



## **University Catalog**

### **ADDENDUM TO THE 2017-2018 UNIVERSITY CATALOG**

Program and policy revisions to the 2017-2018 University Catalog.

**Effective January 1, 2018 – June 30, 2018**

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## UNIVERSITY LEARNING OUTCOMES AND DEGREE LEVEL COMPETENCIES

***Social and Global Perspectives:*** Articulate a perspective on power in the world and one's own place in the global community.

### **Master's Competencies (M.A. and M.S.) – Updated to be:**

- ☐ Demonstrate knowledge about the ways oppression, power and privilege can be presented at individual, cultural, and societal levels.
- ☐ Exhibit critical reflection on attitudes, beliefs and values regarding oppression, power, and privilege.
- ☐ Maintain ongoing awareness of how one's own position may unintentionally repeat experiences of oppression, power and privilege in interacting with others.

## ACADEMIC PROGRAMS AT UI&U

- Florida was approved as an NC-SARA state. Therefore, the following UI&U programs do not have restrictions in Florida: B.A. with a major in Psychology, Master of Arts, Master of Science in Organizational Leadership, and Master of Science in Healthcare Leadership.

## CERTIFICATE PROGRAMS

- The undergraduate certificates in Forensic Science Management and Homeland Security will no longer be offered as stand-alone certificates.

## UI&U HOLIDAY CALENDAR

### **UI&U Holiday Calendar /Addendum to the Meeting Dates of Years/Terms in University Catalog**

UI&U will be closed for the following holidays.

- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving Break (fourth Thursday and Friday in November)
- Winter Break (approximately December 24 through New Year's Day)
- Martin Luther King, Jr. Day (third Monday in January)
- Founder's Day (first Friday in April)
- Memorial Day (last Monday in May)

## **ADMISSION**

### **Undergraduate Degree Programs**

#### **Bachelor of Arts and Bachelor of Science (B.A./B.S.)**

##### **Admission Criteria, Requirements, and Procedures**

An addition to the primary criteria for admission to the B.S. and B.A. programs include evidence of:

- Ability to do college-level course work as demonstrated by prior transcribed course work at a minimum 2.0 cumulative GPA from previously attended colleges or universities, or related experience. (minimum 2.0 GPA added)

An addition to the complete application for admission includes:

- The application essay is to be two-three pages, 500 – 800 words
- Students who are unable to provide an unofficial college/university transcript must provide an official high school transcript, with a minimum cumulative 2.0 GPA.

#### **Admission Status**

- Exceptions may exist for a student providing a college/university/high school transcript with a borderline cumulative GPA below a 2.0 and is subject to review by the Program Chair to determine admittance.

## **VETERANS EDUCATION & MILITARY EDUCATION**

- New UI&U Veterans Coordinator, William Willet may be contacted at [William.willet@myunion.edu](mailto:William.willet@myunion.edu) or 800.486.3116, ext. 1103

#### **Veterans in Union Requirements**

- New requirement: The Veterans in Union (VIU) stipend will not be awarded for any term after a service member's entitlement for VA educational benefits have expired.

## **OFFICE OF STUDENT SUCCESS**

New Career Services Counselor is Rhia Batson. For further information, please contact: Rhia Batson, Career Counselor, [career.services@myunion.edu](mailto:career.services@myunion.edu), 800.861.6400 ext. 1190 or the Cincinnati National Headquarters 513.487.1190

## **THE BUSINESS OFFICE**

### **Financial Responsibility Policy**

Payment for tuition and fees is due on the first day of each term or session\* (depending upon registration). The University accepts check, credit card authorization (over the phone), or online credit card payment via CampusWeb (<https://CampusWeb.myunion.edu>). Students may choose a deferred payment option known as Automatic Recurring Billing or “ARB”. ARB requires equal monthly payments over the number of months of the term or session. ARB is the only deferred payment option available. Balances due for self-payers or balances due after financial aid has been applied may be divided into equal monthly payments. Contact the Business Office at 800.861.6400 ext. 1095 to set up ARB payments.

\*an exception is made for Sponsored Designed Learning courses that have different registration and payment requirements.

### **Late Payments**

Students that do not make payments in a timely manner may be required to enroll in ARB (Automatic Recurring Billing) before they can register for subsequent terms/sessions. ARB allows the student to control when payments are scheduled on a monthly, bi-weekly, or weekly basis. Every effort will be made to assist students in choosing a payment option that fits their budget.

### **Returning Students**

Students re-enrolling after a break in registration are required to contact the Business Office (800.861.6400 ext. 1095) to receive financial clearance before returning to the University. When financial clearance has been provided it is possible that a payment arrangement may be required. If required, the Business Office will assist the student in choosing the payment arrangement that works best for the student and the university.

### **Refunds of Credit Balances**

Credit balances created by Title IV funds (loans and grants) are refunded automatically. Credit balances created by scholarship, third party payments, and over payments are refunded upon request. If a credit balance is a result of an over-payment made by way of a credit card; that credit card will be refunded.

### **Financial Clearance for Graduation**

Financial clearance is requested for each student who is graduating. All holds, debit or credit balances, loan exit interviews, final truth in lending documents and outstanding checks must be resolved prior to receiving a diploma and/or transcript.

## STANDARD OCCUPATIONAL CLASSIFICATION (SOC) CODES

The state of California licensing bureau, the Bureau for Private Postsecondary Education, (BPPE) requires that each UI&U program/major have a corresponding Standard Occupational Classification (SOC) code identified for outcomes & placement rates. SOC codes are developed and maintained by the US Department of Labor & Statistics. [Standard Occupational Classification \(SOC\) Codes](#) – complete list from the USDE.

These SOC codes will be listed under each program/major in all future University Catalogs.

### **Bachelor of Arts Major in Psychology**

#### **With Optional Concentrations in Forensic Psychology, Holistic Psychology, or Addictions Studies**

SOC Codes: 21-1099 Community and Social Service Specialist; 31-1013 Psychiatric Aides; 21-1093 Social and Human Service Assistants; 13-1071 Human Resources Specialists; 11-9151 Social and Community Service Managers; 41-3011 Advertising Sales Agents; 21-1011 Addiction Counselors; 21-1012 Educational Guidance, School, and Vocational Counselor; 333012 Correctional Officers and Jailers.

### **Bachelor of Science Major in Business Administration**

#### **(not accepting new students to this major)**

SOC Codes: 11-3000 Operations Specialties Managers; 11-2021 Advertising, Marketing, Promotions PR, and Sales Managers; 13-1010 Agents and Business Managers of Artists, Performers, and Athletes; 11-1000 Top Executives; 13-2011 Accountants and Auditors; 13-2070 Credit Counselors and Loan Officers; 27-3031 Public Relations Specialists; 19-3051 Urban and Regional Planners.

### **Bachelor of Science Major in Business Management**

#### **Concentrations in Business Administration, Marketing, Hospitality Management, Human Resource Management, Management Information Systems, or Sport Management**

SOC Codes: 11-1020 General and Operations Managers; 13-1111 Management Analysts; 11-3051 Industrial Production Managers; 11-1000 Top Executives; 13-2051 Financial Analysts; 41-3030 Securities, Commodities, and Financial Services Sales Agents; 13-2011 Accountants and Auditors; 11-2021 Marketing Managers.

### **Bachelor of Science Major in Child and Adolescent Development**

SOC Codes: 25-2010 Preschool and Kindergarten Teachers; 11-9031 Education Administrators, Preschool and Childcare Center/Program; 39-9011 Childcare Workers; 25-9041 Teacher Assistants; 13-1131 Fundraisers; 25-2051 Special Education Teachers, Preschool; 11-9151 Social and Community Service Managers.

**Bachelor of Science Major in Criminal Justice Management**

**With Optional Certificates in Forensic Science Management or Homeland Security**

SOC Codes: 33-3051 Law Enforcement Officers (Police and Sheriff's Deputies); 33-3010 Bailiffs, Correctional Officers; 21-1092 Probation Officers and Correctional Treatment Specialists; 19-4092 Forensic Science Technicians; 33-1000 Supervisors of Protective Service Employees; 33-9093 Transportation Security Screeners; 25-1111 Criminal Justice and Law Enforcement Trainers, Postsecondary; 33-3021 Criminal Investigators.

**Bachelor of Science Major in Early Childhood Studies**

**With Optional Concentrations in Early Childhood Administrator or Teacher as Practitioner**

SOC Codes: 25-2010 Preschool and Kindergarten Teachers; 25-2021 Elementary School Teachers, Except Special Education; 25-2050 Special Education Teachers; 21-1093 Social and Human Service Assistants; 25-9041 Teacher Assistants; 39-9011 Childcare Workers; 11-9031 Education Administrators, Preschool and Childcare Center/Program.

**Bachelor of Science Major in Elementary Education**

SOC Codes: 25-2021 Elementary School Teachers, Except Special Education; 11-9032 Education Administrators, Elementary and Secondary Schools; 11-9031 Education Administrators, Preschool and Childcare Center/Program; 25-4021 Librarians; 21-1012 Educational, Guidance, School, and Vocational Counselors; 25-9030 Instructional Coordinators; 25-3011 Adult Basic and Secondary Education and Literacy Teachers and Instructors.

**Bachelor of Science Major in Emergency Services Management**

**With Optional Concentrations in  
Criminal Justice Management or Organizational Leadership  
With an optional Certificate in Homeland Security**

SOC Codes: 29-2040 Emergency Medical Technicians and Paramedics; 33-2010 Firefighters; 43-5051 Police, Fire, and Ambulance Dispatchers; 11-9160 Emergency Management Directors; 53-3010 Ambulance Drivers and Attendants, Except Emergency Medical Technicians; 33-9092 Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers; 33-9093 Screeners, Transportation Security Administration (TSA); 33-1099 Supervisors, Transportation Security Administration (TSA) Screener.

**Bachelor of Science Major in Exceptional Student Education**

**(Grades K-12)**

SOC Codes: 25-2050 Special Education Teachers ; 25-9030 Instructional Coordinators; 25-1081 Education Teachers, Postsecondary; 25-9041 Teacher Assistants; 29-1127 Speech-Language Pathologists.

**Bachelor of Science Major in Maternal Child Health: Human Lactation**

**With Optional Concentrations in Pathway 2 or Health Disparities and  
Childbearing**

SOC Codes: 31-1014 Nursing Assistants; 29-1160 Nurse Midwives; 29-9090 Miscellaneous Health Practitioners and Technical Workers.

**Bachelor of Science Major in Organizational Leadership and**

**Bachelor of Science Major in Leadership (in teach-out)**

SOC Codes: 11-3010 Administrative Services Managers; 11-3111 Compensation and Benefits Managers; 13-1151 Training and Development Specialists; 27-3091 Interpreters and Translators; 25-1124 Foreign Language and Literature Teachers ; 43-6011 Executive Secretaries and Executive Administrative Assistants ; 11-1021 General and Operations Managers; 11-2031 Public Relations and Fundraising Managers; 13-1071 Human Resources Specialists.

**Bachelor of Science Major in Secondary Education**

**Concentrations in English, Mathematics, Science, or Social Science**

SOC Codes: 25-2031 Secondary School Teachers, Except Special and Career/Technical Education; 25-9041 Teacher Assistants; 11-9032 Education Administrators, Elementary and Secondary Schools; 25-3010 Adult Basic and Secondary Education and Literacy Teachers and Instructors; 25-4021 Librarians; 25-9030 Instructional Coordinators; 27-3091 Interpreters and Translators.

**Bachelor of Science Major in Social Work**

SOC Codes: 21-1021 Child, Family, and School Social Workers; 25-1113 Social Work Teachers, Postsecondary; 21-1023 Mental Health and Substance Abuse Social Workers; 21-1022 Healthcare Social Workers; 21-1029 Social Workers, All Other; 21-1093 Social and Human Service Assistants; 21-1092 Probation Officers and Correctional Treatment Specialists.

**Master of Arts with a Major in Clinical Mental Health Counseling**

SOC Codes: 21-1014 Mental Health Counselors; 21-1019 Counselors, All Other; 21-1015 Rehabilitation Counselors; 21-1012 Educational, Guidance, School, and Vocational Counselors; 21-1091 Health Educators; 21-1013 Marriage and Family Therapists; 21-1099 Community and Social Service Specialists, All Other.

**Master of Arts with a Major in Creativity Studies**

SOC Codes: 27-3043 Writers and Authors; 25-1123 English Language and Literature Teachers; 41-3011 Advertising Sales Agents ; 11-2021 Advertising, Marketing, Promotions PR, and Sales Managers; 11-1000 Top Executives; 25-2050 Special Education Teachers; 19-3051 Urban and Regional Planners; 33-3021 Detectives and Criminal Investigators; 11-1021 General and Operations Managers.



### **Master of Arts with a Major in Health and Wellness**

SOC Codes: 21-1094 Community Health Workers; 21-1091 Health Educators; 11-9111 Medical and Health Services Managers; 17-2111 Health and Safety Engineers, Except Mining Safety Engineers and Inspectors; 29-9011 Occupational Health and Safety Specialists; 21-1022 Healthcare Social Workers; 25-9030 Instructional Coordinators.

### **Master of Arts with a Major in History and Culture**

SOC Codes: 19-3093 Historians; 19-4061 Social Science Research Assistants; 39-7011 Tour Guides and Escorts; 25-4010 Archivists, Curators, and Museum Technicians; 25-1125 History Teachers, Postsecondary; 19-3094 Political Scientists; 11-1031 Legislators; 27-3041 Editors.

### **Master of Arts with a Major in Leadership, Public Policy, and Social Issues**

SOC Codes: 11-1021 General and Operations Managers; 19-3094 Political Scientists; 25-1065 Political Science Teachers, Postsecondary; 27-3031 Public Relations Specialists; 11-1031 Legislators; 11-9030 Education Administrators; 27-3031 Public Relations Specialists; 25-9030 Instructional Coordinators; 11-9111 Medical and Health Services Managers.

### **Master of Arts with a Major in Literature and Writing**

SOC Codes: 27-3043 Writers and Authors; 25-1123 English Language and Literature Teachers; 27-3041 Editors; 19-3094 Political Scientists; 19-3093 Historians; 41-3011 Advertising Sales Agents ; 11-2021 Advertising, Marketing, Promotions PR, and Sales Managers.

### **Master of Science in Healthcare Leadership with a Major in Healthcare Leadership**

SOC Codes: 11-9111 Medical and Health Services Managers; 11-3000 Operations Specialties Managers; 11-9151 Social and Community Service Managers; 11-1020 General and Operations Managers; 11-3120 Human Resources Managers.

### **Master of Science in Organizational Leadership with a Major in Organizational Leadership**

SOC Codes: 11-1000 Top Executives; 11-1020 General and Operations Managers; 11-3120 Human Resources Managers; 13-1111 Management Analysts; 25-1010 Business Teachers, Postsecondary; 11-9111 Medical and Health Services Managers; 11-2021 Advertising, Marketing, Promotions PR, and Sales Managers; 11-9151 Social and Community Service Managers; 21-2011 Clergy.

### **Doctor of Philosophy in Interdisciplinary Studies with a Major in Educational Studies**

SOC Codes: 25-1000 Postsecondary Teachers; 11-9033 Education Administrators, Postsecondary; 25-9031 Instructional Coordinators; 25-2021 Elementary School Teachers, Except Special Education ; 25-3011 Adult Basic and Secondary Education and Literacy Teachers and Instructors.

**Doctor of Philosophy in Interdisciplinary Studies with a Major in Ethical and  
Creative Leadership**

SOC Codes: 11-1000 Top Executives; 11-3120 Human Resources Managers; 21-2011 Clergy; 11-1031 Legislators; 55-1010 Military Officer Special and Tactical Operations Leaders; 11-2021 Advertising, Marketing, Promotions PR, and Sales Managers; 25-1010 Business Teachers, Postsecondary; 13-1111 Management Analysts; 11-1020 General and Operations Managers.

**Doctor of Philosophy in Interdisciplinary Studies with a Major in Humanities and  
Culture**

SOC Codes: 25-1062 Area, Ethnic, and Cultural Studies Teachers, Postsecondary; 21-1020 Social Workers; 11-1031 Legislators; 27-3031 Public Relations Specialists; 25-1125 History Teachers, Postsecondary; 11-9141 Property, Real Estate, and Community Association Managers; 19-1061 Anthropology & Archeology Teachers, Post-Secondary; 27-3040 Writers & Editors; 11-9033 Administrators, University.

**Doctor of Philosophy in Interdisciplinary Studies with a Major in Public Policy and  
Social Change**

SOC Codes: 11-9151 Social and Community Service Managers ; 19-3094 Political Scientists; 27-3031 Public Relations Specialists; 25-1065 Political Science Teachers; 19-3051 Urban and Regional Planners; 11-9141 Property, Real Estate, and Community Association Managers; 21-1020 Social Workers; 11-9030 Education Administrators; 19-3099 Social Scientists and Related Workers.

**Certificate in Alcohol and Drug Abuse Counseling**

SOC Codes: 21-1011 Substance Abuse and Behavioral Disorder Counselors; 21-1023 Mental Health and Substance Abuse Social Workers; 21-1093 Social and Human Service Assistants; 21-1092 Probation Officers and Correctional Treatment Specialists; 11-2031 Public Relations and Fundraising Managers; 21-1012 Educational, Guidance, School, and Vocational Counselors; 33-3051 Police and Sheriff's Patrol Officers; 25-3011 Adult Basic and Secondary Education and Literacy Teachers and Instructors.

**Certificate in Health Education**

SOC Codes: 21-1091 Health Educators; 25-1071 Health Specialties Teachers; 29-9011 Occupational Health and Safety Specialists; 11-9111 Medical and Health Services Managers; 21-1094 Community Health Workers; 31-1011 Nursing, Psychiatric, and Home Health Aides; 21-1023 Mental Health and Substance Abuse Social Workers; 17-2111 Health and Safety Engineers, Except Mining Safety Engineers and Inspectors; 19-2041 Environmental Scientists and Specialists, Including Health.

## UNDERGRADUATE DEGREE PROGRAMS

### Certified Learning

- Students are required to pay for Certified Learning (CL) credits at the time the CL packet is submitted to the Registrar's Office. The preferred method of payment is by credit card. Program Advisors have the credit card authorization form.
- Certified Learning credits cannot be applied to satisfy General Education classes/credits, nor any coursework/credits in the Social Work major.

### **Accelerated Bridge between B.A.-Psychology Major and Master of Arts**

(fully online Program)

The semester credits earned in these masters-level courses (maximum of 6 M.A. credits taken in the student's final undergraduate term) may be applied to complete the degree requirements for the B.A.-PSY and be accepted as internal transfer credit toward the M.A.-fully online degree program.

- Students are permitted to take the required courses offered in the first term of the M.A. program, registering for 6 M.A. credits. These courses are: MAP 508 Elements of Scholarship (3 credits), and MAP 509 Research Methods (3 credits).

**\*\*Clarification for this addendum\*\***

**A BA student may need to take additional undergraduate credit hours/courses in the same term with the two M.A. classes. That is permissible.**

### **Accelerated Bridge between B.S. with Majors in Business Programs, Criminal Justice Management, Emergency Services Management, and Organizational Leadership to the Master of Science in Organizational Leadership**

A maximum of 12 MSOL credits may be taken in the student's final term in the B.S. program. The semester credits earned in these masters-level courses may be applied to the degree requirements for both the B.S. and the MSOL programs.

- A maximum of 12 accelerated MSOL program credits earned in the student's final B.S. term can be counted towards the MSOL degree.

**\*\*Clarification for this addendum\*\***

- **A BS student may need to take additional undergraduate credit hours/courses in the same term with the MSOL classes. That is permissible.**

### **Accelerated Bridge between BS-Maternal Child Health: Human Lactation and Master of Arts**

(fully online program)

The semester credits earned in these Masters-level courses (maximum of 6 M.A. credits taken in the student's final undergraduate term) may be applied to complete the degree requirements for the BS-MCHL and be accepted as internal transfer credit toward the MA-fully online degree program.

- Students are permitted to take the required courses offered in the first term of the MA program, registering for 6 M.A. credits. These courses are: MAP 508 - Elements of Scholarship (3 credits), and MAP 509 - Research Methods (3 credits).

**\*\*Clarification for this addendum\*\***

**A BS student may need to take additional undergraduate credit hours/courses in the same term with the two M.A. classes. That is permissible.**

**Accelerated Bridge between B.S.-Organizational Leadership Major  
and Master of Arts  
(fully online Program)**

The semester credits earned in these masters-level courses (maximum of 6 M.A. credits taken in the student's final undergraduate term) may be applied to complete the degree requirements for the B.S.-Organizational Leadership major and be accepted as internal transfer credit toward the M.A.-fully online degree program.

- Students are permitted to take the required courses offered in the first term of the M.A. program only, registering for 6 M.A. credits. These courses are: MAP 508 Elements of Scholarship (3 credits), and MAP 509 Research Methods (3 credits).

**\*\*Clarification for this addendum\*\***

**A BS student may need to take additional undergraduate credit hours/courses in the same term with the two M.A. classes. That is permissible.**

**Bachelor of Science Major in Maternal Child Health: Human Lactation  
with Optional Concentrations in Pathway 2 or Health Disparities and  
Childbearing**

- There are additional requirements for the IBLCE exam which are not part of the degree. For exam requirements, see <http://www.iblce.org/>. It is the student's responsibility to be sure that all exam qualification and application requirements are met. Note that IBLCE updates these requirements periodically.
- The Bachelor of Science in Maternal Child Health: Human Lactation program at Union Institute & University has had a site visit for pursuing initial accreditation by the Commission on Accreditation of Allied Health Education Programs ([www.caahep.org](http://www.caahep.org)). This step in the process is neither a status of accreditation nor a guarantee that accreditation will be granted.

The Commission on Accreditation of Allied Health Education Programs  
25400 US Highway 19 North, Suite 158  
Clearwater, FL 33763  
727.210.2350  
[mail@caahep.org](mailto:mail@caahep.org)

- MCH 250 Pre-Internship Planning (2 cr.) is only required for students in the Pathway 2 concentration and taking MCH 460 & MCH 461. If a MCHL major enrolls in MCH 388 and is not in the Pathway 2 concentration, MCH 250 is not required.

### **Bachelor of Science Major in Social Work**

The Bachelor of Science with a major in Social Work is accredited by the Council on Social Work Education (CSWE). Therefore, updated or revised CSWE accreditation regulations supersede what may be printed in the University Catalog or Catalog Addendum.

## **MASTER OF ARTS WITH A MAJOR IN HEALTH AND WELLNESS**

- There are additional requirements for the IBLCE exam which are not part of the degree. For exam requirements, see <http://www.iblce.org/>. It is the student's responsibility to be sure that all exam qualification and application requirements are met. Note that IBLCE updates these requirements periodically.
- The Master of Arts with a major in Health and Wellness program at Union Institute & University has had a site visit for pursuing initial accreditation by the Commission on Accreditation of Allied Health Education Programs ([www.caahep.org](http://www.caahep.org)). This step in the process is neither a status of accreditation nor a guarantee that accreditation will be granted.
- The Commission on Accreditation of Allied Health Education Programs  
25400 US Highway 19 North, Suite 158  
Clearwater, FL 33763  
727.210.2350  
[mail@caahep.org](mailto:mail@caahep.org)

## **DOCTOR OF PHILOSOPHY IN INTERDISCIPLINARY STUDIES**

### **Grading Option Adjustments:**

- MLK 800 Internship will be graded on a Satisfactory/Unsatisfactory (S/U) option.
- MLK 892 Integrative Seminar will be graded on a letter grade (plus/minus) basis.

### **Graduate Certificate in Educational Leadership**

Under the selection of optional courses/seminars shown as May include any two: (3 credits each),

- **EDST 823 Gender and Education has been added as an option.**

### **Graduate Certificate in Executive Leadership**

Required Course/Seminar: (3 credits)

Changed to:

- **ECL 815 The Call to Lead: Critical Thinking and Ethical Leadership Development**

### **Emphasis in Social Justice Education (EDST) (12 credit hours)**

Added to the list of available Advanced Seminars include:

- EDST 829/PPS 829 Education Law, Policy, and Social Justice 3 credits

### **New Courses/Seminars and Descriptions:**

- EDST 829 Education Law, Policy, and Social Justice 3 credits  
This seminar examines how education-related laws and policies have influenced the lives of marginalized populations in the United States and explore alternatives that may lead to socially just outcomes. The seminar engages in the study of the social, economic, cultural, and political forces in which Pre-K-12 and higher education programs and institutions have developed, with a focus on contemporary issues of education law and policy, such as affirmative action, desegregation, undocumented immigrant rights, and the school-to-prison pipeline.
- HMS 819 Literary Theory 3 credits  
Exploration of fundamental questions about literature and reading. Focuses on the relationship between literary representation and reality. Examines the kinds of relationships possible between a literary text and a reader and the political and cultural work of literature.
- PPS 829 Education Law, Policy, and Social Justice 3 credits  
This seminar examines how education-related laws and policies have influenced the lives of marginalized populations in the United States and explore alternatives that may lead to socially just outcomes. The seminar engages in the study of the social, economic, cultural, and political forces in which Pre-K-12 and higher education programs and institutions have developed, with a focus on contemporary issues of education law and policy, such as affirmative action, desegregation, undocumented immigrant rights, and the school-to-prison pipeline.

### **Changed Course/Seminar Description:**

- HMS 809 Critical Theory 3 credits  
Close study of influential schools of critical theory that have gained prominence before the historical backdrops of nationalism, imperialism, and Fascism as well as attendant resurgences of antiauthoritarianism, feminism, civil rights struggles, and decolonization efforts. Special attention is paid to Cultural Marxism, the Frankfurt School, British Cultural Studies, Feminist Critical Theories, and Critical Race Theory.

### **Deleted Courses from the Ph.D. curriculum:**

- ECL 845 Theoretical and Personal Perspectives on Leadership: Advanced Definitional Analysis
- EDST 825 Education Law and Social Justice

## **PROFESSIONAL STUDIES AND CONTINUING EDUCATION**

### **Professional Teacher Preparation Program**

- The undergraduate stand-alone certificates in Forensic Science Management and Homeland Security are no longer offered.

- Union Institute & University offers through its Florida Academic Center a series of foundations and professional preparation courses. These courses are recognized and accepted toward Professional Education Certification in the state of Florida.
- When taken at the undergraduate level, these courses may be taken for three credits (the four credit option has been removed).

## TUITION AND FEES - UPDATES

Effective July 1, 2017 – June 30, 2018

The annual Registration/Tuition Fee Schedule below can also be found at:

<https://myunion.edu/future-students/funding-your-future/>.

### Bachelor of Science and Bachelor of Arts Programs

<b>Tuition and Fee Schedule</b>	
<b>July 1, 2017 – June 30, 2018</b>	
Technology Fee – per term	\$ 88.00
Technology Fee – per session	\$ 44.00

### Master of Arts – Clinical Mental Health and Counseling Program

LiveText e-portfolio Fee (one-time fee) <b>CORRECTION TO</b>	\$ 158.00 + shipping & tax (where applicable)
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### Master of Science in Healthcare Leadership Program

LiveText e-portfolio Fee (one-time fee) <b>CORRECTION TO</b>	\$ 158.00 + shipping & tax (where applicable)
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<b>Certificate Programs - Tuition and Fee Schedule</b>	
<b>July 1, 2017 – June 30, 2018</b>	
Graduate Certificate Program Tuition (ADC & HEC)	\$ 460.00/credit hour
Transcript Fee	\$ 10.00
Technology Fee	\$ 88.00

# UNION INSTITUTE & UNIVERSITY FACULTY

2017-2018

## Catalog Addendum Update 1/1/2017

UI&U faculty rosters may change throughout the year as new instructors are engaged to meet students' specific academic needs. This roster consists of individuals who regularly provide instruction at UI&U, including UI&U staff members who provide instruction outside their job description and faculty who may not provide instruction every term but are held in active status. Faculty who teach general education courses for the undergraduate programs are shown as such, rather than with a designated program. Note that this roster does not include emeritus faculty who may teach occasionally, deans or associate deans who hold faculty status but do not typically provide instruction, or undergraduate site coordinators.

Note: To comply with Florida Commission for Independent Education standards, faculty assigned to the Florida Academic Center are marked with an asterisk(\*). Many of these faculty also teach online courses to students living in other states, and many Florida students enroll in courses taught by faculty living in other states.

Name	Highest Degree(s) Earned	Status1	Program(s)
Abbott, Gayle	M.Ed., Middle Grades Education (Math, Science), Georgia State University	AFF	GENED
Akers, Lisa	Ph.D., Strategic Leadership; M.S., Health Sciences, James Madison University	FT	BS
Amos, Mary	M.Ed., Union Institute & University	AFF	BS
Babcock, James	M.P.A., Executive Public Administration, Golden Gate University	FT	BS
Babzien, Cynthia*	Ph.D., concentration in Educational Leadership, Union Institute & University	AFF	BS
Baker, Jason*	M.S., Secondary English Education, Herbert Lehman College	AFF	GENED
Barrett Sargent, Carol	Ph.D., Interdisciplinary Studies: Creative Writing, Union Institute & University; Ph.D., Clinical Psychology, University of Southern California, Los Angeles	FT	MA, PhD
Bayne, Stephen	Ed.D., Organizational Leadership, University of La Verne	AFF	BS
Becker-Klein, Rachel	Ph.D., Psychology: Community Development Psychology, New York University	AFF	PsyD
Beineke, John	Ed.D., Social Science Education/American History, Ball State University	AFF	EdD
Berenyi Gallegos, Kristina	M.Ed., Curriculum and Instruction, Concordia University- Portland	AFF	GENED
Bergh, Sarah	Ph.D., Anthropology, University of Georgia	FT	GENED, MA
Beutel, Constance	Ed.D., Multicultural Education, University of San Francisco	AFF	EdD, PhD

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1 Faculty status codes: ADM=Administrators with faculty status actively engaged as instructors; AFF=Affiliated faculty, engaged to provide specific instructional services within a given term (including staff who may be providing instruction outside their normal assigned responsibilities; FT=Full-time faculty; PT=Part-time faculty whose services to the university continue from term to term.



Name	Highest Degree(s) Earned	Status1	Program(s)
Bishop, Michael	M.B.A., Business Administration, University of Phoenix	AFF	MSOL
Blocksom, Cynthia	M.Ed., Health Education, M.Ed., Food & Nutrition, University of Cincinnati	AFF	PSCE
Blunt-Williams, Kesha	Ph.D., Social Work, The Ohio State University	FT	BS
Boxill, Nancy	Ph.D., concentration in Child Psychology, Union Institute & University	FT	PhD
Boyd, Tangelia L.	M.A., Health & Wellness, Union Institute & University	AFF	BS
Bradley, Gerald	M.S., Administration, Central Michigan University	AFF	GENED
Bradley, Robert	M.A. in Ed., E- Education, University of Phoenix	AFF	BS
Brimdyr, Kajsa	Ph.D., concentration in People, Computers & Work, Union Institute & University	AFF	GENED
Brooks, Danzell*	M.S., Dispute Resolution, Nova Southeastern University	AFF	BS
Brown Beatty, Rosalyn	Ph.D., Counselor Education and Supervision, Ohio University	FT	MA-CMHC
Brown, Linton*	M.S., Mathematics Education, Florida State University	AFF	BS
Brugman, Paul*	M.S., Conflict Analysis and Resolution, Nova Southeastern University	PT	BS
Burnett, Elizabeth	M.S., Human Resources, Chapman University	AFF	BS
Burns, Stewart	Ph.D., History of Consciousness, University of California, Santa Cruz	FT	PhD
Byles, L. Angela Bolt*	M.A., Concentration in Human Resource Management, Union Institute & University	AFF	BS
Byron, Miriam	M.S., Administration of Justice and Security, University of Phoenix	AFF	BS
Caddell, Alice	M.A., Human Development, Pacific Oaks College	AFF	BS
Cadieux, Kathryn*	Ed.S., Educational Leadership, Nova Southeastern University	AFF	BS
Caraway, James	Ph.D., Philosophy & Systematic Theology, Emory University; Ed.D., Higher Educational Administration & Supervision, University of Tennessee, Knoxville	AFF	EdD
Carnero, Mark	Ed.D., Educational Leadership (Primary-Twelve), California State University, Sacramento	AFF	BS
Carter, Frances	M.S.W., Social Work, University of Hawaii; M.F.A., Writing, Goddard College	AFF	BS, GENED
Carter-Remy, Beverly*	Ed.D., Educational Leadership, Nova Southeastern University	AFF	BS
Castillo, Warner	D.B.A., Business Administration: Homeland Security and Leadership/Politics, Northcentral University; M.A., Criminal Justice: Terrorism Studies, American Military University	AFF	BS
Cave, Ron*	M.S., Criminal Justice, The University of West Florida; M.P.S., American Politics and Public Policy, Florida State University	AFF	BS
Chaffee, Frederick* (Rick)	Ph.D., concentration in Applied Social Sciences, Union Institute & University	PT	BS
Chapman, Leonard	M.Eng., Engineering, University of California, Berkeley	AFF	BS, GENED

Name	Highest Degree(s) Earned	Status1	Program(s)
Clark, Christopher	M.S., Emergency Services Management, California State University, Long Beach	AFF	BS
Cobos, Albert	M.S., Emergency Services Administration, California State University, Long Beach	AFF	BS
Coconis, Michel	Ph.D., Social Work, The Ohio State University; M.S.W., Social Work, The Ohio State University	AFF	BS
Cohn-Tempkins, Debra*	M.S., Nursing: Education, Florida Atlantic University	AFF	BS
Connolly, Deborah	M.A., Educational Psychology, California State University, Northridge	AFF	BS
Corbitt, Aubria	J.D., University of Virginia	AFF	MSOL
Cruz, Edgar*	M.P.A., Public Administration, Barry University	AFF	BS
Davis, Kirk	Ed.D., Educational Administration, University of the Pacific	AFF	MSOL
Davis, Sean T.*	M.S., Criminal Justice, Saint Leo University	AFF	BS
Davis, Jr. William	M.S., Emergency Services Administration, California State University, Long Beach	AFF	BS
Del Valle, Tanya	M.S., Geology, University of Cincinnati	AFF	GENED
DeMaria, Anthony	M.F.S., Forensic Science, National University	AFF	BS
Dodson, Michael*	M.A., Criminal Justice, American Public University	AFF	BS
Dragoo, Brian	M.A., Organizational Leadership, Woodbury University	FT	BS
Dunbar, Andrew*	M.P.S., Professional Studies, Saint Thomas University	AFF	BS
Edmonds, David	M.A., Organizational Leadership, Gonzaga University	AFF	BS
Edson, Mary	Ph.D., Organizational Systems, Saybrook University	AFF	MSOL
Eskridge, Jonathan*	Ph.D., Humanities & Society, Union Institute & University; M.Div., Missiology, Gardner-Webb University	AFF	GENED
Fairfield, Robin	Ed.D., Education, Walden University	AFF	BS
Ferguson, Robin	M.S., Child Life Specialist, Loma Linda University	AFF	BS
Fichtelman, Linda	M.S., Family Relations & Human Development, The Ohio State University	AFF	BS
Fox, Reginald*	Ed.S., Education Studies, Barry University; M.S., Mathematics Education, Nova Southeastern University	AFF	GENED
Francois, April*	Ed.S., Curriculum and Instruction, University of Florida; M.S., Urban Education, Florida International University	AFF	BS
Frederick, Thomas*	Ed.D., Education Administration & Supervision, Florida Atlantic University	FT	GENED
Freeman, Patricia	M.Ed., Instructional Technology, American InterContinental University	AFF	BS
Frum, Gregory	M.S., Criminal Justice, California State University, Los Angeles	AFF	BS
Gamez, Ana	Ph.D., Psychology with a concentration in Clinical Psychology, Loma Linda University; M.A., Forensic Psychology, California State University, Los Angeles	AFF	BA
Garcia-Jara, Gladys	M.S., Administration, California State University, Bakersfield	AFF	BS
Gilmore, Damon	M.P.A., Public Administration, California State University, Fresno	AFF	BS

Name	Highest Degree(s) Earned	Status1	Program(s)
Golden, Elden	Ph.D., Humanities, University of Louisville	FT	MA, PHD
Gordillo, Laura	M.S., Counseling Psychology, California Baptist University	AFF	GENED
Gregory, Dale	M.S., Human Resources, Chapman University	AFF	BS
Griffin, William	M.A., Management, University of Redlands; M.A., Negotiation and Conflict Management, California State University-Dominguez Hills	AFF	BS
Guerriero, Steven	Ph.D., Human and Organizational Systems, The Fielding Institute	AFF	MSOL
Hall, James P.	M.A., English, California State University, Los Angeles	AFF	GENED
Hansen, Lawrence	M.P.A., Public Administration, California State University, Stanislaus	AFF	BS
Harrington, James	M.C.J., Criminal Justice, Boston University	AFF	BS
Harris, Lorraine*	M.S., Leadership, Policy & Admin: Leadership/Policy ECE, Wheelock College	AFF	BS
Harvey, Andrew	Ed.D., Organizational Leadership, Pepperdine University	FT	BS
Hazelbaker, Alison K.	Ph.D., concentration in Psychology, Union Institute & University	AFF	MA
Hedrick, Diana*	J.D., Nova Southeastern University	AFF	BS
Helgren, Heidi	J.D., Wayne State University	AFF	BS
Hernandez, Alexander*	M.S., Educational Leadership, Nova Southeastern University	AFF	BS
Hernandez, Nicole	M.S., Child Development, San Diego State University	AFF	BS
Hibbert, Lawrence*	M.S., Dispute Resolution, Nova Southeastern University	FT	BS
Higgins, Eric	M.S., Criminal Justice, University of Cincinnati	AFF	BS
Hill, Sylvia	Ph.D., Education, University of Oregon	AFF	PhD
Hood, Herbert	M.Ed., Union Institute & University	AFF	BS
Hopfer, Sharon	M.A., Human Development, Pacific Oaks College	AFF	BS
Hudick, Harry	M.B.A., Business Administration, University of Texas at Austin	AFF	BS
Ingram, Sheila	M. S., Administration of Justice and Security, University of Phoenix	AFF	BS
Jenkins, Precious	M.A., Education, Ashford University	AFF	BS
Johnson, Calvin*	M.P.A., Public Administration, University of South Florida	AFF	BS
Jones, Deidre	Ed.D., Administration and Supervision, Union University	AFF	BS
Jurado, Johnny	M.P.A., Public Administration, California State University, Long Beach	AFF	BS
Katapodis, James	M.S.O.L., Organizational Leadership, Union Institute & University	AFF	BS
Keehn, Jay*	Ph.D., Leadership & Education, Barry University	FT	
Kefford, Michelle*	M.S., Science Education, Florida International University; M.Ed., Educational Leadership, Florida Atlantic University	AFF	GENED
Kirkland, Robert	Ph.D., History, University of Pittsburgh; CAGS, Latin American Studies; M.A., History, University of Pittsburgh	AFF	BS
Knight, Robert*	M.S., Management, St. Thomas University	AFF	BS
Kraus, Bari	M.S.W., Social Work, University of Cincinnati	AFF	BS
Kraut, Mary	M.P.A., Public Administration, Florida Atlantic University	AFF	BS

Name	Highest Degree(s) Earned	Status1	Program(s)
Lax, William	Ph.D., Clinical Psychology, The Fielding Institute	PT	PsyD
Leduc, Erie	M.A., English, University of California, Riverside	AFF	GENED
Lee, Annie C.	M.A. Sociology, University of California, Los Angeles	AFF	GENED
Lee, Michael	M.P.A., Pubic Administration, California State University, Fullerton	AFF	BS
Leggett, Allison	Ed.D., Educational Leadership, University of Phoenix	AFF	BS
Lewis, Nina	M.H.S.A., Health Services Administration, Xavier University; M.S.W., Social Work, Oberlin College	FT	BS
Lima, Julio	Ph.D., Public Safety, Capella University	AFF	BS
Liss, Samuel	Ph.G., Columbia University, College of Pharmaceutical Sciences	AFF	MA-CMHC
Love, Jaime	M.Ed., Health Education, University of Cincinnati	AFF	CHE
Lozada, Richard*	M.S., Management, National Louis University; M.S., Criminal Justice, Nova Southeastern University	AFF	BS
Lundy, Kim	M.A., Forensic Psychology, Argosy University	AFF	BS
Maloney, Thomas	M.A., Leadership, Saint Mary's College of California	AFF	BS
Maples, L.D.	M.A., Security Studies, U.S. Naval PostGraduate School; M.S., Emergency Services Administration, California State University, Long Beach	AFF	BS
Marrie, Stella	Psy.D., Clinical Psychology, Illinois School of Professional Clinical Psychology	FT	BA
Marshall, Arica	M.S., Education, Capella University	AFF	BS
Martin, Lyle	M.B.A., Business Administration, University of Phoenix	AFF	BS
Mast, Eric	Ed.D., Higher Education, Union Institute & University; M.A., English, Sul Ross State University	AFF	GENED
McClain, Edward*	M.S., Exceptional Student Education, Florida Memorial University	AFF	BS
McClain-Richardson, Janelle	M.S., Health Care Planning and Administration, University of Cincinnati	AFF	BS
McCleod, Jeanine*	Ph.D., Education, Nova Southeastern University; M.S., Kinesiology, University of Illinois at Chicago	AFF	BS
McDonnell, David	D.M.A., Music Composition, University of Cincinnati	AFF	GENED
McGlory, Elliott	D.B.A.; M.B.A., Business Administration, Argosy University, Atlanta	AFF	BS
Melanson, Timothe	M.P.A., Public Administration, California State University, Bakersfield	AFF	BS
Mendoza, Terri	M.S., Behavioral Sciences, Harvard School of Public Health	AFF	BS
Messer, Kenya LeNoir	Ed.D., Higher Education Administration, Columbia University	AFF	EdD
Michelson, Richard S.	M.P.A., Public Administration, National University	AFF	BS
Miltich, Loree	Ph.D., concentration in U.S. History, Union Institute & University	FT	MA, PhD
Mitra, Anuradha	Ph.D., English, University of Rochester	FT	EdD, PhD
Moffett, Ian*	M.S. Criminal Justice, University of Cincinnati	AFF	BS
Moncur, Alonzo*	M.S., Strategic Leadership, Mountain State University	AFF	BS
Monks, Birgit	Ed.D., Educational Leadership & Change, Fielding Graduate University	AFF	BS
Moraitis, Edelmira*	M.S. Public Administration, Nova Southeastern University	AFF	BS

Name	Highest Degree(s) Earned	Status1	Program(s)
Morrell, Melissa D.	M.S.M., Management, Colorado Technical University	AFF	BS
Morrissey, Rebecca	M.A. Mental Health and Substance Abuse Counseling, Johnson State College	AFF	BA
Morton, Bonique P.	M.D., Avalon University School of Medicine; M.P.H., Maternal Child Health, Tulane University;	AFF	MA
Murphy, John	M.S., Computer Science, Rensselaer Polytechnic Institute; M.S., Management, Rensselaer Polytechnic Institute	AFF	BS
Mussoline, Susan*	Ed.D., Curriculum & Instruction, Florida International University	AFF	BS
Naslund, Melissa	Ph.D., Human Development, North Dakota State University	FT	MA-CMHC
Neher, Tracy	Ph.D., Biochemistry, Michigan Technological University	AFF	GENED
Nolan, Joseph	Ph.D., Special Education, Texas Women's University	AFF	EdD, PhD
Norris, John (Ian)	Ph.D., Experimental Psychology, Texas Tech University	AFF	PsyD
North, Laurae	M.S., Instructional Design and Technology, Walden University	AFF	GENED
Obzsarski, Amy	M.A., American History, University of Cincinnati	AFF	GENED
O'Deane, Matthew	Ph.D., Public Policy & Administration, Walden University; M.S. Criminal Justice, Tiffin University	AFF	BS
Ogbaharya, Daniel	Ph.D., Political Science, Northern Arizona University	PT	PhD
Ohannessian, Sarkis	M.P.A., Public Administration, National University	AFF	BS
O'Neill, Margarita	Ed.D., School Counseling & Consulting Psychology, University of Massachusetts	AFF	PsyD
Ossege, Jennifer	Psy.D., Clinical Psychology, Xavier University	FT	PsyD, GENED
Overton-Adkins, Betty	Ph.D., Higher Education Leadership, Vanderbilt University	PT	PhD
Palet, Rita	M.A., Education/Educational Leadership, San Diego State University	AFF	BS
Pandolfi Jr., Roland*	Ph.D., Applied Management & Decision Sciences, Walden University	PT	BS, MSOL
Parmar, Arti	M.S.O.L., Organizational Leadership, Union Institute & University	AFF	BS
Pashi, Marie	Ed.D., Educational Leadership, Union Institute & University; M.A., Romance Languages, University of Cincinnati	AFF	BS
Peebles, Jodie	M.A., Leadership and Organizational Studies, Azusa Pacific University	AFF	BS
Peterson, Leland	M.A., Art Therapy, School of the Art Institute of Chicago	AFF	BA
Piep, Karsten	Ph.D., English, Miami University	FT	PhD
Prather, NoNataye	Ph.D., Social Work, The Ohio State University; M.S.W., Social Work, The Ohio State University	AFF	BS
Quire, Joseph	M.P.A., Public Administration, California State University, Northridge	AFF	BS
Raffanti, Michael	Ed.D., Educational Leadership & Change, Fielding Graduate University; J.D., Boston College Law School	FT	PhD, EdD
Ramos, Um*	M.C.J., Criminal Justice, Florida International University; M.P.A., Public Administration, Florida International University	AFF	BS
Raymond, Jennifer	Ph.D., Public Policy, University of Massachusetts at Boston	FT	PhD, EdD

Name	Highest Degree(s) Earned	Status1	Program(s)
Redding, Norris*	M.S., Criminal Justice, Grambling State University	AFF	BS
Rice, Scott	Ph.D., Counseling Psychology, University of Massachusetts at Amherst	PT	MA-CMHC, PsyD
Richard-Allerdyce, Diane*	Ph.D., English, University of Florida	FT	PhD
Robinson, Carleen*	Ph.D., Social Work, Barry University; M.S.W, Social Work, Barry University	PT	BS
Roe, Michael	M.S.O.L., Organizational Leadership, Union Institute & University	AFF	BS
Roepke, Thesa	M.Ed., Special Emphasis/Classroom Guidance, University of La Verne	AFF	BS
Roig, Franklin*	M.S., Executive Management, St. Thomas University	AFF	BS
Rose, Jeff	M.S.Ed., Workforce Education and Development, Southern Illinois University at Carbondale	AFF	BS
Rosselli, Joyce*	M.S., Art Education, Central State University	AFF	GENED
Rumney, Linwood D.	Ph.D., Philosophy, University of Cincinnati	FT	BS
Sanchez, Jenny*	Ed.D., Education with specialization in Organizational Leadership, Nova Southeastern University; M.S., Pre-K to Primary Education, Barry University	AFF	BS
Santo, Ronald	M.A., Organizational Leadership, Woodbury University	AFF	BS
Scala, Frank*	Certificate of Advanced Graduate Studies, Educational Leadership, Plymouth State College; M.Ed., Administration and Supervision, University of Massachusetts at Lowell	FT	BS
Schmutzler, Ian	M.S. Criminal Justice/Law Enforcement Administration, California State University, Sacramento	AFF	BS
Scott, Jennifer	Psy.D., Clinical Psychology, Xavier University	FT	PsyD, MA-CMHC
Seigel, Susan	Ed.D., Education, University of Massachusetts at Amherst	AFF	PhD
Sherzer, Michael	M.P.A., Public Administration, Western Michigan University	AFF	BS
Shiah-Vega, Martha V.	M.A., Leadership, Saint Mary's College of California	AFF	BS
Simanga, Michael	Ph.D., concentration in Philosophy, Union Institute & University	AFF	PHD
Simpkins, Steven	M.A., Administrative Leadership, University of Oklahoma	AFF	BS
Simpson, Alicia	M.S., Health Science, Georgia State University	PT	BS
Smith, Corina	M.P.A., Public Administration, California State University, Northridge	FT	BS
Smith, Linda	M.P.H., Public Health, Wright State University	AFF	BS
Smyser, William	M.A., Management, University of Redlands	AFF	BS
Spero, Susan*	Ed.D., Curriculum & Instruction, University of Southern Mississippi; M.A. Curriculum & Instruction, University of Southern Mississippi	AFF	BS
Spector, Lee*	Ed.D., Education, Northeastern University	AFF	BS
Spinelli, Robert	M.B.A., Management, Rochester Institute of Technology	AFF	BS
Steger, Mary Ann	Ph.D., Political Science, Southern Illinois University – Carbondale	AFF	PhD

Name	Highest Degree(s) Earned	Status1	Program(s)
Stenger-Sullivan, Amy	M.A., Clinical Mental Health Counseling, Union Institute & University	AFF	BS
Stewart, Ernest	M.Ed., Educational Leadership, California State University, San Diego	AFF	BS
Stokes-Brewer, Carol	Ph.D. with a concentration in Psychology, Union Institute & University	AFF	BS
Tate, Tonya*	M.A., Child Development, California State University, Los Angeles	AFF	BS
Teachout, Woden	Ph.D., History of American Civilization, Harvard University	PT	MA
Terry, Bryan	Ph.D., Educational Administration, Illinois State University	AFF	EdD, PhD
Thompson, Duanne*	Ph.D., Specialization in Criminal Justice, Capella University	AFF	BS
Tiller, Tracey	MSOL, Organizational Leadership, Union Institute & University	AFF	BS
Torres, Marco	M.P.H., Public Health/Community Health Sciences, University of California, Los Angeles	AFF	BS
Trinidad, Thomas	M.A. Criminology, Law, and Society, University of California, Irvine	AFF	BS
Vengrove, Andrew	Ed.D., Educational Psychology, American International College	PT	MA-CMHC, PsyD
Voparil, Christopher	Ph.D., Political Theory, New School for Social Research	FT	PhD
Walker, Myshamil	M.Ed., Curriculum and Instruction in Mathematics , University of Phoenix	AFF	GENED
Warren, Tyler	M.S.N., Nursing, Vanderbilt University	AFF	BS
Wasserman, Leslie	Ph.D., Education, Walden University	AFF	BS
Watnick, Beryl	Ph.D., Specialization in Early Childhood Special Education, Union Institute & University	FT	EdD, PhD
Wheat, Nadine C.	Ph.D., Industrial/Organizational Psychology, Capella University; M.B.A., Public Accounting, St. John's University	FT	MSOL, BS
White, Ceilia	M.S.W., Social Work, University of Cincinnati	AFF	BS
White, Nadine	M.S.N., Nursing, University of Florida	AFF	BS
Wilder, Lerone*	M.Div., Theology/Ethics, Interdenominational Theological Center	AFF	BS
Williams, Lloyd	Ph.D., Clinical Psychology, Pacifica Graduate Institute; Ph.D., Organizational Psychology, Union Institute & University	AFF	MSOL
Williams, Roxanne	M.S., Early Childhood Education, Nova Southeastern University	AFF	BS
Williams, Wanda*	Ph.D., concentration in Educational Leadership, Union Institute & University	AFF	BS
Wynne-Swan, Chana	M.A., Human Behavior, National University	AFF	BS
Zambri, John	M.A., Security Studies, U.S. Naval PostGraduate School	AFF	BS