GRADUATE
ACADEMIC CATALOG '25-'26

UNITY ENVIRONMENTAL UNIVERSITY

DISTANCE EDUCATION

Academic Year 2025-2026

Contents

A Note from President Khoury

Unity Environmental University: Distance Education Graduate Students,

Welcome to Unity!

By choosing Unity Environmental University: Distance Education, you are embracing a sustainability science-focused education anchored in career-relevant skills and knowledge development, enhanced by 21st-century technology, and offered by an ever-growing university that prioritizes affordability, accessibility, and flexibility. Your commitment to an online education through DE provides opportunities to develop skills in problem-solving, cultural competency, critical thinking, and environmental stewardship.

As a Unity student, you are a part of an organization that is teeming with people who are determined to make a difference. Here you will learn from professionals who have the courage to step out of their comfort zones and embrace challenges in pursuit of a more sustainable world. These educators are dedicated to empowering you to drive positive change with every lesson learned and every action taken.

Thank you for choosing Unity Environmental University. We are excited to support you on your educational journey and look forward to celebrating your successes along the way.

If you need assistance or have questions, please do not hesitate to 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.

Acceptance into Unity Environmental University requires that students indicate 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: ACCEPTANCE GUIDELINES

Graduate Acceptance 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 graduate level coursework from an accredited institution; or

(3) enroll in 3 credits at the graduate level at Unity Distance Education 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 MS Programs

Students must have the following classes before admittance into the Master of Science in Wildlife Ecology and Management: one ecology or wildlife biology or natural resource management class [3 credits].

Students must have the following classes before admittance into the Master of Science in Marine Conservation Biology program: one marine biology or biology or oceanography class [3 credits].

Graduate Priority Acceptance

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.

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

Reacceptance to the University

Students requesting to be re-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 and that the degree program is still active in Distance Education. Students who have a break of more than twelve months must apply to be re-instated to the Distance Education program and meet 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 reacceptance to students, regardless of the length of break. 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 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 $550 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 to $535 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

A graduate student may select a payment plan per 8-week term. The first payment is due by the start of the course. The second payment is due in week three, the third payment is due in week five and the final payment is due week eight. For the graduate 2 part payment plan, the first payment is due by the start of the course and the final payment is due in week four.

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. 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: https://unity.edu/distance-education/enrollment-costs-aid/financial-aid/.

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.

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 or a Master of Science program in one year, a student must enroll in 6 credits for five consecutive terms. Students enrolled in a Sustainable Master of Business Administration who are enrolled in 6 credits per term may finish their degree in 6 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 acceptance 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, student 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 acceptance (see Reacceptance to the University). Extensions with cause may be requested of the Dean of Retention and Completion and are subject to final approval by the Executive 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 VP of Student Outcomes 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 VP of Student Outcomes. 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
B-	(80-83.9%)	
C+	(77-79.9%)	
C	(74-76.9%)	
C-	(70-73.9%)	
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 course work before the start of the next term, they may only enroll in 3 credits for the following term. If a student has two incompletes before the start of the next term, they may not enroll in any credits in the following term. 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

Instructors will submit a request to change a student's grade using the Grade Change form accessible in the Canvas learning management system. The grade change request will be reviewed by the Dean, who may request further information or documentation from the instructor. Once the Dean has determined whether to approve or deny the request, they will notify the Registrar's Office. The Registrar's Office will make any necessary adjustments to the grade in the student's record.

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 completed 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.

If the student does not complete all required sections of the form as directed, the appeal will not be reviewed.

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. 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 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. 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 5: GRADUATE ACADEMIC PROGRAMS

Requirements for All Master's Degree Programs

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

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

The MPS - 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 MS Research Core curriculum provides learners with opportunities to:

- Critique and analyze research literature, identifying key components and ethical considerations.
- Apply problem solving for common research challenges.
- Conduct data analysis, demonstrating the ability to clean, preprocess, analyze, and interpret complex datasets for informed decision-making in real-world scenarios.
- Design and analyze research.
- Communicate research findings using academic written and oral formats.

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. Apply U.S. animal welfare laws, regulations, and training standards for assistance and companion animals to ensure compliance and inform best practices
4. Apply theoretical and practical knowledge of species-typical needs and behavior 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 510 Canine and Feline Nutrition
ANIM 605 Advanced Animal Training
ANIM 610 Animal Shelter Best Practices and Management
ANIM 630 Emotional Support and Service Animals: Rules and Regulations

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 and Shared Futures

Master of Professional Science: Sustainable Finance

The Master of Professional Science (MPS) in Sustainable Finance prepares students for careers in sustainable finance, by training them to successfully integrate environmental, social

and governance (ESG) considerations into financial products and services. This program highlights innovative sustainable solutions - tailored business models, financial analysis, investment strategies and product/service design – that address global challenges. The multi-disciplinary courses dispel myths that sustainable finance is one-size-fits-all and underperforms mainstream markets. Students engage with the sustainability paradigm shift and understand the business case for sustainable finance, proven through material metrics. Students will gain expertise in climate risk, ESG, green finance, innovation, social impact, and sustainable finance key performance indicators (KPIs). With practical experience gained through case studies and a capstone project, graduates will be prepared for careers in communications, consulting, corporate sustainability, ESG analysis, investment management, not-for-profit management, and policy development. Designed for professionals aiming to harness finance for positive environmental and social impact, this program launches skilled leaders to move sustainable finance forward.

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

1. Use key performance indicators (KPIs) and metrics for sustainable finance to evaluate past, current and future corporate performance.
2. Assess and apply key ESG standards and disclosure regimes to quantify financial as well as organizational impact, risk and return over the long-term.
3. Distinguish among recognized sustainable finance methodologies and apply them in designing responsible investment business models, investment strategies and products/services.
4. Use ESG and financial KPIs, metrics, methodologies, models and tools to evaluate investment opportunities and make informed decisions or recommendations.
5. Interpret emerging trends, evolving policy landscapes and global finance regulations to inform adaptive and resilient financial strategies.
6. Communicate about and report on sustainable finance to investor, regulatory, shareholder and key constituencies.

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 Finance Program Core
SBUS 505 Accounting and Finance for Sustainable Solutions
SBUS 550 The Low Carbon Economy
SUST 525 Making the Invisible Visible: The ESG Proposition
FINC 501 Sustainable Finance: Concepts, Myths and Methodologies
FINC 502 Designing Sustainable Finance Products and Services

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 545 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
PROF 510 Communication for Environmental Professionals
PROF 515 Ethical Practice and Policy
PROF 590 Capstone I
PROF 690 Capstone II
SNRM 505 Human Dimensions of Wildlife Management

Wildlife Conservation and Advocacy Program Core
MKTG 505 Marketing Research
PSYC 505 Behavioral Economics: Understanding What Shapes Decision-Making
SNRM 507 Wildlife Ecology and Management
SNRM 515 Conservation Ecology
SNRM 610 Wildlife Conservation Campaigns and Action

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
GISC 505 GIS & Remote Sensing for Environmental Solutions
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Disciplinary Core
ESCI 505 Carbon Cycling and Climate Change
ESCI 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
GISC 505 GIS & Remote Sensing for Environmental Solutions
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Environmental Data Analytics Course
ESCI 501 Introduction to Environmental Science and Data Analytics
ESCI 601 Advanced Data Analytics in Environmental Science
ESCI 610 Environmental Analysis: Atmosphere, Soil and Water
ESCI 620 Big Data in Environmental Science
SUST 510 Climate Dynamics

Master of Science: Marine Conservation Biology

The Master of Science in Marine Conservation Biology program offers an exploration of marine ecosystems, focusing on the biology, behavior, and interactions of marine organisms. Students will develop research and critical analysis skills and apply advanced scientific methods to address key issues in marine conservation and ecology. The program emphasizes mastering the fundamentals of research, including advanced methods, experimental design,

and data analysis. The program prepares graduates with the essential tools and knowledge to excel in academia, research institutions, and environmental organizations, setting a strong foundation for their future scientific endeavors.

Graduates of the Master of Science, with a focus in Marine Conservation Biology will:

1. Analyze complex marine ecosystems to identify the relationship and interactions among marine species and their environments.
2. Evaluate scientific research and data in marine biology, applying critical thinking to assess methodologies, results, and implications for the field.
3. Formulate innovative solutions to contemporary issues in marine conservation and resource management, integrating interdisciplinary knowledge and ethical considerations.
4. Synthesize information from diverse sources, including scientific literature, field observations, and laboratory findings to advance understanding of marine biological processes.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Research Core
GISC 505 GIS & Remote Sensing for Environmental Solutions
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Marine Conservation Biology Core
MARI 505 Dynamics of Marine Ecosystems
MARI 510 Conservation of Marine Predators
MARI 515 Coral Ecology and Conservation
MARI 520 Identification and Life History of Marine Mammals
MARI 650 Research in Marine Conservation

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
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
MATH 530 Qualitative Research Design and Analysis
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Disciplinary Core
ANIM 525 Animal Health and Well-being
ESCI 510 Environmental Health and Ecosystems
HLTH 510 Introduction to One Health
HLTH 610 Epidemiology and Zoonotic Disease
HLTH 615 Applied One Health Research and Project Management

Master of Science: Sustainable Technology and Computing

The MS in Sustainable Technology and Computing prepares professionals to lead the next generation of environmentally and socially responsible technology development. Rooted in systems thinking and life cycle analysis, the program integrates sustainability principles into every stage of the technology lifecycle—from design and sourcing to use and end-of-life. Students will gain interdisciplinary knowledge and practical skills to develop energy-efficient systems, minimize environmental impacts, and drive sustainable applications of emerging technologies. This program is designed for working professionals seeking to advance their careers at the intersection of sustainability and technology, including roles in environmental consulting, systems analysis, data science, and sustainability leadership.

Graduates of the Master of Science, with a focus in Sustainable Technology and Computing will:

1. Evaluate computing technologies and systems for their environmental sustainability using tools like life cycle assessment and circular economy principles.
2. Apply sustainable design principles to improve energy and resource efficiency of computing systems and software
3. Analyze the ethical and social impacts of emerging technologies.

4. Develop AI and data-driven tools to incorporate sustainability principles in their design and use.
5. Integrate knowledge from computing, sustainability, and policy to create environmentally responsible technology solutions.
6. Apply relevant regulatory and ethical frameworks to guide sustainable technology development and deployment.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Research Core
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
MATH 530 Quantitative Research Design and Analysis
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Sustainable Technology and Computing Core
SUST 550 Life Cycle Assessment and Circular Design
TECH 510 Foundations of Sustainable Technology and Computing
TECH 515 Energy-Efficient Systems and Green IT
TECH 615 AI for a Sustainable Planet
TECH 620 Sustainable Technology Studio

Master of Science: Wildlife Ecology and Management

The MS in Wildlife Ecology and Management provides students with an advanced understanding of ecological concepts and essential research skills necessary for 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, experimental design, data interpretation, conflict-resolution and decision-making, communication, and how to effectively engage with diverse audiences interested in wildlife, ecology conservation, and management. The program emphasizes mastering research fundamentals, methodologies, and design to prepare graduates for research-based jobs and further graduate education. Graduates are prepared to take on research and leadership roles in state and federal government agencies, conservation organizations, and academic institutes to sustainably manage wildlife and their habitats, both locally and globally.

Graduates of the Master of 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.
5. Apply conflict resolution and decision-making skills to complex socio-ecological issues in the context of wildlife management.

Degree requirements:

30 credits earned

21 credits earned at Unity Environmental University

3.00 minimum cumulative graduate level grade point average

Research Core
GISC 505 GIS and Remote Sensing for Environmental Solutions
MATH 510 Tools and Technologies for Data Analysis
MATH 525 Quantitative Research Design and Statistics
RSCH 510 Research Fundamentals
RSCH 610 Research Communication

Wildlife Ecology and Management Core
SNRM 505 Human Dimensions of Wildlife Management
SNRM 507 Wildlife Ecology and Management
SNRM 510 Landscape Ecology
SNRM 515 Conservation Ecology
SNRM 650 Wildlife Research Techniques

Sustainable Master of Business Administration: Climate-Ready Business

Environmental issues, particularly climate-related issues, have moved from siloed, cost-center requirements to strategic issues that impact current business operations and future success. The Climate-Ready Business program prepares the next generation of business leaders to strategically address climate-related issues by linking those issues to business value creation: risk mitigation, cost saving and revenue generating opportunities, brand enhancement, and pre-competing. This focus will prepare students to address climate-related issues in their next professional role whether it be as sustainability professional or any other professional role that interacts with climate issues.

Graduates of the SMBA in Climate-Ready Business will be able to:

1. Quantify climate-related risks, their influence on business performance, and the reciprocal effects of business practices on climate.
2. Apply climate-related cost savings opportunities to lower operational expenses year over year.
3. Evaluate climate-related revenue-generating opportunities and their impact on a company’s financial reporting and marketing strategies.
4. Leverage climate-related brand and reputation- enhancement opportunities to retain current customers, attract new customers, and improve employee relations.
5. Develop climate-related pre-competing strategies that proactively engage IAPs and competitors for collaboration across the value chain.

6. Create climate reporting responses for a specific mandatory reporting protocol and voluntary framework.
7. Assess sustainability thresholds using contextual frameworks (e.g. Context-Based Sustainability, Doughnut Economics) to inform long-term business strategies that align with global sustainability goals.

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 Marketing Research
PROF 515 Ethical Practice and Policy
SBUS 503 Organizational Behavior and Change Management Strategies
SBUS 505 Accounting and Finance for Sustainable Business
SBUS 691 SMBA Capstone
SUST 515 Leading Sustainable Change
SUST 525 Making the Invisible Visible: The ESG Proposition

Climate-Ready Business Core:
SBUS 550 The Low Carbon Economy
SBUS 560 Climate Strategy
SBUS 610 Operational Drawdown
SBUS 620 Climate Reporting
SBUS 630 Beyond Net Zero: Net Positive

Capstone Experience

The Master of Professional Science (MPS) and the Sustainable Master of Business Administration (SMBA) Unity Environmental University Graduate Programs require a capstone experience. The capstone experience is a key component of these degree programs and is centered around a capstone project that demonstrated the student's ability to apply skills learned during their master's program. 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). The MPS capstone sequence include two courses, each eight weeks long. The SMBA capstone experience includes one course in an eight week term. The instructor(s) of the capstone courses work with the student as they develop their project proposal and produce the deliverable product. 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 may work with external partners or employers as part of their capstone projects.

MPS Capstone Experience

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.

SMBA Capstone Experience

The SMBA capstone is completed during a single course and is designed to integrate learning across the program through the development of a business proposal or initiative. The project should demonstrate strategic thinking and applied knowledge in finance, marketing, communications, and sustainability. Students work with an instructor to identify the needs of an organization and develop a proposal that clearly articulates project goals and supporting research. The course culminates in a project plan that may be implemented in a future context. Like the MPS capstone, the experience emphasizes real-world application, but is tailored to entrepreneurial or organizational innovation within business settings.

SECTION 6: 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 evaluate strategies for mitigating carbon emissions.

Credits: 3

ESCI 507 Biogeochemistry

This course provides an exploration of the biogeochemical processes in terrestrial and aquatic ecosystems, focusing on the interactions among the carbon, nitrogen, and water cycles. Students examine how biological and geological factors influence the transformation and movement of these elements through the earth system; analyzing data to understand factors controlling their storage and cycling rates. The course focuses on the impact of human activities on these cycles and introduces 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 foundational skills from earlier courses, this advanced analytics course focuses on incorporating different types of input data and implementing machine learning for spatial analysis of different land features, and time series for environmental data. Students will solve real-world environmental problems using open-source tools and databases like R and QGIS, USGS, gaining hands-on experience in modeling, interpretation, and geospatial analysis.

Credits: 3

Prerequisites: GISC 505

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

SUSTAINABLE FINANCE COURSES

FINC 501 Sustainable Finance: Concepts, Myths, and Methodologies

This course describes the evolution of sustainable finance, charting developments in corporate governance; corporate social responsibility (CSR); socially responsible investment (SRI); and environmental, social and governance (ESG) investing. It will teach students to understand the complex drivers of sustainable finance, globally and in the US. Students will analyze the main methodologies applied in sustainable finance: exclusion, norms-based, sustainability-themed, best-in-class, engagement and voting and ESG integration. Through case studies, examples and applied analysis, students will evaluate the methodologies employed in a range of financial products and services, across asset classes. Topics may include blue, green and social bonds; gender-lens investing; microfinance; renewable energy financing; and sustainability-linked financial products. Using conceptual approaches and evidence-based data, students will counter myths about sustainable finance. They will be empowered to explain how sustainable finance is both mission and profit-driven, as well as successful over the long term.

Credits: 3

FINC 502 Designing Sustainable Finance Products and Services

This course equips students with applied practical skills in designing sustainable finance products and services. Incorporating foundational knowledge and practical examples, the course will focus on how to embed sustainability considerations into the design of financial products and services. Students will evaluate in depth a range of financial products and services, across asset classes: bonds, commercial paper, loans and savings products. The evaluation will cover both macro and micro factors, including market drivers and the regulatory environment as well as the tailoring of the product/service to meet consumer demands. Students will apply this analysis to develop a sustainable financial product and associated marketing materials for the product, explaining its financial and sustainability attributes with attention to avoiding greenwashing.

Credits: 3
Prerequisites: SBUS 505

GEOGRAPHIC INFORMATION SCIENCE COURSES

GISC 505 GIS and Remote Sensing for Environmental Solutions

This course introduces students to geographic information systems and remote sensing technologies used to solve real-world environmental problems. Course material includes the fundamentals of cartography, GIS, spatial analysis, and remote sensing using open source and proprietary programs. Students will learn the fundamentals of geographic research and design, with an emphasis on acquiring, cleaning, analyzing, and interpreting complex datasets for informed decision-making in environmental and ecological applications.

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, space-borne LiDAR, and other kinds of state-of-the-art remote sensing data to map carbon stocks, vegetation health, and land cover changes. Through practical exercises and case studies, students develop proficiency in using remote sensing tools to quantify forest metrics and biomass that will help inform carbon management and climate change mitigation 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 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

MARI 650 Research in Marine Conservation

Research in Marine Conservation Biology is designed to synthesize and apply skills needed to engage in advanced research. This course provides students with the flexibility to carry out theoretical and data-driven research projects that address critical issues in marine biology and conservation from any location. The course will culminate in the production of a comprehensive research paper and presentation, showcasing their ability to communicate research effectively.

Credits: 3

MARKETING COURSES

MKTG 505 Marketing Research

This course will provide an overview of the marketing 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 marketing research, including surveys, interviews, focus groups, and customer observation. They will draw on marketing research to support decision-making.

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 Analysis

This course immerses students in the foundations of qualitative research, emphasizing design principles and analysis methods applicable to non-numerical data as well as categorical data. The course covers methodologies for collecting and analyzing qualitative data collected in human subjects research, such as interviews, focus groups, and content analysis. In addition, methods of transforming qualitative data into numerical data (i.e., categorical data) will be examined as well. 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

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 Proposal. Students identify and collaborate with organizations or individuals to design proposals that address real-world challenges by applying the diverse skills and knowledge gained during their master's program. Together, students and collaborators establish a clear timeline to ensure the successful planning and execution of the project. Students receive support in networking and building relationships with professional organizations, and develop projects proposals that demonstrate transdisciplinary thinking.

Credits: 3

PROF 690 Capstone II

This course serves as the culminating experience of the graduate program, guiding students through the completion and communication of their Capstone Project. Building on the foundation established in Capstone 1, students work with their external collaborators to complete their projects, and produce both a professional paper and a video presentation to

effectively communicate their project and outcomes. Emphasis is placed on tailoring communication for field-specific professional audiences. By the end of the course, students will have demonstrated expertise in their chosen field and the ability to convey complex ideas across multiple platforms and audiences.

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

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
Prerequisites: MATH 525 or MATH 530 or GISC 505 or Permission from the Dean

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 integrates sustainability into financial and managerial accounting, teaching students to assess and report on an organization's sustainability performance. Students will analyze key sustainability accounting frameworks, including accounting and finance-specific Environmental, Social, and Governance (ESG) reporting requirements, double-materiality, and Integrated Reporting (IR) while evaluating the financial and economic implications of sustainability on capital markets and corporate decision-making. Topics include an examination of environmental management accounting (EMA) techniques, climate-related financial disclosures, and regulatory frameworks for emissions trading and resource management. Through case studies and applied analysis, students will develop financial and managerial accounting strategies that align with sustainability, responsibility to key groups, and long-term value creation.

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 560 Climate Strategy

This course explores the integration of climate considerations and management through company performance and business strategy. Students will examine the connections between relevant climate challenges (e.g., increasing frequency of major storms) and business value. The course covers leading approaches to climate strategy including widely adopted reporting frameworks. Through practical application, students will develop a report to address climate-related business risks and opportunities.
Credits: 3

SBUS 630 Beyond Net Zero: Net Positive

This course explores the key concepts of sustainability, from meeting basic thresholds to achieving a net positive future. Students will examine the fundamental thresholds for sustainability, net zero, and net positive, and why these concepts are critical for modern organizations. By exploring the concept of planetary boundaries, students will learn why climate change is an overarching pressing issue, and learn how to measure and manage an organization's environmental impact using conceptual models and relevant tools. To demonstrate their mastery of sustainability thresholds, students will develop a net positive plan for a real-world organization, envisioning a future where these groups contribute to a thriving planet, rather than just minimizing harm.

Credits: 3

SBUS 691 SMBA Capstone

This culminating course integrates learning across the Sustainable MBA program through the creation of a comprehensive business proposal. Students apply knowledge in finance, marketing, communications, and sustainability to address a real-world organizational or entrepreneurial need. Students develop research-informed, ethically grounded strategies and present a professional project plan that balances human, environmental, and economic considerations.

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

SNRM 650 Wildlife Research Techniques

This course provides experience with the fundamental techniques used in wildlife research. Students will learn a variety of field and laboratory methods essential for studying wildlife populations, behaviors, and habitats. Emphasis is placed on data collection, analysis, and interpretation to prepare students for research-based careers and further academic pursuits in wildlife ecology and management.

Credits: 3
Prerequisites: MATH 510

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 21st 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. Ther 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

Drawing on contemporary leadership theories, this course emphasizes the development of personal effectiveness and the strategic leadership capabilities essential for fostering sustainable change. Students will engage in a comprehensive exploration of sustainability leadership, from foundational principles to strategic planning and effective engagement with interested and affected parties. By the end of the course, students will have developed a Personal Leadership Plan that not only reflects their growth as sustainability leaders but also equips them with the tools and mindset needed to implement effective and lasting change in their organizations.

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 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 and 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 550 Life Cycle Assessment and Circular Design

Students will learn to conduct life cycle assessments (LCA) of computing systems and software, applying ISO-compliant methodologies. The course explores the environmental and resource impacts of both hardware and software, with special attention to modularity, repairability, and design for disassembly. Students will also examine frameworks such as extended producer responsibility and global circular economy regulations, and use tools like OpenLCA for hands-on analysis.
Credits: 3

SUST 605 Climate Change and Shared Futures

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 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

New innovations in sustainable food systems can help mitigate climate change, reduce plastic waste, improve nutrition, and create more economic opportunities. This course evaluates the intricacies of entrepreneurship and innovation at an interdisciplinary level, encouraging students to think critically when developing sustainable food systems. Students will engage with advanced methodologies and emerging trends to assess the ecological, social, and economic impacts of emerging food technologies and business models. Through case studies and business plan development projects, students will integrate that knowledge into an innovative proposal of their own design.

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 communities disproportionately impacted by food insecurity and addressing systemic barriers to food access. Students will use a scalar approach to analyze tensions and levers for change within community food systems. Through a community engagement project 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 will examine the role of governmental regulations and legislation, as well as international agreements, in promoting carbon sequestration and storage through natural climate solutions. By analyzing case studies from around the world, students will critically evaluate the effectiveness of different policy instruments and strategies for fostering collaboration among key actors. Ultimately, students will develop policy proposals for achieving carbon management goals in unique environmental, economic, and social contexts.

Credits: 3

TECHNOLOGY COURSES

TECH 510 Foundations of Sustainable Technology and Computing

This course introduces the core principles of sustainability as they apply to computing systems. Students will explore foundational concepts including systems thinking, life cycle analysis, circular economy models, and ecological economics. The course also covers the basic structure of digital systems—from hardware to software—and introduces programming literacy to build foundational understanding. Case studies include computing infrastructure, consumer electronics, and smart systems.

Credits: 3

TECH 515 Energy-Efficient Systems and Green IT

This course focuses on reducing the energy and resource footprint of computing across both hardware and software layers. Students will examine power-efficient architecture, cloud and edge infrastructure, and advanced software optimization. The course includes hands-on projects analyzing and improving the energy performance of computing systems using industry-standard tools and frameworks.

Credits: 3

TECH 615 AI for a Sustainable Planet

This course explores how artificial intelligence, machine learning, and large-scale computing impact sustainability, both positively and negatively. Students will develop basic software development skills and systems-level literacy through work with AI tools and APIs, while exploring the environmental, ethical, and policy dimensions of AI technologies. They will learn to create AI tool prototypes that prioritize sustainability in their design and operation, ensuring the tools themselves minimize environmental impact while addressing practical challenges.

Credits: 3

TECH 620 Sustainable Technology Studio

This studio course challenges students to design and develop innovative, sustainable technology solutions that prioritize minimizing environmental impact and addressing ethical concerns throughout their creation and use. Drawing on knowledge from the entire program, students will complete a project demonstrating systems thinking, technical fluency, sustainability analysis, and ethical awareness focused specifically on the sustainability of the technology itself. The final deliverable will be of professional quality and developed to a standard suitable for public presentation or inclusion in a professional portfolio.

Credits: 3

SECTION 9: 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 acceptance 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 10: RESOURCES

Academic Calendar

Graduate Terms	Term Begins	Term Ends
January 2026 (DE8W01.05.26)	01/05/2026	03/01/2026
March 2026 (DE8W03.16.26)	03/16/2026	05/10/2026
June 2026 (DE8W06.01.26)	06/01/2026	07/26/2026

Please see the webpage for the current academic calendar: https://unity.edu/distance-education/distance-education-masters-academic-calendar/

Distance Education Student Handbook

https://unity.edu/distance-education/student-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

Registrar

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

Distance Education Resources	
ADA Accessibility Office AccessibilityDE@unity.edu	207-509-7135
Title IX Coordinator drogan@unity.edu	Doreen Rogan (207) 509-7290

Date Modified: 11/17/2025
Adoption Chain: DE Leadership, President