



# GRADUATE

## ACADEMIC CATALOG '24-'25



**U** **UNITY**  
ENVIRONMENTAL  
**UNIVERSITY**

---

DISTANCE EDUCATION

# Academic Year 2024-2025

## Contents

Academic Year 2024-2025 .....	1
A Note from President Khoury .....	5
SECTION 1: INTRODUCTION.....	6
The Unity Environmental University Mission .....	6
The Unity Environmental University Distance Education Graduate Catalog .....	6
Statement of Accreditation .....	7
SECTION 2: ADMISSIONS GUIDELINES .....	8
Graduate Admissions Requirements .....	8
Readmission to the University .....	9
Transfer of Credits .....	9
Transfer of Credits for Prior Learning .....	9
Transfer of Credits from a Quarter System .....	10
International Transfer Credit.....	10
Student Immunization Policy.....	10
SECTION 3: EXPENSES AND FINANCIAL AID .....	12
Cost of Attendance .....	12
Billing .....	12
Payment Plan .....	12
Failure to Pay .....	12
Refund Policy .....	13
Failure to Participate .....	13
Financial Aid .....	13
Return to Title IV .....	14
Private Loans .....	14
SECTION 4: ACADEMIC POLICIES .....	15
Definition of a University Credit Hour:.....	15
Definition of a Non-Credit Course .....	15

UNITY ENVIRONMENTAL UNIVERSITY DISTANCE EDUCATION  
GRADUATE CATALOG

Course Load and Status .....	15
Non-Degree Graduate Courses .....	15
Course Registration.....	16
Course Cancellation .....	16
Add/Drop Courses .....	16
Attendance/Class Participation.....	16
Withdrawal from a DE Course.....	17
Leaves of Absence and Time Limitation for Degree Completion.....	17
Withdrawal from the University .....	17
Medical Withdrawal from the University .....	18
Date of Withdrawal.....	18
Grading Policy .....	19
W – Withdrawal (No credit) .....	19
WF – Withdrawal Failure (No credit).....	19
I – Incomplete (No credit) .....	19
Calculating Grade Point Average (GPA).....	20
Change of Final Grade.....	21
Change of Final Course Grade - Process for Instructors .....	21
Appeal of Final Course Grade - Process for Students .....	21
Repeating Courses .....	22
Academic Standing .....	22
Graduation .....	24
Application for a Degree .....	24
Participation in a Commencement Ceremony.....	25
Replacement Copies of Diplomas .....	25
Unclaimed Diplomas.....	25
Second Master’s Degree .....	25
SECTION 6: GRADUATE ACADEMIC PROGRAMS.....	27
Requirements for All Master’s Degree Programs .....	27
Master of Professional Science: Animal Science and Behavior .....	28
Master of Professional Science: Climate Change Adaptation and Resilience .....	29

UNITY ENVIRONMENTAL UNIVERSITY DISTANCE EDUCATION  
GRADUATE CATALOG

Master of Professional Science: Marine Science	30
Master of Professional Science: Marine Policy and Management	31
Master of Professional Science: Sustainable Food Systems	32
Master of Professional Science: Wildlife Conservation and Advocacy	34
Master of Professional Science: Wildlife Ecology and Management	35
Master of Science: Carbon Ecology and Management	36
Master of Science: Environmental Data Analytics	37
Master of Science: One Health	38
Sustainable Master of Business Administration: Behavioral Economics	39
Sustainable Master of Business Administration: Blue Economy	40
Sustainable Master of Business Administration: Parks and Outdoor Recreation	41
Sustainable Master of Business Administration: Sustainable Tourism and Hospitality	43
Capstone Experience	44
SECTION 7: GRADUATE COURSE DESCRIPTIONS.....	44
ANIMAL SCIENCE AND BEHAVIOR COURSES	44
ENVIRONMENTAL SCIENCE COURSES	47
GEOGRAPHIC INFORMATION SCIENCE COURSES	48
ONE HEALTH COURSES	50
MARINE SCIENCE COURSES	51
MARKETING COURSES	54
MATHEMATICS COURSES	54
PROFESSIONAL SCIENCE COURSES	55
PSYCHOLOGY COURSES	57
RESEARCH COURSES	57
RECREATION COURSES	58
SUSTAINABLE BUSINESS COURSES	58
SUSTAINABLE NATURAL RESOURCE MANAGEMENT COURSES	59
SUSTAINABILITY COURSES	61
URBAN ECOLOGY AND SUSTAINABLE PLANNING COURSES	66
SECTION 8: UNIVERSITY POLICIES .....	66
Code of Conduct and Honor Code	67

UNITY ENVIRONMENTAL UNIVERSITY DISTANCE EDUCATION  
GRADUATE CATALOG

The Family Educational Rights and Privacy Act of 1974	67
Inspection of Records.....	67
Amendment of Records.....	67
Disclosure of Records.....	67
Directory Information.....	67
School Officials with Legitimate Educational Interests .....	68
Student Identity Verification Policy	68
Active Duty and Veteran Students	69
VA Benefits.....	69
Military Tuition Assistance .....	70
Student Health Insurance Policy	71
SECTION 9: RESOURCES .....	72
Academic Calendar	72
Distance Education Student Handbook	72
University Resources	72
Financial Aid Consumer Information .....	72
University Resources.....	72

## A Note from President Khoury

Unity Environmental University Distance Education Students,

Welcome to Unity!

By choosing Unity Environmental University you are choosing to embrace a sustainability science education anchored in the liberal arts and enhanced by 21<sup>st</sup> technology. An education that is affordable, flexible, and accessible at an ever-growing university. Your commitment to a Unity education shows you are committed to learning how to be problem solving, culturally competent, critical thinking, skilled, environmental superheroes.

As a student at Unity Environmental University, you are a part of an organization that is teeming with people who are determined to make a difference. At Unity you will learn from people who have the courage to step out of their comfort zones and embrace risks as they seek to make the world more sustainable with every student they teach.

Thank you for joining Unity Environmental University, we look forward to working with you as you make your way through your education journey!

If you need help or have questions, please reach out to your Distance Education Advisor.

With Pride,



Dr. Melik Peter Khoury  
Unity Environmental University President



## SECTION 1: INTRODUCTION

### The Unity Environmental University Mission

We are dedicated to delivering quality education and experiences that produce outstanding environmentally competent professionals and inspire individuals from all walks of life to steward sustainable ecosystems.

### The Unity Environmental University Distance Education Graduate Catalog

The Distance Education Catalog contains the policies, procedures, and guidelines applicable to the Distance Education Strategic Education Business Unit (SEBU) at Unity Environmental University as reviewed and approved by the Unity Environmental University Distance Education administrative team. The Unity Environmental University Distance Education SEBU currently oversees all online graduate programs. All students in those programs/courses will follow the policies and procedures outlined in this catalog.

Unity Environmental University views the *Unity Environmental University Distance Education Graduate Catalog* as the primary contract between the University and the student. Students must follow the graduation requirements from the catalog in effect at the time of their matriculation, or students may elect to fulfill the requirements of any subsequent catalog, provided they were enrolled at the time the catalog was published. In either case, the catalog is to be considered in its entirety; students may not fulfill part of their program requirements from one catalog and another part from another catalog. Unity Environmental University reserves the right to change any of the statements made in the catalog by reasonable notice in a supplement or replacement publication.

Distance Education Graduate Programs: The most visible activity of distance education graduate work is the intellectual interaction of faculty and students involved in learning and devoted to advancing professionalism in their fields. Supporting these endeavors are academic leaders who are committed to providing an atmosphere in which distance education can flourish.

By accepting admission to Unity Environmental University, students indicate that they are responsible for adhering to the policies and procedures that govern their education at Unity Environmental University. The requirements of the graduate programs at Unity Environmental University have been instituted so that students, faculty, and administrators are guided by a shared set of expectations for education. We sincerely hope that awareness of these requirements allows each student a fruitful educational experience at Unity Environmental University.

## Statement of Accreditation

Unity Environmental University is fully accredited by the New England Commission of Higher Education (NECHE) Commission on Institutions of Higher Education (CIHE). NECHE is located at 301 Edgewater Place, Suite 210 Wakefield, MA 01880. NECHE may also be contacted by telephone at (781) 425-7785 or through their website at <http://www.neche.org>.



## SECTION 2: ADMISSIONS GUIDELINES

### Graduate Admissions Requirements

All students applying for entry into either a Unity Environmental University Distance Education graduate program or certificate eligible for financial aid are required to produce evidence of having earned a Bachelor's degree from an accredited institution and

1. have a minimum baccalaureate cumulative GPA of 2.25 or higher or
2. have earned a minimum grade of B (3.0) in at least 3 credits of Master's level courses from an accredited institution or
3. enroll in 3 credits at the Master's level at Unity as a non-degree student and earn a minimum grade of B (3.0).

*No other materials are required. There is no application fee.*

### Pre-Requisite Courses for Select MPS Programs

Students must have the following classes before admittance into the Master of Professional Science in Wildlife Ecology and Management: one statistics class and one ecology or wildlife biology or natural resource management class.

Students must have the following classes before admittance into the Master of Professional Science in Marine Science program: one statistics class and one marine biology or biology or oceanography class.

### Graduate Priority Admissions

Students who have completed a bachelor's degree with a minimum GPA of 2.75 from Unity Environmental University Distance Education and Hybrid Learning are eligible for automatic acceptance into one of our Master of Professional Science programs. If the graduate application is submitted within 6 months of degree completion, the essay and resume requirements will be waived.

To ensure immediate acceptance after degree conferral, we encourage students to take program specific prerequisite courses as electives during their baccalaureate program.

Students applying after the 6-month window of automatic acceptance eligibility will follow our regular graduate admissions process.

## Readmission to the University

Students enrolled in a degree program may continue to work toward their degree program under the requirements that were in effect at the time they matriculated, providing there have been no breaks of more than twelve (12) months. Students who have a break of more than twelve months must apply to be reinstated to the Distance Education program and meet the requirements of the catalog in effect at the time they are reinstated. Students who had a break in attendance for up to two (2) years due to military service are readmitted to their original program and catalog requirements, as long as the program is still active in Distance Education, and with the understanding that substitutions may be necessary for courses that are no longer offered. The University reserves the right to deny readmission to students who are not in good academic and/or financial standing.

## Transfer of Credits

Unity Environmental University reserves the right to determine the eligibility of transfer credits. Transfer credits count only toward the total earned hours, not grade point averages.

Graduate students may transfer a maximum of nine (9) graduate credits into graduate master's programs at Unity Environmental University. All coursework transferred must apply to the degree requirements of the program the student is enrolled in. Students must earn a 'B' (3.0) or higher for the credit to be accepted for transfer. The credit granting institution must also be accredited by a recognized regional or national accrediting body. Credits should be transferred at the time the student is admitted and will be reviewed by the Registrar's Office, in consultation with the deans. Transfer credits count only toward the total earned hours, not graduate grade point averages. Transfer of credits from other approved graduate programs will be considered on a case-by-case basis by the Registrar's Office in consult with the Deans.

## Transfer of Credits for Prior Learning

Graduate students may apply to earn credit for experience outside of coursework. Students may only receive up to 6 credits toward a program through Credit for Prior Learning and no more than a total of 9 credits combined with Prior learning and Transfer credits. Students must apply through the Credit for Prior Learning Assessment process. All applicants must submit a portfolio that justifies the credits requested for award. The Distance Education Curriculum and Assessment Task Group [DECA] reviews submitted portfolios and provides a recommendation to the Vice President of Distance Education [VPDE]. The VPDE is responsible for the final decision. The following categories are ways that students may qualify to receive through prior learning experiences:

- Credit for professional licenses and credentials earned
- Credit of a prepared portfolio documenting skills and knowledge
- Credit for exams, trainings, or certifications received

Portfolio must include the following information:

- Course Information – includes the learning outcomes for the specific course you are challenging
- Summary Sheet – matches each course learning outcome to your experience and supporting evidence
- Resume and Biographical Essay – provides an overview of your learning experiences related to the course
- Narrative – demonstrates how you have achieved each course learning outcomes
- Documentary Evidence – supports your claim to knowledge of the learning outcomes

### Transfer of Credits from a Quarter System

Unity Environmental University recognizes that some students may transfer in credits earned from a quarter credit system. To convert quarter hours to semester hours, multiply the number of quarter credits earned by 2/3. For example, a course earned at 4.5 quarter credits converts to 3 semester credits.

When the conversion of credit hours completed results in a fraction, the number of credit hours will be rounded up for the benefit of the student by 0.5 semester credits. For example, a course earned at 4 quarter credits converts to 2.67 semester credits, which is rounded up to 3 semester credits. A course earned at 5 quarter credits converts to 3.33 semester credits, which is rounded up to 3.5 semester credits.

### International Transfer Credit

International transcripts must be evaluated by a NACES®- or AICE®-approved agency to determine U.S. credit equivalency. Unity Environmental University will not consider foreign credits for transfer without the agency evaluation.

## Student Immunization Policy

### State of Maine Requirements

Maine law (20A M.R.S.A. 6358, Chapter 262) states that all public and private post-secondary institutions in the State of Maine must require, for all certificate and degree seeking students participating in face-to-face learning, proof of immunization or document immunity against five specific illnesses: diphtheria, tetanus, measles, mumps, and rubella.

Per Maine law, evidence of immunization or immunity can be demonstrated by the following:

1. A certificate of immunization from a physician, nurse, public health official, or school health provider who has administered the immunizing agent(s) to the student must specify the immunizing agent and the date(s) on which it was administered. Secondary school health records may also be accepted as proof of immunization under this rule, in lieu of

UNITY ENVIRONMENTAL UNIVERSITY DISTANCE EDUCATION  
GRADUATE CATALOG

certificates of immunization, as long as the secondary school health records were compiled and maintained as official documents, were based on certificates of immunization, and state, at a minimum, the month and year that the immunizations was administered.

2. Laboratory results or medical records demonstrating immunity will be considered acceptable evidence of meeting the purpose of this requirement. Secondary school health records may be accepted as proof of immunity if they contain copies of the laboratory evidence of immunity.

Beginning September 1, 2021, students are no longer eligible to claim religious or philosophical exemptions.

**The only exemption to this requirement is for students enrolled in a distance education program who do not physically attend any classes or programs at a school facility.**

Unity Environmental University requires immunization records for all certificate and degree seeking students where in-person learning is either an option or requirement of the SEBU.

#### University-Specific Requirements

In addition to the immunization requirements of the State of Maine, Unity Environmental University Enterprise or SEBUs may require additional immunization(s) based on location, program of study, or public health concerns.

## SECTION 3: EXPENSES AND FINANCIAL AID

### Cost of Attendance

Graduate courses cost \$650 per credit hour. Books, software, hardware, and other materials are not included in the credit hour cost and must be purchased separately.

Military Differential Tuition: All distance education courses are reduced by 10% for veterans or active military members and their dependents.

### Billing

Students will be billed for each term after registering for their courses, and all student accounts must be settled and any financial aid in place before the end of the add/drop period (day 3 of the term). Any outstanding balance will lead to automatic withdrawal from courses. Any outstanding balance must be paid prior to future enrollment.

### Payment Plan

Unity Environmental University offers the following payment plan options:

#### Single Payments

Convenient one-time payments for various tuition and fees related expenses. Our system allows you to make incremental payments towards your outstanding balance providing flexibility to manage your finances effectively. The minimum transaction amount for a single payment is \$50. Additionally, if you have a payment plan in place, single payments count toward future planned payments. Payments above the minimum transaction may be required to settle the balance on your bill by the end of the term. Any balances owed after the end of the term are subject to relevant holds and collection policies.

#### Payment Plans

Conveniently create a customized payment plan to manage your tuition and fee payments. The initial payment is due at the time the plan is created and subsequent payments are scheduled for Friday, automatically deducting from the card or banking information you provide. There is a minimum transaction fee of \$50. Students have the option to select the overall total they wish to pay via the payment plan as long as it does not exceed the total amount owed. Additionally, you can choose the number of installments you wish to pay as long as they do not exceed the number of weeks within the term.

#### Recurring Payments

Convenient automatically recurring payments to manage your tuition and fees payments. Once you set up your plan, automatic payment will continue until your active balance reaches \$0. The minimum transaction fee is \$50.

## Failure to Pay

Failure to pay bills in full when due may result in revocation of Unity Environmental University privileges, including but not limited to, issuance diploma, registration for subsequent terms, participation in graduation ceremonies, and participation in registered classes and examinations. It is imperative that a student contact the Bursar at (207) 509 - 7325 if any charges are disputed.

## Refund Policy

Distance Education students who drop a course, whether they are active or not, before the end of the add/drop period are eligible for a 100% tuition refund for that course. After midnight of the last day of add/drop, students are no longer eligible for a refund.

If a student takes no action to drop a course and stops participating in the class during the add/drop period, the institution will take action to withdraw the student and the student will be held accountable for the total cost of the course.

### Fast-Track Refund Policy

Students who are eligible for a refund may use the Fast-Track Refund process to purchase required course materials and educational resources including books and supplies at the start of a term.

Fast-Track Refunds are issued electronically by the Business Office and availability of a Fast-Track Refund is dependent upon the student:

- having a completed financial aid package with a refund projected to be on their account.
- being enrolled in direct deposit through the student portal. If a student is unable to provide bank information, the student should be referred to the Bursar. The Bursar will attempt to determine the barrier. If no ACH solution can be determined, a paper check will be requested by the Bursar.
- completing the Fast-Track Refund Request form.

In exceptional circumstances, when no ACH solution can be determined, the Bursar may request the student receive a paper check.

## Failure to Participate

See the Class Participation/Attendance policy in Section 4 of this document for more information.

## Financial Aid

NOTE: Financial Aid is not available for non-degree seeking candidates.

Your federal need will be determined based on the income and asset information you provide on the Free Application for Federal Student Aid (FAFSA) online at [fafsa.gov](http://fafsa.gov). Choose Unity Environmental University's Code (006858) to ensure that the federal application data will be transmitted to the

Financial Aid Office. Please respond promptly to requests for additional information or clarification concerning your aid application.

## Return to Title IV

Students receiving any federally sponsored financial aid, such as Federal Stafford Loans, are subject to a separate Federal policy pertaining to the amount of those federal funds they may retain when they withdraw from the University during an academic semester. This policy, called The Return of Title IV Funds Policy, prorates available aid based on the amount of the semester completed. Written examples of the refund calculations are available upon request from the Financial Aid Office, as well as any further information that may be needed pertaining to the refund or return of Title IV Funds process. Whenever applicable refunds are determined and any federally sponsored programs are involved, the following federally prescribed order of refund distribution is required Prescribed by Law and Regulation TOTAL REFUND:

1. Unsubsidized Federal Stafford Loan
2. Federal PLUS Loan
3. Other Title IV Aid Programs

### Financial Aid Available: The Direct Unsubsidized Loan Program

Matriculated graduate students enrolled in three (3) or more credits per 8-week term may complete a FAFSA for consideration for this loan. The maximum annual unsubsidized loan is \$20,500.

The Unsubsidized Loan starts to accrue interest after payment to your account. While in University, you can elect to pay interest on an Unsubsidized Loan, or have it added to the principal. Repayment on the Unsubsidized Loan starts no sooner than six (6) months after you graduate or fall below half-time status. There is a ten-year repayment period and other re-payment options.

## Private Loans

Private loans may be an option if no other sources of financial aid are available. Unity Environmental University is not permitted to provide counsel about which private loans to choose. For help on this matter, please visit: <http://www.Unity.edu/FastChoice>.

## SECTION 4: ACADEMIC POLICIES

### Definition of a University Credit Hour:

A semester hour of credit at Unity Environmental University approximates the amount of effort and engagement required by students and learners, is consistent with the federal definition of the credit hour and commonly accepted practices and standards in U.S. postsecondary education, and allows for outcomes, competency attainment and alternative assessment measures as equivalencies in calculations of student effort and engagement, as opposed to only seat time or contact hours. Equivalencies are determined by faculty and academic administrators with relevant experience and qualifications. Student effort and engagement approximations including alternative measures such as outcomes and competency attainment equivalencies equate to at least 45 hours per semester hour.

### Definition of a Non-Credit Course

Non-credit offerings may be stand-alone courses or instructional programs that do not offer academic credit. The term “program,” in this policy, refers to a series of non-credit courses that may lead to a culminating non-credit certification or credential. Non-matriculated students participating in non-credit courses are considered non-degree students. Non-credit courses will appear on the official Unity Environmental University transcript, but do not have final letter grades. Individual assignments, projects, or coursework may receive feedback and/or assessment as relevant to the content and structure of the course. Non-credit courses may be offered simultaneously as a for-credit course; in this case, a student must be registered for the for-credit course by the end of the add/drop period in order to receive academic credit. Participation in non-credit offerings will not yield credit and cannot be converted to academic credit after the fact.

### Course Load and Status

The maximum load for all DE graduate students is limited to 6 credit hours per 8-week term. Any increases to the recommended maximum load are contingent upon course availability and must be approved by the Dean. To complete the Master of Professional Science program in one year, a student must enroll in 6 credits for five consecutive terms. A student’s enrollment status is considered full-time when enrolled in 6 or more credits per eight-week term. Full-time status for financial aid differs, please see the Financial Aid section for more information. To receive maximum financial aid for those who qualify, graduate students must be enrolled in at least 15 credits per year.

Students should contact their Advisors if they have questions about how part-time enrollment will impact their financial aid awards.

### Non-Degree Graduate Courses



Students who have completed at least 90 credits of baccalaureate work, including at least 12 credits at the 300-level or above, may enroll into graduate level courses for up to 9 credits. Students currently enrolled in a Unity Environmental University DE baccalaureate program may not apply financial aid towards tuition for non-degree graduate courses.

## Course Registration

Students will register for courses by working with their Distance Education Concierge/Advisor to select courses that are appropriate for their degree completion. Based on the student's academic plan, the Distance Education Team will register the student for courses.

## Course Cancellation

No courses in a specific term are guaranteed and the University may cancel courses due to low enrollment and other circumstances prior to a term start. If this occurs, the University will immediately notify the students to discuss options, and the student's advisor will work with the appropriate Academic Dean to find a substitution. Any payments made for canceled courses will be refunded or applied to a different course within the University.

## Add/Drop Courses

During the first three class days, students may add or drop courses for the current term. Students should contact their advisor in order to add or drop a course. Reducing or increasing credit hours during the three add/drop days will result in an appropriate tuition and financial aid change.

## Attendance/Class Participation

Active participation in a course is necessary for student success and a lack of activity may have implications on billing and financial aid. Participation in a Distance Education course is evidenced through posting to the discussion board, or the submission of a quiz, test or assignment. Students who fail to participate in their distance education course within the first three [3] days of the term will be automatically dropped from the course. After the Add/Drop period, students must maintain their participation to stay enrolled in their courses.

Graduate students in 8-week courses are required to complete at least one academic activity every 10 days. Students who do not demonstrate academic activity during this time frame will be administratively withdrawn from the course, with an effective date based on their last academic activity for the course.

Students who stop participating after the withdrawal deadline will be withdrawn from the course and a grade of 'WF' will be entered on their record.

Academic activity does not include a] Logging into an online class b] Reading/watching content without posting or submitting an assignment, test or quiz c] posting a response to a Discussion from a

prior module or week; or d] speaking with an instructor or advisor to participate in academic counseling or advising.

A student cannot self-certify academic activity.

Course participation, also considered academic activity, is tracked and documented through the Distance Education's learning management system, Canvas. Unity Environmental University Distance Education does not allow students to audit a class for no credit.

### **Withdrawal from a DE Course**

Students who wish to withdraw from a course must do so by the deadlines in the academic calendar by emailing the course instructor and their Distance Education Advisor who will work with the Registrar to complete the course withdrawal. Financial aid awards may be recalculated based on the date of withdrawal, as determined by the student's last day of activity. It is the student's responsibility to contact Financial Aid to determine any changes based to their award.

A student is considered unofficially withdrawn [ceased attendance without providing official notification or expressed intent to withdraw] if a distance education staff member notifies the Registrar that the student is no longer in attendance, and continued academic activity cannot be established by Unity Environmental University.

### **Leaves of Absence and Time Limitation for Degree Completion**

Distance Education Graduate students will have five (5) consecutive calendar years from date of matriculation to complete their program of study. Students who do not meet this deadline will be required to reapply for admission and will be subject to current availability of courses and programs, as well as any new program requirements.

Students who wish to remain unenrolled for more than two consecutive terms should communicate their intent to the Distance Education Advisor in writing. Any student who does not register for classes for two (2) consecutive terms, but is otherwise eligible to continue study, will remain enrolled in the program, but will temporarily lose access to email, CAMS portal, and library services. Account access will be reinstated when the student returns and registers for coursework.

Any student who is inactive for more than one calendar year will be administratively withdrawn from the University and must reapply for admission (see Readmission to the University). Extensions with cause may be requested of the Executive Director of Enrollment Management and are subject to final approval by the Vice President of Distance Education.

### **Withdrawal from the University**

To withdraw from the University is to first contact their Distance Education Advisor. The Advisor will work with the Registrar to complete the withdrawal. The student will be asked to complete an electronic Withdrawal from the University Form upon receipt. All grades for courses in progress as of the withdrawal date are recorded as "W" and all relevant offices and instructors will be notified. Courses whose end date has passed and for which all work has been completed will still receive the

grade earned before the withdrawal. Students are considered officially withdrawn when they complete the withdrawal process.

### Medical Withdrawal from the University

A student may request a medical withdrawal when an illness or injury occurs that makes it impossible for them to complete their course (when an incomplete arrangement is not possible) or continue in their current program of studies.

A medical withdrawal may be used in response to matters of both physical and mental health. To be recorded as a medical withdrawal, documentation from a licensed medical practitioner must be submitted to the Associate Vice President of DE outlining the nature of the illness or injury and affirming the student's inability to remain enrolled. Requests should be submitted prior to the end of the term and documentation from a medical professional submitted within 30 days of the end of the term, to be considered and recorded on the academic record. Under extreme circumstances, requests outside of this timeframe may be considered with the approval of the Vice President of DE. Decisions will be communicated to the student within 10 business days after all documentation has been received.

Medical withdrawals from a course will be dated according to the student's last day of participation as recorded by the submission of graded work in a course. The regular refund policy of the University does apply, regardless of the reason for withdrawal. When granted, medical withdrawals will be recorded as a grade of "W" and not be computed in the student's grade point average (GPA). Otherwise, the student will receive their earned grade or a "WF", depending on the last date of activity. Medical withdrawals from the program between terms will be dated according to when the request was received.

Depending on the circumstances leading to the request, a student may be encouraged to take additional terms away from the University to address their health-related needs before seeking to return. This may be a required condition of the withdrawal. In some cases, the University may also request confirmation that the student has addressed these issues and is ready to return to full participation in their educational program before enrolling in future terms, which may include documentation from a licensed healthcare practitioner.

### Date of Withdrawal

A student is considered "withdrawn" as of the day they begin the official withdrawal process or notify their Advisor or designee of their withdrawal. Official notice must be written or emailed. In the case of written notice, the date of withdrawal will be the date the written notice is received. Students who do not provide official notice will have their last date of recordable academic activity used as their date of withdrawal.

Academic activity includes [but is not limited to]:

- Submitting academic assignments

- Participating in online discussions

Academic activity does not include:

- Logging into online classes/discussions without active participation
- Speaking with an instructor or advisor to participate in academic counseling or advising

A student cannot self-certify academic activity. Unity Environmental University must be able to establish the date via electronic record. If a student is unable physically or mentally to begin the withdrawal process the school may use the date of the related circumstance [such as an automobile accident] or the date of last academic activity.

## Grading Policy

### Graduate Grading Scale

A	(94-100%)	Excellent
A-	(90-93.9%)	Very Good
B+	(87-89.9%)	Good
B	(84-86.9%)	Satisfactory
	(80-	Satisfactory, but

B-	83.9%)	needs improvement
C+	(77-79.9%)	Needs improvement
C	(74-76.9%)	Unsatisfactory
C-	(70-73.9%)	Poor
F	(0-69.9%)	Failing

### W – Withdrawal (No credit)

Recorded but not calculated as part of the GPA. Distance Education Faculty may not give a grade of “W.” That grade designation is applied by the Registrar’s office.

### WF – Withdrawal Failure (No credit)

Withdrawal Failure. No credit. Shows the student withdrew after the deadline to withdraw published on the academic calendar. Factors into GPA as a failing (F) grade. Distance Education Faculty may not give a grade of “WF.” That grade designation is applied by the Registrar’s office.

### I – Incomplete (No credit)

An Incomplete “I” is a temporary grade which may be given at the instructor’s discretion with the approval of the Dean to a student when illness, necessary absence, or other reasons beyond the control of the student prevent completion of course requirements by the end of the academic term. To submit an Incomplete grade, the student should contact the course instructor and the instructor contact the Academic Dean to initiate the paperwork.

If a student does not complete the work before the start of the next term, they may not enroll in classes for future terms. Work must be completed by the end of the next term, or the incomplete

grade will automatically be changed to the grade earned. Distance Education Faculty considering granting a final grade of "I" must follow the incomplete grade policy and work with the student to complete the request and submit it to the Academic Dean. A grade of "I" is not factored into a student's GPA. Credits for an "I" grade are factored into attempted (but not completed) credits for the student's cumulative completion rate.

Incomplete grades may be given only in the following circumstances:

- **80%** of all coursework must be completed with a satisfactory grade;
- An illness or other extenuating circumstance legitimately prevents completion of required work by the due date;
- Required work may reasonably be completed in an agreed-upon time frame;
- The incomplete is not given as a substitute for a failing grade;
- The student initiates the request for an incomplete grade before the end of the academic term;
- The student completes the "Request for Incomplete" form before the end of the academic term.

Appropriate grades must be assigned in other circumstances.

**The following provisions for incomplete grades apply:**

- The student completes the "Request for Incomplete" after the Dean provides the link to the form. The Dean reviews the case and forwards to the Registrar if approved.
- The course work may be completed while the student is not enrolled.
- If Incomplete grades are not resolved by the following academic term, Incomplete grades will change to the grade earned and affect GPA. The Dean reserves the right to make exceptions to this policy on a case by case basis.
- An Incomplete grade may not be considered passing for purposes of determining academic standing, federal financial aid eligibility, or other purposes.
- Students who receive an incomplete grade in a course cannot re-register for the course in order to remove the "I".
- If the faculty member is not available to grade the incomplete work, the Dean will grade it or find a designee.

## Calculating Grade Point Average (GPA)

To determine a graduate student's grade point average (GPA), Unity Environmental University uses the following system of quality points:

Letter Grade	4.0 Scale
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D	1.0
F	0.0

### Change of Final Grade

Except for the grade of "Incomplete," final course grades are not changed after submission to the Registrar except to correct an entry error, or in the result of a successful student grade appeal (see Appeal of Final Course Grade below).

### Change of Final Course Grade - Process for Instructors

If an error has been made in the calculation or transcription of the original grade, the instructor will notify the Dean of the error, and the corrected grade will be sent to the Registrar's Office to be processed. An instructor who wishes to change a grade for any other reason must send the request with documentation to the Dean for consideration. The Dean will review the evidence, seek additional information if necessary, and decide the appropriate course of action. If the change is approved, the Dean will forward the change to the Registrar's Office with the appropriate documentation.

### Appeal of Final Course Grade - Process for Students

If a student disagrees with their final grade for a course, they may initiate a conversation about it with the instructor. After this conversation, should a student wish to appeal the final course grade, the student should contact their academic advisor to complete the grade appeal form. The appeal form must be submitted to the Academic Dean no later than 30 days after the final grade was submitted. The Dean will review the appeal along with supporting documentation and information provided by the student and the instructor and decide on the appeal within 10 business days.

## Repeating Courses

Students with a need to earn a higher grade may repeat a previously taken course. While the grades for both the first and subsequent attempts will remain on the student's transcript and the academic record, the highest grade will be used in computing the cumulative grade point average. Credit can only be earned once for a course, unless specifically stated otherwise in the course description. Courses completed with a grade of C or higher may only be repeated once. Students should be aware that financial aid will cover retaking a previously passed course once.

See the Honor Code policy in the [Student Handbook](#) for guidelines about when prior work may be submitted in a repeated course.

## Academic Standing

Unity Environmental University has a combined Academic Standing and Title IV Satisfactory Academic Progress [SAP] policy, referred to as the Satisfactory Academic Progress [SAP] policy. Students are assessed for SAP at least biannually, in alignment with each financial aid payment period—although financial aid is disbursed each term, the award year is divided into two payment periods. A student's academic standing and financial aid eligibility may be impacted at the biannual reviews. Additional reviews will be performed for students in an Academic Warning or Academic Probation status.

### Review Cycle

- The biannual reviews will take place at the end of the first payment period (second term) in the academic year and again at the end of the second payment period (fourth term) in the academic year.
- Students on Academic Warning will also be reviewed at the end of the third term in the academic year.
- Students on Academic Probation will be reviewed at the end of each term.

### Minimum Standards for Satisfactory Academic Progress

- Cumulative Grade Point Average [CGPA]: maintaining a minimum cumulative GPA, based on program level: 3.00.
- Completion Rate: maintaining the appropriate completion pace, based on program level: 75%

- Maximum Time Frame: mathematically able to complete a degree program in a timeframe of no more than 150 percent of the program's average length in terms of credits.

### Calculating Minimum Standards for Satisfactory Academic Progress

- Cumulative Grade Point Average: is determined by summing the grade points for Unity courses in all terms and dividing by the total number of credit hours attempted in all terms [total grade points divided by total credit hours = CGPA]. An Incomplete grade will not be considered passing for purposes of determining satisfactory academic progress.
- Completion Rate: The number of credits earned divided by the number of credits attempted. Total attempted credits include the number of credits a student is enrolled in at the end of the Add/Drop period of each semester, and cumulatively includes all accepted transfer credits. Grades of "I" [Incomplete] will be used in this calculation as attempted credits, but not earned credits.
- Maximum Time Frame: A graduate degree program with 30- credit requirement would have, at most, 45 attempted credits covered by financial aid.

### Academic Standing

Students must meet the minimum standards for SAP at each biannual review. Students who meet all three components of the minimum standards for SAP are considered in good academic standing. Students who fall below one or more of the minimum standards for SAP at the first biannual review, and are not already on Academic Probation, will be placed on Academic Warning until the next payment period. Students on Academic Warning who remain below the minimum standards for SAP at end of the warning review [3rd term for Grad ] will receive a second notice that they remain on Academic Warning and are in jeopardy of academic suspension and losing financial aid eligibility. Students on Academic Warning who remain below one or more of the minimum standards for SAP at the second biannual [4th term for Grad] review will be placed on Academic Suspension. Students on Academic Suspension have the right to appeal, requesting their enrollment and financial aid be reinstated due to extenuating circumstances that prevented them from making satisfactory academic progress. Extenuating circumstances include:

- Illness or injury to the student or close relative; or
- Death of an immediate family member or close associate; or
- Other unusual mitigating circumstances.

To appeal, a student must submit a letter explaining the circumstances that prevented them from meeting SAP criteria. The appeal must include what has changed that will allow the student to obtain SAP at the next evaluation and may include any supporting documentation. The SAP Appeals Task Group will review any appeals initiated by a suspended student and received within the timeframe stipulated in the suspension notification. All appeals must be submitted to registrarsoffice@unity.edu. If an appeal is granted, the student will be placed on Academic Probation until they meet the minimum standards for SAP. Only in extenuating circumstances should a student



use the same reason for subsequent appeals. The appeal decisions are final. Students may appeal a maximum three times as a graduate student. The fourth suspension instance, a student will be considered Academically Dismissed from the University. An Academically Dismissed student is subject to the University's Dismissal policy. Students on Academic Probation will be given an Academic Plan, specific to their program level, they must achieve each term while they are working to meet the minimum standards for SAP. Each term, students on Academic Probation will be reviewed for progress towards meeting the minimum standards for SAP and for meeting the requirements of the Academic Plan. Probationary students who meet the minimum standards for SAP will be moved to good academic standing.

- Probationary students who meet the requirements of the Academic Plan yet remain below one or more of the minimum standards for SAP, will remain on Probation until the minimum standards for SAP are achieved, these students do not need to submit appeals if they are progressing as required in the Academic Plan.
- Probationary students who don't meet the terms of their Academic Plan and continue to fall below one or more of the three criteria for SAP, will be placed on Academic Suspension. These students will need to submit an appeal to continue their studies and financial aid.

### Academic Plans for Students on Probation

Graduate Students on Academic Probation must complete all registered courses, each term, with at least a B [no incompletes or withdrawals].

### The Right to Suspend or Dismiss

The University reserves the right to suspend or dismiss a student from the University at any time when academic work is unsatisfactory or when conduct is deemed detrimental to the teaching and learning goals of the University community. This suspension or dismissal can be put into place at any time during the academic year and does not require the formal Satisfactory Academic Progress review to have taken place.

## Graduation

### Application for a Degree

Unity Environmental University confers degrees each term to students completing their degree requirements. Applications are accepted on a rolling basis prior to the conferral of the degree. Upon receipt of the application to the Registrar's office, students will be billed a \$100 fee. The application and fee must be submitted in order to confer a degree, even if the student does not plan to attend a commencement ceremony.

Degrees are posted in the student information system within two weeks from the last day of a student's final term, given that the student has applied for degree conferral. Diplomas will be mailed within thirty (30) days of the conferral date once the academic records are certified and all financial obligations to the University have been resolved.

### Participation in a Commencement Ceremony

Unity Environmental University celebrates Commencement with an official ceremony each May. There is a smaller ceremony each December. Master's degree-seeking students are eligible to participate in a commencement ceremony if they have met all academic requirements for their degree or will be within six (6) credits of completing their degree requirements by the date of the ceremony.

Students may only participate in one ceremony per earned degree and must participate within one (1) year of degree conferral.

Certificate students are not eligible to participate in a commencement ceremony.

Diplomas are mailed to the students and are not handed out at the commencement ceremony. Students participating in the ceremony will receive diploma covers.

Students who are eligible and wish to participate in a commencement ceremony must:

1. Submit an application for degree.
2. Have a degree audit completed by the Registrar's office.
3. Pay the \$100 fee.

Students that apply after November 1 to participate in December may not have their information published in commencement materials (program, slideshow) or receive regalia prior to the ceremony.

Students that apply after March 30 to participate in May might not have their information published in commencement materials (slideshow) or receive regalia prior to the ceremony. After April 10, they may also fail to appear in the program.

### Replacement Copies of Diplomas

Graduates may submit a request for a replacement diploma through the Registrar's Office. Replacement diplomas shall carry all information contained on the original, except that all signatories will be current administrators. Graduates requesting a replacement diploma will be subject to the current fee for such diplomas.

### Unclaimed Diplomas

Unclaimed, undeliverable, or withheld diplomas are retained in the Registrar's Office for a period of (5) five years, after which they may be destroyed. Graduates wishing to replace an unclaimed, destroyed diploma must request a replacement diploma as described above.

### Second Master's Degree

Students enrolled in one master's degree program may wish to pursue a second master's degree at

UNITY ENVIRONMENTAL UNIVERSITY DISTANCE EDUCATION  
GRADUATE CATALOG

Unity Environmental University. For students pursuing two master's degrees, up to 9 credits may be shared between the two degrees. Students must complete at least 21 credits of unique coursework for each degree. This requirement applies to students pursuing a second master's degree after completing a first master's. If the two programs do not have 21 credits of unique coursework already, students may be required to take additional courses to meet the minimum credit requirement.

## SECTION 6: GRADUATE ACADEMIC PROGRAMS

### Requirements for All Master's Degree Programs

The overarching goal of both the Master of Professional Science (MPS) and Sustainable Master of Business Administration (SMBA) programs at Unity Environmental University is to train students at an advanced level in sustainability science with attention to professional application.

Each SMBA and MPS program includes a discipline-specific core (15 credits) and either a Professional Masters Core (15 credits) or a SMBA core requirement (21 credits).

The Professional Masters Core curriculum provides learners with opportunities to:

- Use leadership and management skills to accomplish goals in a professional context.
- Use appropriate modes of communication when engaging with diverse stakeholders.
- Recognize and consider ethical implications of decisions and actions in professional settings.
- Identify, network, and become involved in a professional organization that connects with disciplinary professionals.
- Apply knowledge from courses taken and research conducted to produce a capstone research project that aligns with professional career goals.

The SMBA Core curriculum provides learners with opportunities to:

- Use effective communication strategies for engaging with diverse entities.
- Evaluate ethical and sustainability implications of decisions and actions within the field.
- Apply transdisciplinary business solutions involving humans, the environment, and the economy.
- Develop and apply strategic leadership and sustainability plans to promote responsible organizational decision-making.
- Cultivate a professional network to facilitate collaboration and opportunities within a global business environment.
- Create original, impactful works or projects that advance knowledge and promote sustainability within the field.

The discipline-specific core requirements enable learners to develop and apply knowledge and skills related to their chosen academic program. These outcomes are listed in the program-specific descriptions that follow.

## Master of Professional Science: Animal Science and Behavior

Using a transdisciplinary process, the MPS in Animal Science and Behavior program provides students with a deep understanding of human-animal interactions with emphasis on animal companionship, behavior, and welfare. With coursework that develops leadership and management skills, the program prepares students for employment as animal trainers, animal shelter managers, and animal service providers.

Graduates in the Master of Professional Science: Animal Science and Behavior program will:

1. Evaluate sources of risk to humans and animals in their interactions, as well as processes to minimize risk or harm.
2. Design and evaluate training protocols that incorporate low stress and least intrusive training techniques for animals.
3. Analyze and differentiate the rules, regulations, laws and training for companion, service, emotional support, and therapy animals.
4. Apply theoretical and practical knowledge of animal nutrition to optimize animal welfare.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

### Professional Skills Core

PROF 505 Strategic Management of Innovation

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

PROF 590 Capstone I

PROF 690 Capstone II

### Animal Science and Behavior Core

ANIM 505 Animal Behavior and Modification

ANIM 605 Advanced Animal Training

ANIM 630 Emotional Support and Service Animals: Rules and Regulations

*Complete one of the following required tracks:*

### Canine and Feline Health and Care Track

ANIM 510 Canine and Feline Nutrition

ANIM 610 Animal Shelter Best Practices and Management

Equine Health and Care Track

ANIM 520 Equine Nutrition

ANIM 620 Best Management Practices for Ranches and Stables

## Master of Professional Science: Climate Change Adaptation and Resilience

The MPS in Climate Change Adaptation and Resilience degree equips students with the knowledge and skills to tackle the challenges posted by climate change. With a focus on developing professional skills, the transdisciplinary program draws on various fields, including environmental science, sociology, economics, and psychology to provide foundational knowledge on climate vulnerability, risk, decision-making, and climate action. Students in the program learn to assess the impacts of climate change on individuals, ecosystems, economies, and societies and develop strategies to mitigate these impacts. Students will learn how to work with diverse communities, including historically underserved groups, to ensure they are included in the planning and implementation of climate change adaptation strategies. Graduates of the Climate Change Adaptation and Resilience program will be prepared for careers related to climate change adaptation and resilience in government agencies, non-profit organizations, research institutions, and private sector companies.

Graduates of the M.P.S. in Climate Change Adaptation and Resilience will be able to:

1. Explain climate variability and how change occurs.
2. Develop adaptation and resilience plans using the best information available for climate adaptation and resilience.
3. Apply critical thinking and problem-solving skills to assess and decrease individual and system vulnerability to climate impacts.
4. Apply systems thinking to address climate change.
5. Prioritize inclusive planning and actions within existing climate change solutions to achieve climate justice and equity.
6. Evaluate theories and methods for understanding decision making in individuals, organizations and political systems, particularly those associated with frontline and historically underserved communities.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Professional Core

PROF 505 Strategic Management of Innovation

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

PROF 590 Capstone I

PROF 690 Capstone II

Climate Change Adaptation and Resilience Core

PSYC 505 Behavior Economics: Understanding What Shapes Decision-Making

SUST 505 Thinking in Systems

SUST 510 Climate Dynamics

SUST 530 Climate Change Adaptation and Mitigation

SUST 605 Climate Change Equity and Engagement

## Master of Professional Science: Marine Science

The MPS in Marine Science program provides students with a deep understanding of marine science, ecology, and the types of impacts oceans, and associated ecosystems, are experiencing. Stresses on marine ecosystems have created massive losses in marine biodiversity. By pairing leadership skills with scientific innovation, graduates of the program will have the ability to understand, implement, and improve best practices by reviewing primary literature, analyzing scientific data and applying conservation strategies. Employment opportunities span the breadth of academic research, natural resource management, conservation, and education.

Graduates of the Master of Professional Science with a focus in Marine Science will be able to:

1. Explain the underlying ecological principles and functioning of marine ecosystems.
2. Evaluate and propose solutions to environmental problems facing marine organisms and their habitats.
3. Analyze the approaches and potential outcomes of sustainable marine resource management strategies.
4. Manage scientific data and apply common statistical procedures used in marine science data analysis.
5. Interpret and critically evaluate studies from the scientific literature, and other sources, and clearly communicate findings to others.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate-level grade point average

Wildlife Professional Core

SNRM 505 Human Dimensions of Wildlife Management  
PROF 510 Communication for Environmental Professionals  
PROF 515 Ethical Practice and Policy  
PROF 590 Capstone I  
PROF 690 Capstone II

Marine Science Core

MARI 505 Dynamics of Marine Ecosystems  
MARI 605 Sustainable Management of Marine Resources  
MATH 620 Statistics and Data Management for Science Professionals

*Complete one of the following required tracks:*

Conservation of Marine Mammals Track

MARI 520 Identification and Life History of Marine Mammals  
MARI 620 Marine Mammal Rescue and Rehabilitation

Conservation of Marine Predators Track

MARI 510 Conservation of Marine Predators  
MARI 610 Impacts of Predators on Marine Ecosystems

Coral Reef Biodiversity and Conservation Track

MARI 515 Coral Ecology and Conservation  
MARI 615 Coral Reef Restoration and Aquaculture

## Master of Professional Science: Marine Policy and Management

The Master of Professional Science in Marine Policy and Management prepares students to become experts in the sustainable management of marine resources. Through an interdisciplinary curriculum, students will develop effective management plans, critically evaluate marine policies and legal frameworks, and formulate evidence-based sustainable strategies grounded in scientific research. Emphasis is placed on communicating complex marine policy issues and fostering collaborative solutions among diverse entities. Additionally, students will learn to advocate for adaptive policies that address the impacts of climate change on ocean systems. Graduates will be well-equipped for careers in governmental and non-governmental organizations, research institutions, and industry, where they will lead efforts to protect marine biodiversity and ensure the sustainability of marine environments.

Graduates of the Master of Professional Science, with a focus in Marine Policy and Management will:

1. Apply marine ecological principles to protect biodiversity, restore habitats, and



- sustain marine resources amid environmental change.
2. Evaluate marine ecological principles and legal frameworks from local to international to assess their effectiveness for sustainable resource management and conservation.
  3. Formulate evidence-based management plans for marine resources, integrating ecological data, socio-economic factors, and best practices for long-term sustainability.
  4. Communicate marine policy issues effectively to promote collaboration among government, NGOs, communities, and industry.
  5. Advocate for adaptive marine policies that address climate change impacts, using scientific knowledge to protect biodiversity and coastal communities.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

#### Professional Skills Core

PROF 505 Strategic Management of Innovation

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

PROF 590 Capstone I

PROF 690 Capstone II

#### Marine Policy and Management Core

MARI 505 Dynamics of Marine Ecosystems

MARI 605 Sustainable Management of Marine Resources

MARI 630 Economics and Policy of Marine Resources

MARI 633 Coastal Zone Resilience and Management

SUST 510 Climate Dynamics

## Master of Professional Science: Sustainable Food Systems

The MPS in Sustainable Food Systems immerses students in the complexities of sustainable food production, distribution, and consumption, emphasizing their impact on environmental sustainability and social equity. The program integrates interdisciplinary perspectives from environmental science, agriculture, economics, policy, and social sciences to provide a comprehensive understanding of sustainable food production, distribution, and consumption. Topics include organic farming, regenerative food production, and community-supported

agriculture (CSA) programs. Students analyze the effects of climate change on crop yields and water availability and evaluate food policies such as agricultural subsidies and food labeling standards. Through real-world projects and case studies, students develop skills in systems thinking, problem-solving, and advocacy. Graduates are equipped to address challenges in the food industry and drive initiatives towards more just, resilient, and environmentally conscious food systems.

Graduates of the Master of Professional Science, with a focus in Sustainable Food Systems will:

1. Evaluate and analyze the interconnectedness of food, health, and environmental systems to identify opportunities for advancing sustainable food systems.
2. Synthesize and apply key concepts and recommendations for transforming food systems towards healthier, more sustainable, equitable, and resilient outcomes.
3. Design and implement to promote equity, resilience, and inclusivity within food systems, addressing inequalities and empowering historically minoritized and marginalized communities.
4. Develop strategies for sustainable food production and resource management, integrating agroecological practices, biodiversity conservation, and climate resilience.
5. Analyze the strengths and weaknesses of policy and governance frameworks that influence food production, distribution, and consumption.
6. Create novel solutions for addressing the complexities of food systems using advanced techniques and technologies.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

#### Professional Skills Core

PROF 505 Strategic Management of Innovation

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

PROF 590 Capstone I

PROF 690 Capstone II

#### Sustainable Food Systems Program Core

SUST 540 Food Systems Analysis and Transformation

SUST 5545 Sustainable Food Production and Resource Management

SUST 625 Sustainable Food Policy and Governance

SUST 630 Food Entrepreneurship and Innovation  
SUST 635 Community Food Systems and Food Justice

## Master of Professional Science: Wildlife Conservation and Advocacy

The MPS in Wildlife Conservation and Advocacy provides students with the knowledge and skills to promote the conservation of wildlife and their habitats, and advocate for sustainable solutions to the challenges facing wildlife. By combining principles of social science with ecological conservation and management techniques, the program prepares students to engage in campaign strategies, advocacy, and communication to promote wildlife conservation at local, national, and international levels. Through interactive coursework, students learn research methodologies, data analysis, science communication and how to engage with people and communities to reach conservation goals. Graduates will be prepared for careers with government agencies, non-profit organizations, private sector firms, or academia. The degree provides a unique and interdisciplinary education to prepare students to develop sustainable conservation solutions that benefit both people and wildlife.

Graduates of the Master of Professional Science, with a focus in Wildlife Conservation and Advocacy will:

1. Demonstrate critical thinking and problem-solving skills through the application of wildlife ecology and management principles to real-world conservation issues.
2. Evaluate the ecological, social, and/or economic factors that influence the conservation of wildlife species, populations, and ecosystems.
3. Design and implement effective communication and outreach strategies to engage affected parties in wildlife conservation efforts.
4. Analyze qualitative and/or quantitative data to address wildlife conservation problems.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

### Wildlife Professional Core

SNRM 505 Human Dimensions of Wildlife Management

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

PROF 590 Capstone I

PROF 690 Capstone II

Wildlife Conservation and Advocacy Program Core

SNRM 507 Wildlife Ecology and Management

SNRM 515 Conservation Ecology

SNRM 610 Wildlife Conservation Campaigns and Action

PSYC 505 Behavioral Economics: Understanding What Shapes Decision-Making

MKTG 505 Market Research

## Master of Professional Science: Wildlife Ecology and Management

The MPS in Wildlife Ecology and Management provides students with an advanced understanding of ecological concepts pertaining to wildlife management. Students study the latest scientific advances in wildlife ecology, conservation biology, landscape ecology, and research methodologies. Through interactive coursework, students develop skills in spatial and quantitative analysis, conflict-resolution and decision-making, communication, and how to effectively engage with diverse audiences interested in wildlife conservation and management. The program prepares graduates to take on leadership roles in state and federal government agencies, conservation organizations, and research institutes to sustainably manage wildlife and their habitats, both locally and globally.

Graduates of the Master of Professional Science, with a focus in Wildlife Ecology and Management will:

1. Analyze and evaluate the central ideas and foundational assumptions of managing wildlife.
2. Synthesize complex factors influencing wildlife and their communities to understand ecological relationships.
3. Apply systems thinking and transdisciplinary strategies to problem-solve wildlife management challenges and evaluate management solutions.
4. Use spatial and quantitative analyses to address wildlife ecology and management topics.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Wildlife Professional Core

SNRM 505 Human Dimensions of Wildlife Management

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy  
PROF 590 Capstone I  
PROF 690 Capstone II

Wildlife Ecology and Management Program Core

GISC 505 GIS and Remote Sensing for Environmental Solutions  
SNRM 507 Wildlife Ecology and Management  
SNRM 515 Conservation Ecology  
MATH 520 Quantitative Reasoning and Scientific Thought  
SNRM 510 Landscape Ecology

## Master of Science: Carbon Ecology and Management

The Master of Science in Carbon Ecology and Management program provides students with a comprehensive understanding of carbon dynamics in ecosystems, emphasizing the integration of ecological principles with advanced carbon management techniques. Through a multidisciplinary curriculum and practical exercises, students learn to analyze spatial data sets and apply data analysis tools such as GIS and remote sensing to assess carbon stocks and fluxes. With a focus on real-world applications and experiential learning, graduates are equipped to address pressing challenges in carbon emissions, climate change, and sustainable development across various sectors, positioning them for impactful careers in environmental consulting, natural resource management, climate policy, and conservation.

Graduates of the Master of Science, with a focus in Carbon Ecology and Management will:

1. Critically evaluate the complex interactions between carbon dynamics, ecological systems, and human activities and assess the impacts on climate change and ecosystem function.
2. Apply remote sensing techniques and tools to analyze spatial patterns of carbon dynamics and inform land management decisions and carbon management strategies.
3. Synthesize and integrate knowledge from ecology and biogeochemistry to develop strategies for carbon management and climate change mitigation in terrestrial and aquatic ecosystems.
4. Design and implement management plans that incorporate principles of carbon science, and advanced technologies to address real-world challenges in carbon dynamics and ecosystem sustainability.
5. Critically critique carbon management policies and governance structures, regarding their effectiveness, equity, and implications for carbon emissions reduction, climate resilience, and sustainable development.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Research Core

RSCH 510 Research Fundamentals

MATH 510 Tools and Technologies for Data Analysis

MATH 525 Quantitative Research Design and Statistics

GISC 505 GIS & Remote Sensing for Environmental Solutions

RSCH 610 Research Communication

Disciplinary Core

ESCI 505 Carbon Cycling and Climate Change

ENVS 507 Biogeochemistry

GISC 620 Remote Sensing of Carbon Dynamics

SNRM 620 Sustainable Land Use Planning and Carbon Management

SUST 640 Policy and Governance for Carbon Management

## Master of Science: Environmental Data Analytics

The Master of Science in Environmental Data Analytics degree prepares students for a career in environmental science and data analytics. Emphasis is placed on advanced statistical methods, machine learning algorithms, and geospatial analysis, equipping students with the tools needed to derive meaningful insights from diverse and extensive environmental datasets. The curriculum integrates theories and concepts from environmental science, contextualizing data analytics within the broader environmental domain and providing students with a holistic understanding of complex environmental systems. Graduates are well-equipped to contribute meaningfully to the field, addressing pressing environmental issues such as climate change, habitat loss, and resource management.

Graduates of the Master of Science, with a focus in Environmental Data Analytics will:

1. Apply responsible and ethical practices in data analytics, considering the potential social, economic, and environmental impacts.
2. Apply statistical methods and or machine learning algorithms to analyze environmental data and extract meaningful patterns and insights.
3. Develop and validate predictive models for environmental phenomena, considering uncertainties and limitations.
4. Integrate environmental theories and concepts with data analytics techniques to address real-world challenges.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Research Core

RSCH 510 Research Fundamentals

MATH 510 Tools and Technologies for Data Analysis

MATH 525 Quantitative Research Design and Statistics

MATH 530 Qualitative Research Design and Statistics

RSCH 610 Research Communication

Environmental Data Analytics Course

ESCI 501 Introduction to Environmental Science and Data Analytics

SUST 510 Climate Dynamics

ESCI 601 Advanced Data Analytics in Environmental Science

ESCI 610 Environmental Analysis: Atmosphere, Soil and Water

ESCI 620 Big Data in Environmental Science

## Master of Science: One Health

This Master of Science in One Health program is grounded in the understanding that the interconnectedness of human, animal, and environmental health is vital to create balanced and optimized well-being for all. By treating animal health and public health equitably, the curriculum creates an integrated approach to addressing the complex challenges at the intersection of health and the environment including new challenges posed by antimicrobial resistance, climate change, and biodiversity loss. Students will graduate with the knowledge and skills needed to contribute to the advancement of One Health principles in research, policy, and practice.

Graduates of the Master of Science, with a focus in One Health will:

1. Analyze ethical considerations inherent in One Health practices, evaluating the implications of decisions on human, animal, and environmental well-being.
2. Assess the interconnectedness of health factors to formulate strategies that promote the well-being of humans, animals, and ecosystems simultaneously.
3. Apply principles from diverse disciplines, integrating human, animal, and environmental health concepts to create innovative solutions for complex health challenges within the One Health framework.
4. Manage complex One Health projects that bring together affected parties from

diverse disciplines to address complex health challenges.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

#### Research Core

RSCH 510 Research Fundamentals

MATH 510 Tools and Technologies for Data Analysis

MATH 525 Quantitative Research Design and Statistics

MATH 530 Qualitative Research Design and Statistics

RSCH 610 Research Communication

#### Disciplinary Core

HLTH 510 Introduction to One Health

ESCI 510 Environmental Health and Ecosystems

ANIM 525 Animal Health and Well-being

HLTH 610 Epidemiology and Zoonotic Disease

HLTH 615 Applied One Health Research and Project Management

## Sustainable Master of Business Administration: Behavioral Economics

The Sustainable MBA in Behavioral Economics program explores the intersection of psychology, economics, sustainability, and business strategy, providing students with the tools to shape consumer decisions and deliver data-driven insights. Rooted in a foundation of ecological awareness and behavioral economics, this program emphasizes complex problem-solving and sustainable decision-making in diverse organizational and environmental contexts. Graduates are well-equipped for roles in marketing, consulting, and entrepreneurship, with a strong emphasis on sustainability. They gain expertise in promoting eco-conscious brands, sustainable products, and services, and applying ESG principles to drive sustainability initiatives within corporate and non-profit organizations.

Graduates of the Sustainable Master of Business Administration, with a focus in Behavioral Economics will:

1. Apply ecological and behavioral insights to sustainable decision-making.
2. Optimize team and organizational performance with behavioral insights.
3. Create purpose-driven marketing strategies that promote sustainable choices and ethical consumer behaviors.



4. Analyze the interplay between economic decisions, environmental impacts, and human behavior.

Degree requirements:

36 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Sustainable Master of Business Administration Core

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

SUST 525 Making the Invisible Visible: The ESG Proposition

SBUS 505 Accounting & Finance for Sustainable Solutions

SBUS 590 Sustainable MBA Capstone I: Planning Green Business Initiatives

SUST 515 Leading Sustainable Change

MKTG 505 Market Research

Behavioral Economics Program Core

SBUS 515 Ecological Economics

SBUS 525 Designing Successful Teams & Organizations

PSYC 505 Behavioral Economics: Understanding What Shapes Decision-Making

PSYC 605 Psychology of Sustainability and Consumer Behavior

MKTG 605 Purpose-Driven Marketing and Brand Management

## Sustainable Master of Business Administration: Blue Economy

The Sustainable MBA in Blue Economy prepares students to drive sustainable economic growth through responsible marine resource utilization. This interdisciplinary program blends business fundamentals with marine sciences, coastal resilience, and blue economy principles. Students analyze the environmental, economic, and social impacts of ocean-based industries to develop sustainable strategies balancing growth and conservation. The curriculum covers marine ecology, climate change adaptation, coastal community resilience, marine resource policies, and sustainable coastal tourism. Graduates gain expertise navigating the blue economy's complex challenges and opportunities. They are prepared for careers in marine resource management, coastal planning, sustainable tourism, environmental policy, and related fields. Graduates will lead the transition to a more sustainable and prosperous blue economy, promoting economic empowerment and inclusive growth for coastal communities worldwide.

Graduates of the SMBA in Blue Economy will be able to:

1. Analyze the economic, environmental, and social impacts of various ocean-based industries and develop sustainable business strategies to promote the growth of the

blue economy.

2. Assess the effects of climate change, ocean acidification, and other environmental factors on marine ecosystems and coastal communities and formulate mitigation and adaptation strategies for businesses operating in the blue economy.
3. Apply principles of marine ecology, oceanography, and environmental science to develop and manage sustainable ocean-based projects and initiatives that balance economic growth with environmental protection and conservation.
4. Examine the legal and regulatory frameworks governing the use of marine resources and their implications for business operating in the blue economy.
5. Develop strategies to promote economic empowerment, resilience, and inclusive growth for coastal and island communities through sustainable utilization of marine resources and blue economy opportunities.

Degree requirements:

36 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Sustainable Master of Business Administration Core:

MKTG 505 Market Research

PROF 515 Ethical Practice and Policy

SBUS 503 Organizational Behavior and Change Management Strategies

SBUS 505 Accounting and Finance for Sustainable Solutions

SBUS 590 Sustainable MBA Capstone: Planning Green Business Initiatives

SUST 515 Leading Sustainable Change

SUST 525 Making the Invisible Visible: the ESG Proposition

Blue Economy Core:

MARI 505 Dynamics of Marine Ecosystems

MARI 630 Economics and Policy of Marine Resources

MARI 633 Coastal Zone Resilience and Management

SUST 510 Climate Dynamics

SUST 623 Sustainable Coastal and Marine Tourism

## Sustainable Master of Business Administration: Parks and Outdoor Recreation

The SMBA in Parks and Outdoor Recreation prepares students to become leaders in the sustainable outdoor recreation sector, a growing sector important for its environmental and social benefits. Outdoor recreation can help to improve people's physical and mental health, connect them to nature, foster a sense of community, as well as protect and conserve natural

resources. Combining theoretical knowledge with practical skills, students gain a deep understanding of the industry's economics, social and cultural dimensions, environmental impacts, and management practices. Through coursework, experiential learning, and research, students develop the competencies to apply business principles, manage financial and operational aspects, design and implement sustainable programs, advocate for policies, and think critically about the future of the industry. Graduates are well-positioned for careers in outdoor recreation management, sustainable tourism, adventure tourism, and other related fields, where they can use their skills and knowledge to make a positive impact on the environment and society.

Graduates of the Sustainable Master of Business Administration, with a focus in Parks and Outdoor Recreation will:

1. Assess outdoor recreation current issues and policies using contemporary and historical philosophies, theories, and best practices.
2. Apply sustainable business principles to management in the outdoor recreation industry.
3. Apply research and evaluation principles and techniques to engage in critical analysis of theory and practice within the outdoor recreation industry.
4. Develop sustainable outdoor recreation experiences considering social, economic, and environmental principles.

Degree requirements:

36 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Sustainable Master of Business Administration Core

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

SUST 525 Making the Invisible Visible: The ESG Proposition

SBUS 505 Accounting & Finance for Sustainable Solutions

SBUS 590 Sustainable MBA Capstone I: Planning Green Business Initiatives

SUST 515 Leading Sustainable Change

MKTG 505 Market Research

Parks and Outdoor Recreation Program Core

SBUS 515 Ecological Economics

RECR 520 Introduction to the Outdoor Recreation Industry

RECR 620 Practical Research Applications in Outdoor Recreation

SUST 650 Sustainable Management of Outdoor Recreation Agencies

## Sustainable Master of Business Administration: Sustainable Tourism and Hospitality

The Sustainable Master of Business Administration in Sustainable Tourism and Hospitality prepares values-driven leaders to innovate, disrupt, and transform the tourism and hospitality industry towards a more sustainable future. Through a rigorous interdisciplinary curriculum, students will gain the knowledge, skills, and experiences needed to integrate sustainability principles with travel and hospitality business strategy and operations. The program is grounded in the principles of environmental stewardship, social equity, sustainable development, and economic prosperity.

Graduates of the Sustainable Master of Business Administration, with a focus in Sustainable Tourism and Hospitality will:

1. Apply sustainable business principles to the tourism and hospitality sector, from operations to marketing to business planning.
2. Develop sustainable tourism and hospitality strategies that meet the needs of businesses, visitors, host communities, and the environment.
3. Critically evaluate the role of tourism and hospitality in promoting social equity and sustainable economic development.
4. Considering the impact of tourism on destinations, apply management strategies to minimize negative impacts and maximize value.
5. Design and develop tourism and hospitality products with sustainable business models that generate social and environmental benefits.

Degree requirements:

36 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

### Sustainable Master of Business Administration Core

PROF 510 Communication for Environmental Professionals

PROF 515 Ethical Practice and Policy

SUST 525 Making the Invisible Visible: The ESG Proposition

SBUS 505 Accounting & Finance for Sustainable Solutions

SBUS 590 Sustainable MBA Capstone I: Planning Green Business Initiatives

SUST 515 Leading Sustainable Change

MKTG 505 Market Research

Sustainable Tourism and Hospitality Program Core

SBUS 515 Ecological Economics

SUST 535 Sustainable Operations for Travel and Hospitality

SUST 610 Impact Assessment and Sustainable Management for Tourism Destinations

SUST 615 Building Social and Environmental Equity into Tourism Supply Chains

SUST 620 Sustainable Business Strategy for Travel and Hospitality

## Capstone Experience

The Unity Environmental University Graduate Programs require a capstone experience. The capstone experience is a key component of professional master's degree programs and is centered around a capstone project that demonstrated the student's ability to apply skills learned during their master's program through the production of useful workforce-related product for an external partner or the student's current employer. These programs are non-thesis degrees and the capstone projects are not traditional academic theses. Capstone projects should be able to be completed within the timeframe of the capstone course(s), approximately 16 weeks depending on the student's degree completion schedule. The instructor(s) of the capstone courses work with the student as they develop their project proposal and produce the deliverable product for the external partner or employer. A final project report based on this deliverable is presented during the capstone course and contributes to the grade of that course. Capstone projects do not have faculty advisors or graduate committees apart from the capstone course instructor(s). Students will work with external partners or employers as part of their capstone projects.

Capstone projects are developed and completed during two courses. The projects are expected to demonstrate transdisciplinary thinking while developing products that address real-world problems for the external partner or employer. During the first course, the student will work with the instructor to develop a proposal for their project as an outcome for this course. During the second course, the student will compile and analyze information, complete the deliverable product, and prepare and present a report on their project as a course outcome. The capstone experience may vary somewhat among programs.

## SECTION 7: GRADUATE COURSE DESCRIPTIONS

### ANIMAL SCIENCE AND BEHAVIOR COURSES

#### ANIM 505 Animal Behavior and Modification

This course provides an in-depth understanding of animal behavior and learning from

biological, physiological, and neurological perspectives. Students will explore the mechanisms and processes that govern animal behavior, including neural systems and sensory processes, as well as the principles of animal learning, such as associative, non-associative learning, observational learning, and operant conditioning. This course covers topics on the adaptive value and evolution of behavior, social behavior, communication, and the relationship between behavior and the environment. Students will also learn about the latest research techniques and methods used to study animal behavior and learning. By the end of the course, students will be able to apply their knowledge to real-world situations and problems in animal behavior and learning.

Credits: 3

### **ANIM 510 Canine and Feline Nutrition**

This course is focused on the concepts of and science behind animal health specific to canine and feline nutrition, including digestion, absorption, dietary requirements, and consumption needs. Discussions will focus on the effects of nutrition on the health and wellness of canines and felines. Emphasis on nutritional problem solving to prevent and support health throughout the animals' lifespans. Students will also explore how proper nutrition and feeding schedules can be implemented to promote companion animal welfare.

Credits: 3

### **ANIM 520 Equine Nutrition**

This course will explore equine nutritional needs and the essential elements of maintaining a healthy horse. With an emphasis on feeds, diet, and its relationship to health and performance, students will learn how proper nutrition and feeding schedules can be implemented to promote proper equine welfare. This course will also investigate environmental factors that influence horse health and connect the dietary management of various disorders and diseases to equine health and performance.

Credits: 3

### **ANIM 525 Animal Health and Well-being**

This course focuses on the principles of animal health and well-being within the One Health and One Welfare frameworks. Recognizing the interdependence between human, animal, and environmental health, the course covers the factors that contribute to animal health and welfare. Students will examine the impact of animal health on public health, human health, and ecosystem stability, and will explore strategies for promoting animal health in various contexts, including livestock, wildlife, and companion animals. Through case studies, current literature, and practical applications, students will learn to design and implement interventions that enhance the well-being of animals while considering the well-being of human communities and the environment.

Credits: 3

## **ANIM 605 Advanced Animal Training**

This course will explore the science and theory of animal learning and how to apply learning principles to train animals. Students will review various practices and techniques that form the art of animal training. Students will learn about the principles of reinforcement and punishment, schedules of reinforcement, and how to utilize positive reinforcement to build stronger communication between the trainer and the animal. Students will also learn fear free training techniques, how to pick a reward, and training tools such as shaping, capturing, and luring to encourage animals to exhibit a desired behavior. The knowledge and skills learned in this course may be utilized to assist with medical evaluations, treatments, or procedures, and to help meet a variety of management and animal welfare goals.

Credits: 3

## **ANIM 610 Animal Shelter Best Practices and Management**

Animal shelters strive to balance animal welfare science with practical and realistic expectations that can be achieved to provide a high standard of care for their animals and meet the needs of the public. This course provides recommendations on best practices for animal health and care at animal shelters with an emphasis on facility design, record keeping, population management, sanitation, monitoring health and behavior, handling, euthanasia, spaying and neutering, animal transport, and care procedures that maximize animal welfare. This course is intended to provide students with an understanding of the role of a manager in an animal shelter and practice the interpersonal and management skills required to fill the role of an Animal Shelter Manager.

Credits: 3

## **ANIM 620 Best Management Practices for Ranches and Stables**

This course will review the best management practices and safety procedures recommended for ranch and stable managers. The emphasis of this course will include barn hygiene, air quality, safety audits, implementing practices to reduce grazing pressure and pasture quality, manage nutrient gains on pastures, manage water flow, and deliberate fencing to reduce impact on nearby streams and waterways. Students will learn the importance of properly managing the natural environment to optimize the health and welfare of horses, including concepts related to natural ecosystems, ecosystem services, and beneficial management practices.

Credits: 3

## **ANIM 630 Emotional Support and Service Animals: Rules and Regulations**

This course will focus on rules, regulations, laws and training encompassed and/or required by service, emotional support and therapy animals. Students will explore principles of human-animal interactions and potential human health benefits of animals in society. This course will provide students with the ability to provide guidance to public and private stakeholders that

seek support in understanding and enforcing the rules and regulations for these animal groups to minimize risk or harm to animals and/or humans. In doing so, students will explore current controversies and analyze current case studies regarding the use of animals in service, emotional support and therapy animal roles.

Credits: 3

## ENVIRONMENTAL SCIENCE COURSES

### ESCI 501 Introduction to Environmental Science and Data Analytics

This foundational course introduces students to the principles of environmental science and provides an overview of data analytics techniques applied in the field. Topics include environmental systems, data collection methods, and introductory data analysis. Students will gain a solid foundation in both environmental science concepts and basic data analytics skills, with a focus on ethical decision-making in the context of environmental data.

Credits: 3

### ESCI 505 Carbon Cycling and Climate Change

This course explores the intricate dynamics of carbon cycling within ecosystems and its implications for climate change. Students delve into the processes influencing carbon fluxes, from photosynthesis to decomposition, and examine the role of human activities in altering carbon balances. Through case studies and simulations, students analyze the impacts of climate change on carbon cycling and develop strategies for mitigating carbon emissions.

Credits: 3

### ESCI 507 Biogeochemistry

This course provides a comprehensive exploration of the biogeochemical processes driving carbon cycling in terrestrial and aquatic ecosystems. Students examine the interactions between biological, geological, and chemical factors influencing carbon transformations and fluxes. Through hands-on experiments and data analysis, students gain insights into the controls on carbon storage, release, and cycling rates. Additionally, students explore the implications of anthropogenic activities on biogeochemical cycles and develop strategies for sustainable resource management.

Credits: 3

### ESCI 510 Environmental Health and Ecosystems

This course examines the reciprocal relationships between environmental factors and health, emphasizing the interconnectedness of ecosystems. Students will analyze the impact of environmental changes on human and animal health, assessing risks and developing strategies for mitigation. Topics include environmental risk assessment, pollution control, antimicrobial resistance, climate change, and the conservation of biodiversity. The course will



use case studies and practical applications to examine the role of ecosystems in shaping health outcomes.

Credits: 3

### **ESCI 601 Advanced Data Analytics in Environmental Science**

Building on the foundational knowledge from earlier courses, this advanced analytics course delves deeper into sophisticated methods for environmental data analysis. Topics may include machine learning, spatial analysis, and time series analysis. Students will apply advanced analytical techniques to solve complex environmental problems and gain practical experience with cutting-edge tools.

Credits: 3

Prerequisites: ESCI 501

### **ESCI 610 Environmental Analysis: Atmosphere, Soil, and Water**

This environmental science course covers a broad range of analytical techniques related to soil, air, and water systems. Sample preparation procedures and sampling methods are covered, as are key soil chemical processes, air quality sampling, water sampling, and how they are quantified. The application of techniques is discussed using case studies and environmental problem-solving. The influence of air, water, and soil pollution on environments locally and globally will also be discussed.

Credits: 3

### **ESCI 620 Big Data in Environmental Science**

This course explores the challenges and opportunities presented by big data in the environmental science domain. Students will learn techniques for handling large and complex datasets, including data storage, retrieval, and analysis. Emphasis will be placed on developing skills in data management and interpretation in the context of environmental research and decision-making.

Credits: 3

## **GEOGRAPHIC INFORMATION SCIENCE COURSES**

### **GISC 505 GIS and Remote Sensing for Environmental Solutions**

This course is intended to introduce students to GIS and remote sensing software and tools used to solve real-world environmental problems. Students will learn concepts and data sources and formats used in environmental research they may encounter in careers in environmental science. This course introduces the fundamentals of cartography, photogrammetry, geographic information science, and remote sensing through maps and spatial analysis used to answer various environmental and ecological issues. This course will

also introduce students to use map and data outputs in the decision-making process that can impact environmental assessments and determinations.

Credits: 3

### **GISC 510 Advanced GIS and Remote Sensing for Ecological Applications**

This course is intended to build upon introductory course knowledge. This course will teach students to understand and apply more advanced methodologies using GIS and remote sensing technologies. They will apply knowledge gained in this course to environmental concepts they may be exposed to in their careers. Types of data used will include vector and raster spatial data, imagery, maps, and topographic data to examine environmental problems. Data assessed will include spatial information regarding human and natural hazards and disasters, land use and land cover, surface temperature, climate change, wetland delineation, wildlife corridor mapping, coastal erosion, human impacts on the environment, and more. Students can use this data to gain insights and make problem solving decisions regarding real-world environmental issues they may encounter during their careers.

Credits: 3

Prerequisites: GISC 505 GIS and Remote Sensing for Environmental Solutions

### **GISC 515 Environmental Research Methods**

This course will expand upon GIS and remote sensing concepts, techniques, and tools used in environmental research. Students will gather, process, and analyze data from a variety of sources. Data sources will include GIS and remotely sensed data from online repositories like USGS Earth Explorer, Google Earth, state GIS repositories, the National Atlas Viewer, the NPS IRMA Data Portal, the NRCS Soil Data Viewer, and the USDA Geospatial Data Gateway. Types of data examined will include vector and raster spatial data, imagery, maps, and topographic data. Students will also learn to gather, process, and analyze basic geographic data using tools they have access to including GPS devices including watches, smartphones, cameras, and trackers.

Credits: 3

Prerequisites: GISC 505 GIS and Remote Sensing for Environmental Solutions

### **GISC 520 Creating Maps and Graphics of Ecosystem Change**

This course is intended to introduce students to theory and practice of cartography and visualization. This course will teach students to learn, to think, and to communicate visually using a variety of environmental GIS data. Activities and a final project will teach students to visually display and examine environmental problems. Students will learn symbology, coordinate systems, map projections, topographic representations, interpolation, classification schemes, and more to effectively visually communicate real-world environmental problems and solutions to scientific and general public audiences.

Credits: 3

Prerequisites: GISC 505 GIS and Remote Sensing for Environmental Solutions

## **GISC 605 Modeling Our Changing World**

This course is intended to continue to build on the concepts and techniques learned in previous GIS and remote sensing courses. Students will learn to model and analyze real-world environmental science problems (e.g. past and future impacts of climate change on the Earth). A model is a simulation of the real-world. Students will model raster and vector data using algorithms and basic programming language. Students will use various proprietary and/or open-source software to model and analyze environmental data including ArcGIS, and standalone Free and Open Source Software (FOSS) tools.

Credits: 3

Prerequisites: GISC 505

## **GISC 620 Remote Sensing of Carbon Dynamics**

Focusing on cutting-edge technologies, this course introduces students to remote sensing methods for monitoring carbon dynamics at regional to global scales. Students learn to interpret satellite imagery and remote sensing data to map carbon stocks, fluxes, and land cover changes. Through practical exercises and case studies, students develop proficiency in using remote sensing tools to assess ecosystem carbon balance, detect land use changes, and inform carbon management strategies.

Credits: 3

Prerequisites: GISC 505

## **ONE HEALTH COURSES**

### **HLTH 510 Introduction to One Health**

Introduction to One Health provides students with a foundational understanding of the interconnectedness of human, animal, and environmental health. This interdisciplinary approach recognizes the inextricable links between the health of these three domains and emphasizes the importance of collaboration across various disciplines. Students will explore the principles of One Health, examining how factors such as zoonotic diseases, environmental degradation, and socio-economic dynamics impact global health. The course will also introduce students to pressing new health challenges posed by antimicrobial resistance, climate change, and biodiversity loss.

Credits: 3

### **HLTH 610 Epidemiology and Zoonotic Disease**

This course focuses on the application of epidemiological principles to the One Health framework, addressing the interplay of human, animal, and environmental factors in disease

dynamics. Students will gain expertise in designing and conducting epidemiological studies, analyzing health data across species, and developing strategies for disease surveillance and control. The course emphasizes collaborative approaches to tackle emerging infectious diseases and chronic health issues through interdisciplinary collaboration.

Credits: 3

### **HLTH 615 Applied One Health Research and Project Management**

Applied One Health Research and Project Management provides practical skills for conducting interdisciplinary research and managing complex One Health projects. Students will explore research design, data collection methods, and analysis techniques specific to One Health contexts. Emphasis is placed on effective project planning, execution, and communication of results. Through real-world scenarios, students will develop proficiency in project management within the framework of One Health.

Credits: 3

## **MARINE SCIENCE COURSES**

### **MARI 505 Dynamics of Marine Ecosystems**

This course will provide students with an understanding of fundamental biological, chemical, geological, and physical interactions in marine ecosystems. Students will learn the importance of considering temporal and spatial scale when studying oceanic processes and habitats. Topics include vertical structure of coastal and pelagic environments, ocean circulation, global oscillation patterns, distribution and dispersal of phyto- and zooplankton, and the global climate system and climate change. Students will review scientific literature and apply principles of marine ecosystem dynamics to design a research project to examine the connections between ecosystem dynamics and marine conservation.

Credits: 3

### **MARI 510 Conservation of Marine Predators**

This course provides students with a deep understanding of ecology, diversity, natural history and behavior of marine predators, and the implications of the global decline of these species. Students will review the historical and contemporary threats to these species and explore sustainable solutions for the conservation of these important marine species. With an emphasis on synthesizing scientific literature, data analysis and interpretation, students will develop a conservation strategy to ensure the future sustainability of marine predators.

Credits: 3

### **MARI 515 Coral Ecology and Conservation**

This course will explore the biology of corals including the parameters necessary for healthy growth, reproduction and reef formation. Students will learn to distinguish between different

types of corals based on physical characteristics and distribution. Current threats to corals and reef health such as coral bleaching, black band disease and ocean acidification will be examined along with management and restoration strategies.

Credits: 3

### **MARI 520 Identification and Life History of Marine Mammals**

This course will provide students with an in-depth exploration into the identification, evolution, anatomy & physiology, population biology, behavior, and ecology of marine mammals. We will explore the breadth and evolutionary history of all marine mammals, with a particular emphasis on what makes each family and species unique. Students will examine the sampling techniques employed to survey these organisms and discuss how this data impacts the health and survival of these important organisms. Lastly this course will identify local, national and global threats facing marine mammals and describe multiple solutions to counteract and address these threats.

Credits: 3

### **MARI 605 Sustainable Management of Marine Resources**

This course will provide an overview to the structure and functioning of marine ecosystems, and acquaint students with the basic biology and field techniques required to successfully and sustainably manage marine populations. This course will expose students to a number of challenges facing marine ecosystems, and will provide an opportunity to discuss activities, approaches and strategies that can be used to solve these challenges. While many examples and scenarios discussed will be based on regional issues, the course will emphasize a global perspective to marine conservation issues and how regional differences in problems and solutions exist. Emphasis will be placed on the importance of using sound science to generate successful management strategies.

Credits: 3

### **MARI 610 Impacts of Predators on Marine Ecosystems**

Current global declines in marine predators could have the unintended consequence of degrading marine habitats. Marine habitats including kelp beds, seagrass, mangroves, salt marshes and coral reefs will be examined to document the widespread effects of changing predator populations. Students will discuss the impact of fewer predators on coastal stability, resilience and diversity of plant communities and coral reefs. Students will synthesize scientific literature to explore the direction of trophic cascades in kelp forests, seagrasses, salt marshes, mangroves, and coral reefs in relation to declines in predators and review the changes to the ecosystem services provided by marine habitats.

Credits: 3

### **MARI 615 Coral Reef Restoration and Aquaculture**

Coral reefs are one of the most diverse ecosystems on earth and act as carbon sinks allowing the reduction of the concentration of atmospheric carbon dioxide, thus playing an important role in climate dynamics. Today many coral reef systems are in a state of decline and therefore protecting and repopulating damaged reefs is an important component of coral reef conservation. From a local to global perspective students in this course will review the major threats to coral reef ecosystems and seek solutions to these threats by exploring the role of artificial reefs, marine protected areas and aquaculture in the restoration of coral reefs.

Credits: 3

### **MARI 620 Marine Mammal Rescue and Rehabilitation**

The primary goal of marine mammal rescue and rehabilitation is to release healthy animals back into the wild. In this class students will learn about the methods used to rescue and rehabilitate marine mammals, including cetaceans, manatees, walrus, seals, and sea lions. Students will follow the steps of rescue from notification through assessment, examination and standard rehabilitation practices, and transportation methods and release protocols. Government programs that guide the protocols of marine mammal rescue, public relations, and funding needed to support rescue operations will also be reviewed. Students will draft their own animal rescue plan from initial encounter to release or permanent housing.

Credits: 3

### **MARI 630 Economics and Policy of Marine Resources**

This course will center on the economic and policy dimensions of marine resource management. Students will explore the economic theories and principles that underpin the use and conservation of marine resources and will study the policy instruments and frameworks that govern their sustainable management. The course will address the economic valuation of marine resources, cost-benefit analysis of marine conservation projects, and the socio-economic impacts of marine policies. A significant focus will be placed on global and regional case studies to understand the diversity in policy approaches and economic implications across different marine ecosystems. The course will emphasize the integration of economic and policy analysis with scientific insights to create and analyze sustainable marine resource management strategies.

Credits: 3

### **MARI 633 Coastal Zone Resilience and Management**

This course provides an in-depth examination of coastal zone resilience and the strategies for effective management in the face of environmental, social, and economic challenges. Students will explore the dynamic nature of coastal zones, including the physical, ecological, and human processes that shape them. The course will address the impacts of climate change, sea level rise, and extreme weather events on coastal areas, and will discuss strategies for enhancing the resilience of coastal ecosystems and communities. Students will analyze successful management practices and develop skills to design and implement

comprehensive resilience plans. The course emphasizes an interdisciplinary approach, integrating scientific, economic, policy, and community perspectives to promote sustainable coastal management.

Credits: 3

## MARKETING COURSES

### MKTG 505 Market Research

This course will provide an overview of the market research process, from formulating a question to making a data-informed decision. Students will learn to employ appropriate sampling techniques and statistical methods to gather and analyze data using common methods of market research, including surveys, interviews, focus groups, and customer observation. They will draw on market research to support decision-making.

Credits: 3

### MKTG 605 Purpose-Driven Marketing and Brand Management

In this course, students will develop and use strategies for building brands or brand initiatives grounded in core values related to sustainability. They will select appropriate strategies and design communication tool to connect with target consumers, partners, or other audiences to promote behaviors that contribute to the greater good.

Credits: 3

## MATHEMATICS COURSES

### MATH 510 Tools and Technologies for Data Analysis

This course provides students with an overview of tools and technologies essential for modern data analysis. It includes a detailed introduction to the programming language R, emphasizing its application in statistical computing and data manipulation. Use of artificial intelligence (AI) to assist data analysis is also explored, equipping students with practical skills in leveraging advanced technologies for efficient and effective data interpretation in research contexts.

Credits: 3

### MATH 520 Quantitative Reasoning and Scientific Thought

This course provides managers with a basic quantitative literacy to enhance their ability to evaluate and interpret current ecological literature, and to implement management procedures that help advance understanding of the systems they manage. Topics include ecological study design, use of models in ecology, and advanced statistical approaches such as

information-theoretic and Bayesian methods.

Credits: 3

### **MATH 525 Quantitative Research Design and Statistics**

Quantitative Research Design and Statistics offers an exploration of quantitative research methodologies, emphasizing experimental design, data collection methods, and statistical techniques. Students learn the intricacies of hypothesis testing, regression analysis, and statistical inference. Practical applications reinforce theoretical concepts, enabling students to design and execute quantitative research studies and critically evaluate statistical findings within a research context.

Credits: 3

Prerequisites: MATH 510

### **MATH 530 Qualitative Research Design and Statistics**

This course immerses students in the foundations of qualitative research, emphasizing design principles and statistical methods applicable to non-numerical data. The course covers methodologies for collecting and analyzing qualitative data, such as interviews, focus groups, and content analysis. The curriculum underscores the importance of rigor and ethical considerations in qualitative research design, equipping students with the skills to critically evaluate and contribute to qualitative studies. Students will apply their knowledge to real-world situations, enhancing proficiency in using qualitative research approaches.

Credits: 3

Prerequisites: MATH 510

### **MATH 540 Quantitative Methods for Sustainable Solutions**

This course provides students with basic quantitative literacy such as data analysis and statistical computing to enhance their ability to evaluate and interpret data. Students will learn to use that data to implement procedures that help advance the public's understanding of sustainability and environmental issues. Emphasis will be on visualization and quantitative reasoning. Assignments are grounded in real-world problems and data from the social sciences.

Credits: 3

## **PROFESSIONAL SCIENCE COURSES**

### **PROF 505 Strategic Management of Innovation**

The course is designed to help students understand the strategic, organizational and human issues that can either help or hinder you (and the organizations, both private and public, you work for) in efforts to develop and implement science-based solutions to environmental and



natural resource challenges. It combines the study of those principles needed to manage scientific innovation with an emphasis on how environmental innovation fits within an organization's strategy and business model, and why they matter, and how one creates an innovative learning organization, drives change within an organization, and drives the adoption of the innovations the organization creates.

Credits: 3

### **PROF 510 Communication for Environmental Professionals**

This course will provide students the opportunity to develop vital professional skills in oral and written communication while preparing them to communicate clearly about science, policy, and technology issues with demographically diverse and geographically dispersed audiences. Content will address mass media and public understanding of science; organizational communication issues such as structure and communication networks; rhetoric, advocacy, and strategic message development; the role of public opinion and public policy; innovation and decision making; crisis communication and conflict management; emerging communication technologies; and inter-organizational and cross-disciplinary communication.

Credits: 3

### **PROF 515 Ethical Practice and Policy**

This course will investigate ethical dimensions of practice as an environmental professional. It examines key ethical theories and considerations that apply to environmental science, climate change, law, and policy, in national and global arenas. Students will critically evaluate the ethical dimensions of common scientific practice and policy issues related to environmental topics and sustainability. Students will be able to apply key ethical theories to issues that arise in their own professional practice areas.

Credits: 3

### **PROF 590 Capstone I**

This course guides students through the creation of a capstone project. Students from all degree tracks solve real-world problems through application of the variety of skills and knowledge acquired during their master's experience. Students work to develop projects that demonstrate transdisciplinary thinking, analyze complex systems, and develop and communicate solutions to posed problems. Note: Must be scheduled by an advisor in accordance with academic plan.

Credits: 3

### **PROF 690 Capstone II**

This course is the culminating experience of obtaining the Master of Professional Science degree at Unity Environmental University. Students will work to solve real-world problems through application of the variety of skills and knowledge acquired during their master's

experience. Collaborators work to demonstrate transdisciplinary thinking, analyze complex systems, and develop and communicate solutions to posed problems. Students will complete their capstone projects in their fields of interest. Note: Must be scheduled by an advisor in accordance with academic plan.

Credits: 3

Prerequisites: PROF 590

## PSYCHOLOGY COURSES

### PSYC 505 Behavioral Economics: Understanding What Shapes Decision-Making

Behavioral economics, a fairly new subfield of economics, uses concepts and tools from psychology and economics to understand human decision-making. In this course, students will learn how cognitive, emotional, social, and cultural factors can impact decision-making and explain why decisions are often not rational, consistent, or, as predicted by traditional economic models, self-serving. Students will study how insights from behavioral economics have been used to promote pro-environmental and/or sustainable behavior.

Credits: 3

### PSYC 605 Behavioral Economics: Understanding What Shapes Decision-Making

This course explores the psychological underpinnings of sustainable decision-making and consumer behavior. Students will explore how human cognition, emotions, and social factors influence choices related to sustainability and environmentally responsible consumption.

Credits: 3

## RESEARCH COURSES

### RSCH 510 Research Fundamentals

This course introduces students to the foundational aspects of research, covering the research process, critical analysis, principles of scientific writing, and ethical considerations. Through a structured approach, participants gain insights into the nuances of constructing research questions, conducting literature reviews, and formulating hypotheses. Critical analysis skills are honed through the examination of research methodologies, ensuring an understanding of empirical studies. Additionally, students are guided in the ethical dimensions of research, including the importance of institutional oversight to ensure responsible research practices.

Credits: 3

## **RSCH 610 Research Communication**

The importance of communicating research cannot be overstated. In this course, students hone their abilities to communicate research outcomes effectively. It covers grant writing principles, navigating the peer review process, strategies for presenting research findings, and communication skills tailored to diverse audiences. Participants gain practical experience in crafting persuasive research narratives and conveying complex information with clarity and precision.

Credits: 3

## **RECREATION COURSES**

### **RECR 520 Introduction to the Outdoor Recreation Industry**

In this course, the foundations of the outdoor recreation industry are introduced. Topics such as contemporary issues, public policies, service providers, theories and principles, and employment opportunities in outdoor recreation are critically discussed and analyzed.

Credits: 3

### **RECR 620 Practical Research Applications in Outdoor Recreation**

The application of research in outdoor recreation agencies is critical to producing high levels of informed decision-making in outdoor recreation agencies. Throughout the course, students will be afforded the opportunity to develop their literature search abilities, discuss issues of research ethics in outdoor recreation, and put into practice their knowledge of research in outdoor settings.

Credits: 3

Prerequisites: RECR 520

## **SUSTAINABLE BUSINESS COURSES**

### **SBUS 503 Organizational Behavior and Change Management Strategies**

This course provides an in-depth exploration of organizational behavior and change management with a focus on sustainability. It examines the dynamics of organizational structures and cultures and how leaders can effectively implement and manage change toward sustainability. Students will learn strategic approaches to influencing behavior across all levels of an organization to foster environmental, social, and governance. Through a combination of theoretical frameworks, case studies, and practical simulations, participants will gain the skills necessary to become effective change agents in various organizational settings.

Credits: 3

### **SBUS 505 Accounting and Finance for Sustainable Business**

This course examines the principles of financial and managerial accounting for strategic decision-making and assessment of the financial strength of sustainably-minded organizations. Discussions will include the essentials of cost accounting, minimizing the costs and risks posed by operations and environmental liabilities, developing effective operational planning and capital budgeting processes, and effectively managing a firm's investments.

Credits: 3

### **SBUS 515 Ecological Economics**

Economic systems influence how society understands its relationship to the environment. From the neo-classical synthesis to socialism, none of our contemporary economic systems seems to provide the social and environmental resilience that sustainability theory demands. The interdisciplinary field of ecological economics attempts to overcome the deficiencies in traditional economic theory, first by recognizing the physical limits in which any economic system operates and then by including normative values into a holistic economic system. Students will learn the basic principles of ecological economics, evaluate the framework, and learn to apply its principles to sustainability work.

Credits: 3

### **SBUS 525 Designing Successful Teams & Organizations**

This course covers some of the skills that help organizations to thrive in a multicultural business environment, such as effective teamwork, the ability to set and reaching goals, and effective human resource strategies. Students will learn about leadership and communications skills for business leaders, group collaboration, and engaging employees and stakeholders to reach their full potential.

Credits: 3

## **SUSTAINABLE NATURAL RESOURCE MANAGEMENT COURSES**

### **SNRM 505 Human Dimensions of Wildlife Management**

This course considers the human dimensions aspects of wildlife management. Topics include approaches to stakeholder involvement in management, conflict resolution, and decision-making approaches through case studies and human-dimensions research. Students learn principles that are needed to find science-based and socially acceptable solutions to wildlife management problems.

Credits: 3

## **SNRM 507 Wildlife Ecology and Management**

This course emphasizes the key ecological concepts and management principles involved in the management of free-ranging animal populations. Students will use an inquiry-based approach to expand their understanding of the underpinnings of modern community and population ecology, habitat and population management, and human dimensions that inform successful wildlife management. Topics include aspects of game and non-game management including harvest management, species recovery and nuisance wildlife. Students will learn and discuss these principles and concepts as they relate to current issues encountered by wildlife managers.

Credits: 3

## **SNRM 510 Landscape Ecology**

Landscape ecology focuses on the relationships between scale, spatial pattern, and ecological processes. Emphasis will be placed on landscape perspectives and practices as they relate to the management and conservation of populations and communities. This course will explore the importance of scale in assessing pattern and process and how landscape structure is characterized. We will examine the abiotic and biotic drivers of landscape patterns including land-use legacies and disturbance regimes. Other topics to be addressed include how populations and communities are structured across the landscape and respond to landscape change.

Credits: 3

## **SNRM 515 Conservation Ecology**

This course presents concepts from multiple biological disciplines, including population ecology, evolutionary biology, genetics, behavioral ecology, sociology, as well as sociology and policy. Discussion illustrates the value of transdisciplinary thinking in solving conservation challenges. Students practice management and conservation problem solving by integration and application of course concepts to real-world case studies with an ecological focus.

Credits: 3

## **SNRM 610 Wildlife Conservation Campaigns and Action**

This course explores the theory, practice, and evaluation of wildlife conservation campaigns and advocacy, with a focus on assessing their effectiveness in promoting conservation action. Students will learn how to develop and implement effective wildlife conservation campaigns, considering factors such as target audiences, message framing, behavior change, and impact evaluation. The course will cover a range of communication tools to promote effective wildlife conservation campaigns and action. Upon completion of the course, students will be equipped to contribute to effective wildlife conservation campaigns and to assess their impact on wildlife conservation action.

Credits: 3

## **SNRM 620 Sustainable Land Use Planning and Carbon Management**

This course examines the integration of carbon management principles into sustainable land use

planning practices. Students explore the concepts of ecosystem services, land tenure, and land-use decision-making processes, with a focus on minimizing carbon emissions and enhancing carbon sequestration. Through case studies and simulations, students develop skills in spatial analysis, stakeholder engagement, and policy development to promote sustainable land management practices that mitigate climate change impacts.

Credits: 3

## SUSTAINABILITY COURSES

### SUST 505 Thinking in Systems

Solving complex sustainability problems requires you to take a multi-dimensional perspective. As a sustainability professional, you integrate environmental, social, and economic aspects with intergenerational thinking and consideration of nonhumans to find ways to improve life for everyone. In this class, students will troubleshoot major issues by adopting a comprehensive outlook in order to discover leverage points that can be used to manage trade-offs, prevent or respond to disruptions, or optimize performance. Students will map systems and model their interrelated components to become more proficient in communicating problems to others, analyzing alternative interventions, and making more sustainable decisions.

Credits: 3

### SUST 510 Climate Dynamics

Climate change is the defining environmental issue of the 21<sup>st</sup> century. Sustainability professionals and natural resource managers should be able to follow the emerging science, communicate it to a wide variety of audiences, and aid in developing solutions. This course begins with the science of climate and climate change and the anthropogenic contributions to that change. The course then examines the challenges society faces with regard to climate change impacts, mitigation and adaptation, and strategies to increase the resilience of natural and human communities. Throughout the course, we will examine the historical and emerging responses to aspects of climate change mitigation and adaptation.

Credits: 3

### SUST 515 Leading Sustainable Change

The community dimension of sustainability science sets it apart from historical scientific problem solving. Truly sustainable solutions need to meet economic and cultural acceptability to be implemented politically, and the process of seeking solutions can change community perceptions. Through techniques for understanding the nature of stakeholders and the use of social marketing, sustainability professionals can strongly influence perceptions and behavior. In this course, students will practice research-based stakeholder analysis and social marketing.

Credits: 3

## **SUST 520 Community Planning for Resiliency**

It is increasingly essential that we couple our greenhouse gas reduction actions with preparations for climate extremes and other changes, both expected and unexpected. As the footprint of human society continues to grow, managing the built environment for resilience becomes one of the primary leverage points for mitigation of sustainability problems, and an important focus of adaptation. From buildings to transportation networks to the relationship between urban communities and their rural resource bases, a strategically developed built environment dramatically reduces the carbon footprint, protects open space, and fosters social cohesion. We will enlist successful frameworks used in community design and green building as we explore ways in which communities can anticipate and adapt to the consequences of climate change while contributing to global mitigation efforts.

Credits: 3

## **SUST 525 Making the Invisible Visible: The ESG Proposition**

The environment, social, and governance (ESG) framework is a powerful tool for shaping sustainable business practices and investment decisions. ESG reporting has become a mechanism for supporting sustainable investment and catalyzing the adoption of sustainable business practices. This course will introduce learners to the three dimensions of the ESG framework and strategies for gathering and reporting data about each. Learners will analyze sample ESG propositions and develop a proposition for a specific business or organization.

Credits: 3

## **SUST 530 Climate Change Adaptation and Mitigation**

Climate Change Adaptation and Mitigation is an interdisciplinary course that teaches students about the challenges and strategies associated with addressing climate change. The course will delve into the impacts of climate change on ecosystems, agriculture, water resources, and human health, as well as the implications for vulnerable populations and socio-economic systems. Students will explore various adaptation and mitigation strategies aimed at reducing greenhouse gas emissions and building resilience to climate change. The course includes and examination of climate-smart technologies, sustainable land management practices, nature-based solutions, and policy frameworks at local, national, and global levels. Students will develop the skills necessary to critically analyze climate change issues and propose practical solutions.

Credits: 3

## **SUST 535 Sustainable Operations for Travel and Hospitality**

This course presents a holistic view of the tourism industry including how each sector operates, and how they approach sustainability. Topics include developing a diverse and inclusive workforce, community engagement, climate impacts, resource management, circular economy, equitable guest experience, and ecosystem impacts. Upon completion of the course, students will be equipped to assess organizations' approach to sustainability and create frameworks for sustainability action.

Credits: 3

### **SUST 540 Food Systems Analysis and Transformation**

This course provides an overview of key concepts and priorities for accelerating the transformation towards sustainable food systems as well as the structure and dynamics of food systems from production to consumption, with a focus on sustainability. Students will analyze food supply chains, distribution networks, and consumer behavior patterns. Topics include food security, food justice, food waste, and the role of policy in shaping food systems. Through case studies and group projects, students will develop skills in systems thinking and problem-solving for sustainable food systems, as well as harnessing digital technology to enhance food system sustainability.

Credits: 3

### **SUST 545 Sustainable Food Production and Resource Management**

This course provides an in-depth examination of sustainable food production methods and resource management strategies beyond traditional agriculture. It explores innovative approaches such as vertical gardens, marine food production, and other emerging technologies aimed at enhancing food security, conserving natural resources, and mitigating environmental impacts. Students will critically analyze the interplay between food production systems and resource management practices, considering factors such as biodiversity conservation, climate resilience, and socio-economic implications.

Credits: 3

### **SUST 605 Climate Change Equity and Engagement**

Climate change is one of the most pressing challenges of our time, and its impacts are disproportionately affecting the most vulnerable and historically underserved populations worldwide. Addressing climate change requires equity and engagement to ensure that climate action is inclusive, just, and effective. This course delves into the complex intersection of climate change, equity, social justice, and community engagement to explore strategies for creating inclusive approaches to climate mitigation and adaptation. In this course students will learn to facilitate community participation in solution development and decision-making through equity-based and decolonizing approaches.

Credits: 3

### **SUST 610 Impact Assessment and Sustainable Management for Tourism Destinations**

Destinations are the heart of the tourism industry and must be actively managed to ensure their long-term health and vibrancy. This course explores the role of business and government in protecting these assets and introduces students to innovative tools that can be used to measure and monitor tourism impacts within destinations. Topics include social and environmental impact assessment, climate mitigation and adaptation, climate action planning, sustainable and inclusive tourism development, public-private partnership, and destination governance.



Credits: 3

## **SUST 615 Building Social and Environmental Equity into Tourism Supply Chains**

The biggest opportunities for social and environmental impact are often found within the tourism supply chain. This course is designed to inspire and enable students to co-create programs with communities and local organizations, broadening business' positive impact. Students will learn how to assess their supply chain, identify opportunities for sustainable innovation and growth, and lead new collaborative interdisciplinary initiatives.

Credits: 3

## **SUST 620 Sustainable Business Strategy for Travel and Hospitality**

This course enables students to design and develop travel products with business models that generate positive impact. Students learn the fundamentals of sustainable business planning and develop a business plan for a tourism enterprise that provides a specific economic, social, and/or environmental benefit to stakeholders. Investigate how social and environmental impact initiatives can elevate the guest experience, enhance employment, and contribute to the wellbeing of communities and ecosystems.

Credits: 3

## **SUST 623 Sustainable Coastal and Marine Tourism**

This course explores the principles and practices of sustainable tourism within coastal and marine environments. Students will analyze the economic, environmental, and social impacts of tourism on marine ecosystems and coastal communities. The course will examine strategies to balance economic growth with environmental protection and social equity, promoting the sustainable development of the blue economy. Key topics include the principles of sustainable tourism, the effects of climate change on coastal and marine tourism, and the legal and regulatory frameworks governing tourism activities. Through case studies and project-based learning, students will develop skills to design and implement sustainable tourism initiatives that support conservation efforts and enhance the resilience and economic empowerment of coastal communities.

Credits: 3

## **SUST 625 Sustainable Food Policy and Governance**

This course explores the role of policy and governance mechanisms in shaping sustainable food systems. Students will examine international, national, and local policies related to food production and food security. Topics include financial and trade dimensions of sustainable food systems, land use planning, food safety regulations, and food labeling standards. Through case studies and policy analysis exercises, students will learn how to advocate for policy changes that support sustainable food systems.

Credits: 3

### **SUST 630 Food Entrepreneurship and Innovation**

This course introduces students to entrepreneurship and innovation in the context of sustainable food systems. Students will learn about emerging trends and technologies in food production, processing, and distribution, including vertical farming, alternative protein sources, and blockchain traceability systems. Through case studies and business plan development projects, students will explore opportunities for entrepreneurship and innovation in the sustainable food sector.

Credits: 3

### **SUST 635 Community Food Systems and Food Justice**

This course examines community-based approaches to building resilient and equitable food systems. Students will explore concepts of food sovereignty, food democracy, and food justice, with a focus on empowering marginalized communities and addressing food insecurity. Topics include community gardens, farmers' markets, urban agriculture, and community-supported agriculture (CSA) programs. Through community engagement projects and service-learning experiences, students will gain practical skills in community organizing and participatory decision-making.

Credits: 3

### **SUST 640 Policy and Governance for Carbon Management**

This course analyzes the policy frameworks and governance structures shaping carbon management efforts at local, national, and international levels. Students examine the role of governmental regulations, market-based mechanisms, and international agreements in addressing carbon emissions and promoting carbon sequestration initiatives. Through case studies and debates, students critically evaluate the effectiveness of different policy instruments and explore strategies for fostering collaboration between stakeholders to achieve carbon management goals.

Credits: 3

### **SUST 650 Sustainable Management of Outdoor Recreation Agencies**

This course is designed to explore a broad range of management principles, specifically those related to the operations of outdoor recreation agencies, through the lens of sustainability. Several topics will be explored including those related to sustainable marketing, accounting, and financial management.

Credits: 3

Prerequisites: RECR 520

### **SUST 655 Designing Sustainable Outdoor Recreation Experiences**

This course is designed to provide students with the knowledge and abilities to create a variety of sustainable experiences in outdoor settings. Attention will be given to the preparation, design, implementation, and critical evaluation of outdoor recreation experiences, such as those related to social, economic, and environmental impacts of outdoor recreation experiences.

Credits: 3

Prerequisites: RECR 520

## URBAN ECOLOGY AND SUSTAINABLE PLANNING COURSES

### UESP 505 Sustainable Design: Green Spaces and Urban Nature

This course introduces students to principles of sustainable design with an emphasis on green spaces in urban environments. It will provide students with a framework to move beyond superficial greening efforts to create plans that highlight people, planet, profit, and purpose. Upon completion, students will have a critical vocabulary about the complexity, cost, and scale of the challenges in designing green spaces in urban environments.

Credits: 3

### UESP 605 Sustainable Design: Creating Sustainable Buildings

This course will focus on design thinking and design principles with an emphasis on the built environment in urban settings. Students will learn ways to re-envision the built environment as “living” and as an active community member that contributes to the urban ecological landscape. Students will learn about building infrastructure to help design buildings that contribute to its urban ecosystem(s). This course will emphasize design thinking, teach students strategies for managing the complexities when designing new buildings or redesigning existing ones, and explore the role of economics and human beings in this process.

Credits: 3

### UESP 615 Planning for Human-Wildlife Interactions in Urban Environments

This course is an introduction to both the issues surrounding human-wildlife interactions in urban environments and an exploration into meaningful plans to support productive ecological coexistence. After providing a historical context and background on current conservation efforts, students will learn innovative strategies to support areas which are valuable to both humans and wildlife. Topics covered will include multi-level policy development, ecological economies of wildlife in urban spaces, zoonotic disease transmission and prevention, global encroachment trends, hunting in relation to wildlife abundance, and even tourism practices in urban environments. Students will additionally be exposed to the principles of wildlife forensics and learn how to design and implement culturally appropriate and community-led solutions to human-wildlife challenges.

Credits: 3

## SECTION 8: UNIVERSITY POLICIES

## Code of Conduct and Honor Code

Distance Education students are expected to abide by the Code of Conduct and Honor Code as set forth in the Distance Education Student Handbook.

## The Family Educational Rights and Privacy Act of 1974

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their educational records. These rights include:

### Inspection of Records

A student has the right to inspect and review their education records within 45 days of the day the University receives a request for access. If a student wishes to inspect their education records, they should contact the Registrar to make arrangements.

### Amendment of Records

A student has the right to request the amendment of their education records that the student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. A student who wishes to ask the University to amend a record should write to the Registrar, clearly identify the part of the record the student wants changed, and specify why it is inaccurate or misleading.

If the University decides not to amend the record as requested, the University will notify the student in writing of the decision and the student's 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.

### Disclosure of Records

Unity Environmental University must obtain a student's written consent prior to disclosure of personally identifiable information contained in educational records except in circumstances permitted by law or regulations, some of which are summarized below.

### Directory Information

Unity Environmental University designates the following student information as directory information that may be made public at its discretion: name, address, telephone listing, email address, photograph, date and place of birth, major field of study, grade level, enrollment status, most recent educational agency or institution attended, and student ID number or other identifier other than a Social Security number (but only if the identifiers cannot be used to gain access directly to education records without one or more other factors such as a password), participation and level of students in officially recognized activities, dates of attendance in the University, degrees, honors and awards received, and photographs and videos relating to student participation in campus activities open to the public.

Students who do not want the University to disclose directory information must notify the

Registrar's Office in writing. This opt-out request will remain in effect unless and until it is rescinded by the student in writing.

### School Officials with Legitimate Educational Interests

Education records may be disclosed to school officials with a legitimate educational interest. A school official has a legitimate educational interest if they need to review an education record in order to fulfill his/her professional responsibility. School officials include persons employed by the University as an administrator, supervisor, academic or research faculty or staff, or support staff member (including health or medical staff and law enforcement unit personnel); persons or companies with whom the University has contracted to provide specific services (such as attorneys, auditors, medical consultants, field placement supervisors and other related personnel, collection agencies, evaluators or therapists); Board of Trustee members; students serving on official committees or assisting other school officials in performing their tasks; and volunteers who are under the direct control of the University with regard to education records.

## Student Identity Verification Policy

In compliance with the provisions of the United States Federal Higher Education Opportunity Act (HEOA) of 2008, Public Law 110-315, concerning the verification of student identity in distance learning, Unity Environmental University has established and will periodically evaluate its process to confirm that person who is enrolling in the University is the person who is completing the enrollment form, that a student taking an examination is the student who registered to take the examination, and that the student who is registered for an online course is the same student who participates in, completes, and receives credit for the course.

To authenticate identities, Unity Environmental University will use one or more of the following methods for verification:

- A secure login with username and password
- Proctored examinations
- New or emerging technologies and practices that are effective in verifying student identification

All methods of verifying student identity must protect the privacy of student information in accordance with the Family Educational Rights and Privacy Act (FERPA), any other applicable laws or regulations regarding the confidentiality of personally identifiable information, and the University's Privacy Policy.

Personally identifiable information collected by the University may be used as the basis for identity verification. This information may include a combination of the following:

- Student ID number
- Last four digits of the student's Social Security Number
- At least two other pieces of information such as the student's email address on file,

date of birth, address, or username, etc.

## Active Duty and Veteran Students

Unity Environmental University welcomes applications from veterans, active military members, and their dependents. Any student wishing to use educational benefits from the Veterans Administration must submit a copy of a Certificate of Eligibility or Tuition Assistance voucher to their assigned Concierge. Veterans using Vocational Rehabilitation and Employment benefits must inform their VA counselor of their intention to attend Unity Environmental University.

Veterans, active military members, and their dependents are also eligible for a 10% discount on tuition, regardless if they are using VA educational benefits. Such students may disclose their status on their admissions application or notify their DE Concierge to receive the discount.

### VA Benefits

The degree programs of Unity Environmental University are approved by the Maine State Approving Agency for Veterans Education Programs for persons eligible for educational benefits (GI Bill®) from the U.S. Department of Veteran Affairs. Students who have questions about their eligibility should visit the Veterans Administration web site at [Veteran Administration](#) or call (888) 442-4551.

Veteran students are expected to complete all registered courses each term. Any change in academic workload must be reported to the University. Failure to do so may result in incurring debt.

Under S2248 PL 115-407 Section 103, Unity Environmental University will not impose a late fee, denial of access to facilities, or other penalty against a veteran or eligible dependent due to a late payment of tuition and/or fees from the VA up to the certified benefits amount. Any portion of the student bill not covered by VA benefits is still expected to be settled by the due date.

### Orders to Perform a Period of Service

Under Public Law 117-328 Title 38 U.S.C § 3691A, when an enrolled student who is a member of the Armed Forces (including reserve components) receive orders to “perform a period of service” (i.e., active duty, inactive duty training, or state service), Unity Environmental University will not assign the member a failing grade, reduce the member’s grade point average, characterize any member’s absence(s) as unexcused, or assess a financial penalty on a member because of a withdraw or leave of absence due to receiving orders for service.

If a student receives orders after a term start and the orders require the student to begin service before the term has ended, a student has the option of receiving an Incomplete grade for the term or withdrawing and receiving a refund. The student should reach out to their advisor to provide a copy of the orders and discuss arrangement options.

## Ethical Recruitment of Service Members Policy

This policy places restrictions on recruitment practices and payment of incentivized compensation in the recruitment of service members. Unity Environmental University recruitment practices refrain from high-pressure recruitment tactics such as making multiple unsolicited contacts [three or more] for the purpose of securing service member enrollments.

Unity Environmental University does not offer its employees commission, bonus or other incentive payment based directly or indirectly on securing Service member enrollments or any student enrollments. This applies only to incentive compensation and does not apply to base salary or wages.

The University will not provide any inducements to any individual or entity to secure the enrollment of military service members or obtain military provided tuition assistance. Inducements include any gratuity, favor, discount, entertainment, hospitality, loan, transportation, lodging, meals, or other item having a monetary value of more than a minimal amount.

## Military Tuition Assistance

Military tuition assistance [TA] is awarded to a student under the assumption that the student will attend school for the entire period for which the assistance is awarded. When a student withdraws, the student may no longer be eligible for the full amount of TA funds originally awarded. To comply with the Department of Defense [DoD] policy, Unity Environmental University will return to the DoD any unearned TA funds on a prorated basis through at least the 60% portion of the period for which the funds were provided. TA funds are earned proportionally during an enrollment period, with unearned funds returned when a student stops attending. In instances when a Service member stops attending due to a military service obligation, Unity Environmental University will work with the affected service member to identify solutions that will not result in a student debt for the returned portion in compliance with the DoD policy.

## Schedule for returning unearned TA

### 8-Week Courses [56 days in term]

- Drop course before third day of term: 100% returned
- Withdrawal from course, days 4-17: 75% returned
- Withdrawal from course, days 18-25: 50% returned
- Withdrawal from course, days 26-33: 40% returned
- Withdrawal from course, days 34-56: 0% returned

For those courses that have durations differing from those listed above: unearned TA funds will be returned on a prorated basis, depending on the length of the course. To determine the amount of TA that needs to be returned, the institution will determine the date the withdrawal was submitted, then divide that by the number of days in the term to determine the percentage of TA that was

earned by the student.

*GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government website at [GI Bill](#).*

## Student Health Insurance Policy

Students are not required to have health insurance and are not eligible to join the Unity Environmental University sponsored student health insurance plan.



## SECTION 9: RESOURCES

### Academic Calendar

Please see the webpage for the current academic calendar: <https://online.unity.edu/academic-calendar/>

### Distance Education Student Handbook

<https://unity.edu/unity-college-handbooks/>

### University Resources

#### Financial Aid Consumer Information

Please see the webpage for [institutional information for consumers](#).

#### University Resources

The mailing address for all Unity Environmental University correspondence is:

Unity Environmental University Distance Education  
70 Farm View Drive, Suite 200  
New Gloucester, ME 04260

Distance Education: [207] 509-7100

University Website: [www.unity.edu](http://www.unity.edu)

#### Registrar

[registrarsoffice@unity.edu](mailto:registrarsoffice@unity.edu): (207) 509-7257

Distance Education Resources	
ADA Accessibility Office <a href="mailto:AccessibilityDE@unity.edu">AccessibilityDE@unity.edu</a>	(207) 509-7290
Title IX Coordinator <a href="mailto:drogan@unity.edu">drogan@unity.edu</a>	Doreen Rogan (207) 509-7290

*Date Modified:*

*Adoption Chain: DE Leadership, President*