Sustainability semester tuition	\$16,850
Room	\$2,875
Board	\$685

Graduate Sustainability Semester

12 credit hours

Sust 510, Integrated Social and Ecological Systems	4
Sust 540, Empowering Sustainable Communities	4
Sust 580, Community Leadership in Sustainability	4

Sustainability courses

SUST 510 Integrated Soc/Ecological Systems 4

The focus of this course is on understanding landscapes, ecological systems, social systems and their interconnection. Emphasis will be on how these interdependent systems contribute to the ecological, economic, and social health of a region, and models of systems thinking for understanding both the natural and social communities will be employed.

SUST 540 Empowering Sustainable Communities 4

This course considers the ethical, political, spiritual and structural frameworks that have led to our current unsustainable models of social systems and explores potential changes that could lead to more regenerative and sustainable communities for the future. There is an emphasis on understanding how societal changes occur and how communities can work toward a higher level of resiliency for future challenges.

SUST 580 Leadership Exp in Sustainability 4

This course works to help students develop and understand the role of individual agency in motivating and implementing societal and behavioral change. A large portion of this

course is an applied learning experience where students engage with a group or organization within the region that is working on a sustainability initiative. Students take on the responsibility and leadership for a portion of the initiative and learn skills both in sustainability work and community partnership.

Master of Business Administration

George Lehman, Program Director (Bluffton University)

Michelle Horning, Goshen College advisor

Jerrell Ross Richer, professor of economics

Tim Yoder, adjunct professor of business

Introduction

The collaborative MBA is an accredited 36-credit degree, designed for working professionals, that can be completed in 22 months. It has a values-based curriculum that develops “leadership for the common good.” This online program is highly interactive and includes two weeks of residency, one at the beginning, at one of the collaborating schools: Goshen College, Bluffton University, Canadian Mennonite University, or Eastern Mennonite University, and one week at an international setting after a year of coursework. Core curriculum courses are delivered using weekly live video conferencing. All other classes are delivered either in live video conferencing or flexible online formats. Students take a common core of classes and also choose one of the several concentrations. The collaborative arrangement ensures a variety of qualified professors and a diverse cohort of students.

Leadership for the common good

Leadership for the Common Good is a unique perspective that the four collaborating colleges/universities bring to leadership education.

Personal Formation – Developing authentic leaders on a journey of integration, spiritual growth, and maturity: Leaders who understand that personal, business, organizational, and community existence and success are tied to the sustainability of local and global systems.

Competency – Developing transformative leaders who design businesses and organizations and nurture communities to be resilient and sustainable with skills in entrepreneurship, shared vision development, mutual accountability, financial integrity, continuous innovation, empowerment of people and teams, and systems thinking.

Relationships – Understanding that in community we build and maintain trustworthy relationships with each other and God and that problem solving must be contextual, based on constituent and community life conditions. In this context, we transform personal, business, organizational, and community conflicts into healthy outcomes.

Admission requirements

1. Bachelor’s degree (or equivalent) from an accredited institution.
2. Proficiency in Microsoft Word, Powerpoint, and Excel.
3. Strong written and oral communication and quantitative skills.
4. For applicants with less than seven years of professional work experience, GMAT or GRE scores are required. Those with seven years of work experience are encouraged to take either the GMAT or GRE *if* their academic and workplace records do not show strong quantitative and communication skills.
5. Two recommendations. One recommendation must be from your current supervisor. The second recommendation should be from an individual who can comment on your professional and/or academic qualities.
6. Interview with the program director or other designated person.

Depending on undergraduate preparation and/or scores on the GMAT or GRE tests, prerequisites may be required prior to full entry into the program, including courses in:

- Macroeconomics
- Microeconomics

- Financial Accounting
- Managerial Accounting
- Finance

For more information, see collaborativemba.org.

Tuition information

M.B.A. in Business Administration (per credit hour) \$759
 (22 month, 36 credit hour program)

Master of Business Administration

36 credit hours

MBA 522, Leadership and Management for the Common Good	3
MBA 523, Human Capital Development	3
MBA 541, Global Sustainability	3
MBA 564, Organizational Behavior	3
MBA 585, Financial and Managerial Accounting	3
MBA 615, Narrative Leadership	3
MBA 623, Financial Management	3
MBA 647, Strategic Marketing Management	3
MBA 663, Managerial Economics	3
MBA 522, Strategic Leadership in a Multicultural World	3
MBA 671, Data Analytics for Decision Making	3
MBA 680, Sustainable Organizations and Global Citizenship	3

MBA Student Learning Outcomes

Upon completion of the program, MBA graduates will demonstrate the following outcomes.

1. *Personal Formation:* Understand that personal, business, organizational, and community existence and success are tied to the sustainability of local and global systems.
2. *Competency:* Demonstrate an understanding of the relationships between business, society, and the global economy as well as an understanding of how current realities are informed by history of economic systems.
3. *Competency:* Apply economic theory to the functions of managerial planning and decision making.
4. *Competency:* Interpret an organization’s “story” through analysis of financial information and apply that information to strategic decision making.
5. *Competency:* Gather and analyze non-financial data including market research, business analytics, and environmental data, transforming it into meaningful information.
6. *Competency:* Demonstrate an understanding of the various components of strategic marketing and the role of marketing in creating and communicating value for customers.
7. *Competency:* Demonstrate an understanding of the key theories of organizational behavior and apply these theories to advance an organization’s mission, vision, and values.
8. *Relationships:* Understand that problem solving must be contextual, based on constituent and community life conditions.

MBA Core courses

MBA 522 Leadership/Managmnt for Common Good 3

Complexity, globalization, and competing demands characterize the realities of leading and managing organizations in today’s environment. The focus of the course is on developing systemic wisdom and long-term perspective. The course combines times for self-reflection, conversation, questioning, and integration of various leadership and

management theories to identify approaches to leading people, systems, and organizations in ways that bring restoration, that offer hope, and that work toward promoting the common good.

MBA 523 Human Capital Development 3

Developing human capital means creating and nurturing organizational environments in which human beings can develop and apply new ideas, competencies, skills, attitudes, and behaviors. This course will enhance knowledge and understanding of the value created by an engaged workforce and will focus on supporting employees developing skills and abilities in an intrinsically engaging environment. In addition we will study ways individuals and organizations benefit from well-managed conflict while limiting destructive conflicts that sap organizational creativity and energy.

MBA 541 Global Sustainability 3

The global economic system produces goods and services on a massive scale. Consumers benefit from access to necessities as well as increased comfort, convenience and choice. Producers benefit from opportunities to innovate and invest, while also providing employment and generating returns to investors. The question many are asking, however, is simple: Can the current system be sustained in the long run? To be sustainable, businesses and nonprofit organizations must find ways to generate value and minimize waste while simultaneously satisfying human needs and protecting ecological systems. This course examines the global economic system from a triple-bottom line perspective—planet, people and profit. It utilizes systems thinking and explores seven forms of capital: financial, manufactured, natural, human, social, cultural and spiritual.

MBA 564 Organizational Behavior 3

Utilizing an experiential case study method, this course surveys the evolution of theory, practice, and research in the areas of organizational behavior. Learning topics include motivation theory, group dynamics, leadership, decision-making, conflict transformation, change theory, organization structure, emotional intelligence and communication. This course affirms a systemic perspective and approach to organizational behavior and affirms the concepts implicit in the concept of Leadership for the Common Good.

MBA 585 Managerial Finance & Accounting I 3

Managers and executives carry fiduciary responsibility for their organizations; it is therefore imperative that they know how to read financial statements, analyze financial health, assess financial risks, and communicate this knowledge effectively to others. The course emphasizes the role of the manager relating to finance and accounting through the analysis of quantitative information largely at the conceptual level. Topics include financial governance, understanding and reading financial statements, financial statement analysis, cost behavior, breakeven analysis, budgeting, balanced scorecard, working capital management, and the use of short-term cash planning. The overall aim is to improve organizational decision-making based on financial, social, and ecological metrics.

MBA 595 MBA Directed Study 3

Concentration course designed around interests of individual student(s). Permission of instructor and special registration required.

MBA 607 Sustainable Business Models 3

This course explores sustainability models, reporting approaches, and corporate structures. These models and tools are utilized to create a sustainable platform that serves as a base for students to apply across the Sustainability concentration. Students will learn about the theory, analytical and applied approaches to drive the changes required to promote a sustainable economy. Mastery of the tenets of Natural Capitalism and Natural Step for Business provide students with foundational knowledge for driving sustainability application and practice.

- MBA 608 Sustainability & Environmental Crisis 3**
The environmental crisis challenges business leaders to find new and creative responses to sustainability issues. This course takes a fundamental look at the biophysical elements necessary to support life on Earth, and how those processes and resources are compromised by overuse. We will look at roots of environmental threats and touch on some sustainable answers adopted in the technical and scientific worlds. In addition to the mechanics of climate change, topics include biodiversity; population; agriculture; desertification and deforestation; water quantity and quality; ocean fisheries; air pollution; natural resource depletion; and energy.
- MBA 611 Stewardship, Innovation & SE 3**
A theory and practice course including a combination of field trips, classroom and online discussion, and case studies focusing on systems approaches to stewardship, innovation, and social entrepreneurship. The course objectives include developing a strategic framework for understanding stewardship design principles found in natural and human ecologies and how to apply them to become more effective organizational leaders; increasing theoretical and practical understanding of the sources of socio-tech innovation, and in co-designing, influencing and leading innovation; and developing an understanding of social entrepreneurship (SE) and how corporations, public agencies, and nonprofit organizations apply SE strategies to more effectively achieve their missions and objectives. Students will be encouraged, at their sole option, to contribute to the field either through service or research.
- MBA 614 Economics of Sustainability 3**
This course explores the transformation necessary to create a sustainable economy using a triple-bottom-line perspective: planet, people, and profit. Students will learn about the organizational and structural changes required to promote a sustainable economy, focusing on the objectives of sustainable scale, just distribution and efficient allocation as well as public- and private-sector strategies to support the transition from carbon-based resources to renewables.
- MBA 615 Narrative Leadership 3**
Effective leaders communicate to inspire talent to excel; to partner with investors and communities; to engage with customers and clients and to grow their impact in the world as part of a global community. These communications are understood and acted upon based on the perceived context of the communication. Effective leaders are attentive to the ways that they shape the narratives that form the context for this communication. This course helps leaders to shape their own story and the organizational stories to cultivate an authentic, trustworthy and compelling narrative whether oral or written, in person or embedded within social media, in small groups and with large audiences.
- MBA 623 Managerial Finance & Accounting II 3**
The second course of this sequence examines more of the quantitative tools managers use in decision making. Topics include an in-depth analysis of value chains, including supply chain and distribution channels, activity-based management, analysis of external funds needed, in-depth analysis of time value of money, and capital budgeting.
- MBA 627 Ethics and International NGO's 3**
This course is prepared for students who envision themselves as practitioners in the global humanitarian enterprise, working in, with, or through, international non-governmental organizations (INGOs). INGOs confront many ethical challenges, dilemmas, and considerations as they work to meet their objectives of providing assistance to individuals, groups, and countries, often across differences of culture, wealth, power, and worldview. This course aims to help students build a framework for understanding universal and contextual ethics within the broad INGO arena, both internally within organizations, and externally as impact on others. A significant challenge of this course is to help students recognize and identify their own biases and blinders,

Program descriptions : Master of Business Administration

learn from the practical experiences of others, and effectively widen their view to the opportunities, possibilities, and pitfalls of the INGO humanitarian enterprise.

MBA 641 Health Care Economics and Policy 3

An overview of the macro environment as it relates to health care organizations. Addresses issues related to health care policy, regulation, and laws and also fundamental concepts of health care economics.

MBA 642 Healthcare Informatics 3

This course studies the collection, organization, and utilization of public data bases and patient records in structuring the provision of care and overall management of health care systems.

MBA 643 Health Care Financial Management 3

An overview of financial issues for health care organizations, including budgeting, planning, and financing.

MBA 647 Strategic Marketing Management 3

This course focuses on the tasks of creating and communicating value and gaining loyal customers for an organization in today's dynamic global marketplace. Topics include marketing strategy and planning, marketing research, the impact of technology on strategic marketing decisions, consumer behavior, ethics in marketing, social media and its role in marketing, internet marketing, customer relationships management, database marketing, and marketing evaluation. Leadership for the Common Good concepts are also offered as a backdrop for an ethical marketing framework.

MBA 651 Auditing 3

This course is based primarily on the Auditing section of the uniform Certified Public Accounting (CPA) exam. The course is designed to provide students an in-depth understanding of the auditing process from a theoretical perspective. Topics covered will be reinforced through case analyses.

MBA 652 Business Environment 3

This course is based primarily on the Business section of the uniform Certified Public Accounting (CPA) exam. The course is designed to provide students an in-depth understanding of the business environment. The course will explore cost and managerial accounting topics as well as corporate governance and information systems.

MBA 653 Business Regulation 3

This course is based primarily on the Regulation section of the uniform Certified Public Accounting (CPA) exam. The course is designed to provide students an in-depth understanding of issues related to business law, corporate structures, and individual and corporate taxation.

MBA 660 Assess/Developing Leadership Skills 3

This course explores the dynamics of the relationship between leaders and followers using both current leadership theory and widely used self-assessment tools.

MBA 661 Leading Innovation and Change 3

This course will examine the literature on change management and innovation. Students will develop an understanding of their roles as leaders who seek to create conditions within organizations to support and motivate adaptation, innovation and change.

MBA 662 Managing People in Organizations 3

Surveys selected topics related to the management of people in organizations, including personnel selection and training, motivation, leadership, team building, the organization of work hours and space.

MBA 663 Managerial Economics 3

This course applies insights from economic theory to the functions of managerial planning and decision making within a market-oriented business context. Specific content

includes an overview of the market system, consumer demand theory, cost analysis, profit analysis, pricing strategies, the economics of technical change and innovation, the architecture of the firm, employee incentives, international economic impacts and government regulation. Leadership for the Common Good concepts are also offered as competing methods of improving the traditional market system.

MBA 667 Project Management & Grant Writing 3

Organizations are increasingly utilizing projects to perform activities and operations, creating a growing requirement for specific management skills and tools in areas of project management. Applying theory and practice, this course explores management needs through each phase of the project life-cycle: initiating, planning, performing, and closing projects. Projects are often funded differently than ongoing operations, and this course provides special consideration of that reality, and what it means to organizations and project managers.

MBA 670 Strategic Leadership in a Multicul 3

Historically the field of strategy has focused on strategies as mechanisms for winning and thus causing others to lose. Instead, we are learning that strategic partnerships and creation of manufacturing/service processes that develop human capabilities and use material resources wisely are needed to position the organization for sustained success in the marketplace. This course will help leaders develop approaches that strategically position their organizations to achieve this success. Theoretically this course will be grounded in Michael Porter's recent work on "creating shared value."

MBA 671 Tech, Information, & Data Analysis 3

The quality of decision making in organizations is greatly influenced by the quality of data gathered and by information derived from that data. This course focuses on the use of tools and processes to enhance corporate decision-making strategies. Topics include research design, survey development, defining data and information requirements, how and where data is stored, informatics and business intelligence, critical thinking, and transforming data into meaningful information.

MBA 675 Applied Business Sustainability 3

The course completes the sustainability concentration. Students apply the knowledge of sustainability models, systems and economics to a sustainability project of interest for their capstone. Students will apply the sustainability tools gained during the concentration courses. They will synthesize all facets of sustainability into a specific applied sustainability project. Assessment will be based on students' comprehension of the challenges presented by the project and their ability to evaluate effective options to drive sustainable gains.

MBA 676 Sustainability Reporting 3

How can we measure, analyze, and communicate sustainability in a business/organizational context? This course will focus on sustainability reporting standards, as developed by the Sustainability Accounting Standards Board (SASB), and how those standards should be used by organizations to enhance overall reporting and disclosure. SASB standards identify sustainability topics across 77 different industries that are likely to affect the financial condition and operating performance of an organization. The use of balanced scorecards for measuring and reporting will also be discussed.

MBA 680 Sust Organizations/Common Good I 3

This course integrates the three pillars of The Collaborative MBA program of management, leadership and stewardship for organizational effectiveness and serving the common good. This course will be integrated with an international residency, most likely in a low-income country, and is designed to engage the students as reflective practitioners. This will involve a working case study to integrate student learning from other courses as well as additional case studies and readings on sustainable

Program descriptions : Master of Business Administration

development and collaborative innovation. This "live" organizational case will demonstrate students' creative mastery of the MBA curriculum and the triple bottom line.

MBA 690 MBA Independent Study 3
Further study in individualized topic for MBA concentration. Prerequisite: MBA 595.
Permission of professor and special registration required.

MBA 695 Independent Project 3
Independent project, which serves as capstone to individually-designed concentration.
Permission of professor and special registration required.

MBA 698 Final Project Research & Writing 1
Registration for this course gives students access to library and computer resources while finishing research and writing for the final project. Should be taken only after all other requirements have been satisfied. Can be repeated.

Directories

Goshen College board of directors

Conrad J. Clemens

Tuscon, Ariz.

Susan Fisher Miller, secretary

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John Powell

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B.A., Goshen College, 1985; M.S.,
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B.A., Goshen College, 1973; M.A.T.S.,
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