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Anthony Williams, '14, '18
Master of Science
Organizational Leadership & Management

Natasha Williams, '14, '18
Master of Science
Organizational Leadership
& Management

GRADUATE

COLLEGE CATALOG

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GENERAL INFORMATION

PEIRCE COLLEGE

Graduate Studies

1420 Pine Street
Philadelphia, PA 19102-4699

Toll free: 888-273-4723

Fax: 215-670-9125

Email: masters@peirce.edu

Online: www.peirce.edu

Portal: my.peirce.edu

Blog: blog.peirce.edu

SCHOOL CLOSING INFORMATION FOR MAIN CAMPUS AND ALL LOCATIONS

School closing and delayed openings will be announced on:

KYWschools.com, CBS3, NBC 10, 6 ABC, and
FOX 29

my.peirce.edu

Twitter: [@PeirceCollege](https://twitter.com/PeirceCollege)

Facebook: Peirce College

Students may also sign up to receive text message alerts from the college. More information can be found on the My Info tab of the my.peirce.edu portal.

PEIRCE COLLEGE IS AN EQUAL OPPORTUNITY INSTITUTION.

Peirce College is an Equal Opportunity Institution. The College is committed to ensuring equal opportunity in all employment decisions, policies, and practices, and in connection with all educational programs and activities.

The College will not engage in or tolerate unlawful discrimination, harassment, or retaliation on the basis of race, gender, ethnicity, religion, a religious group's actual or perceived shared ancestry or ethnic characteristics, age, national origin, color, disability, marital status, familial status, veteran status, ancestry, genetic characteristics, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth, creed, citizenship, sexual orientation, gender identity or expression, military status, or any other protected classifications in its employment, admissions, programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and other applicable statutes and College policies.

The College's policy on equal opportunity supports and is consistent with the College's commitment to enhancing diversity and inclusiveness.

We strive to ensure that we have policies and practices, which are respectful of diversity and inclusion. Inquiries or complaints relating to equal opportunity for prospective or current students may be directed to the Vice President, Human Resources/Chief Diversity & Inclusion Officer, who is available at the Human Resources Department, 3R Alumni Hall, 215-670-9328.

If a prospective or current student believes he or she requires a reasonable accommodation or has a question regarding educational services, activities, programs, or facilities that are accessible to or usable by students with disabilities, please contact the Facilitator, Perkins Grant/Student Disability Services Coordinator, who is available at the Mary W. Walker '33 Center for Academic Excellence, 2 Alumni Hall, 215-670-9251.

PEIRCE COLLEGE ACCREDITATION

The College is authorized by the Pennsylvania Department of Education to award the Master of Science, Bachelor of Science, Associate in Science, and Associate in Arts degrees. Peirce College is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104, 267-284-5000. The Commission on Higher Education is one of the six regional accrediting bodies in the United States. The Commission is recognized by the U.S. Secretary of Education and by the Council on Higher Education Accreditation (CHEA) to accredit degree-granting institutions that offer one or more

GENERAL INFORMATION

post-secondary educational programs of at least one academic year in length in Delaware, the District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico and the Virgin Islands, including distance education and correspondence education programs offered at those institutions. The Commission provides college accreditation to each institution as a whole, rather than specific programs at institutions.

The College is approved for Veteran and Vocational Rehabilitation training. Eligible veterans, members of the National Guard, and the survivors and dependents of deceased and disabled veterans may be eligible to use their G.I. benefits. The Veterans Administration determines eligibility for benefits. The Military Enrollment Representative is the College's certifying official for veteran's benefits.

The College is a member of the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the National Association of Independent Colleges and Universities (NAICU), the National Association of College and University Business Officers (NACUBO), the Association of Independent Colleges and Universities of Pennsylvania (AICUP), and the Pennsylvania Association of Colleges and Universities (PACU).

The Peirce College Board of Trustees approves all certificate, associate, bachelor's, and master's programs.

State Authorization and Reciprocity Agreement (SARA)

The State Authorization Reciprocity Agreement (SARA) is an agreement among member states, districts and territories in the United States, which establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. It is intended to simplify the process of taking online courses for credit offered by postsecondary institutions based in another state. SARA is overseen by a national council (NC-SARA) and administered by four regional education compacts.

The Pennsylvania Department of Education (PDE) approved the Peirce College application to participate in the State Authorization Reciprocity Agreement (SARA) on December 12, 2016. NC-SARA welcomed Peirce as an institutional participant in January 2017.

DISCLAIMER

This Catalog is not a contract and is for informational purposes only. The College reserves the right, in its sole discretion, to update, revise, amend, discontinue, withdraw, suspend, modify, interpret, or make changes of any nature to this document as well as to any other policies, procedures, or programs of the College including, without limitation, with respect to the College's degree and non-degree academic programs of study, offerings, and requirements, departments, courses, announcements, class hours and schedule, academic calendar dates, tuition rates, fee schedules, financial aid offerings, minimum charges applicable under its refund policy and/or graduation requirements, at any time, with or without prior notice to any current or prospective student or employee or any other person. The most up-to-date catalog information can be found at www.peirce.edu.

MISSION STATEMENT

We empower adult learners to improve their lives by achieving career goals through academic offerings aligned with evolving workforce needs.

VISION STATEMENT

To be a transformational leader focused on providing adult learners with innovative academic programs through flexible delivery options and dynamic partnerships.

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PEIRCE COLLEGE CORE VALUES

Encourage the pursuit of learning and growth.

We believe in the value of a quality education and embrace the lifelong benefits of personal and professional growth. We lead through effective teaching, coaching, mentoring and tutoring, which empower people to achieve their goals and realize their full potential.

Make a difference through the delivery of exceptional customer service.

We are dedicated to consistently delivering the highest standard of total service to our internal and external customers. We accomplish this by anticipating and satisfying our customers' needs through caring and individualized attention that leads to an overall positive experience.

Play as a team; be a responsible partner in the process.

We foster a collaborative and cooperative approach to our work and expect each person to support the goals and mission of the team, and be accountable in promoting the standards of the College.

Open our minds to exploring new ideas and better ways of doing work.

We embrace changes in the marketplace and take calculated and appropriate risks to develop new and different ways to improve the processes and outcomes.

Work with passion and determination; be proactive.

We are a professional community with great heart and spirit. We demonstrate passion for people, for education, for the Philadelphia region and the pursuit of lifelong learning. We are committed to being successful and take initiative in the relationships and partnerships we create.

Engage others in open communication listen and build honest relationships.

We maintain open lines of communication conducive to creating productive work relationships that support and advance our mission and our culture.

Respect others and expect the same.

We are relationship oriented and believe that respect is a cornerstone of building healthy and positive experiences. We bring a high level of respect, professionalism, and courtesy to our day-to-day interactions with others.

Embrace and promote diversity.

We are an inclusive organization that values the uniqueness of students, alumni, faculty, staff, and the communities we serve. We firmly believe that diversity adds richness to the Peirce College experience for all.

Demonstrate flexibility and adapt to change.

We are responsive to the changing needs of our students, alumni, faculty, staff, and communities, while maintaining consistently high standards.

STUDENT RESPONSIBILITY

All students are responsible for familiarizing themselves with the College's academic policies, procedures, and regulations. The College will not waive a regulation because a student claims unawareness of it. Students must adhere to the dates relating to application for graduation as well as other pertinent deadlines announced by the academic department or the Dean of Graduate Studies. Any changes in a student's educational schedule could have an effect on his or her academic or financial status. It is the student's responsibility to follow the appropriate academic policies, procedures, and regulations when making or adjusting educational plans. Students should contact their faculty advisor or the Dean of Graduate Studies before making any decisions about their studies at the College.

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GRADUATE STUDIES MISSION

Consistent with the mission of Peirce College, the Graduate Studies mission is to provide quality graduate programs for non-traditional college students of all ages and backgrounds, and to develop professionals who are competent and ethical.

Peirce College Graduate Studies programs are designed for non-traditional students who have earned bachelor's degrees and desire to further their education at the graduate level. Classes are offered to accommodate work schedules and are held at the main campus, online, or off-site. The Graduate Studies programs allow students to continue full-time employment while pursuing a graduate degree. The Graduate Studies programs are comprised of rigorous, accelerated courses in which graduate students have the opportunity to learn and develop, both personally and professionally, through extensive study, coursework, and interaction with faculty members and student peers. Graduate Studies programs culminate in an applied research project known as the Capstone.

GRADUATE STUDIES LEARNING OUTCOMES

A Peirce College graduate will be able to:

1. Demonstrate advanced discipline-specific knowledge through the application of theory.
2. Synthesize primary and secondary research into coherent written documents.
3. Plan, conduct, and present the results of applied and action research.
4. Apply discipline specific ethical principles and engage in decision making in solving ethical dilemmas.
5. Interpret and apply perspectives of diverse groups.
6. Self-assess and apply leadership skills to the discipline.

GRADUATE STUDIES PHILOSOPHY STATEMENT

Peirce College, building upon a tradition since 1865 of making the benefits of higher education accessible and attainable to non-traditional students of all ages and backgrounds, is dedicated to providing our graduate students an education that brings together practical experience, theoretical foundations, and intellectual rigor in a highly professional, career-focused academic environment. The graduate faculty, who are specialists in their field, work closely with students, guiding them through applied research throughout graduate programs that will not only broaden and deepen students' knowledge and skills but will also enrich their personal and professional lives.

ACADEMIC SUPPORT

Graduate students desiring academic support and consultation should schedule an appointment to meet with their Faculty Advisor and/or Faculty teaching the graduate course. Writing support and support with statistical analysis pertaining to graduate-level research is available through SMARTTHINKING

The Peirce College Library maintains traditional print as well as electronic collections comprised of books, periodicals, and reference works. Over half of its 113,000 books are e-books; its collection of databases contains over 20,000 full-text journals, electronic reference materials, legal research tools, and industry reports. The database collection is accessible remotely and librarians are available to assist graduate students with reference and citation questions. For more information, visit the Library's webpage at <http://library.peirce.edu>.

BOOKSTORE

Peirce College uses an online bookstore called eCampus. The bookstore can be accessed at www.ecampus.com/peirce. You can find the instructions to order your books using financial aid on the my.peirce.edu portal under Financial Aid Links.

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CAREER DEVELOPMENT SERVICES

Career Development Services

Career counseling, planning, and job search assistance are vital components of the academic experience. In order to best leverage their academic performance within their careers, students are strongly encouraged to visit the Office of Career Development Services (CDS) when they enroll at Peirce. By meeting with a member of the CDS team, students can learn about career-based tools, services, and resources that can support them in converting classroom experience into career success. Students can also find career-related information on the web portal at <https://my.peirce.edu> under the Student Services tab and through Canvas at peirce.edu/goCDS.

CDS offers individualized guidance and support for career exploration, development, and access. Students receive assistance with career-based needs including resume and cover letter writing, mock interviews, graduate school applications, salary negotiations, and effective job searching. CDS also presents events and activities that facilitate professional growth throughout students' careers; programs cover topics ranging from networking and professional presentations to business etiquette, and management tactics for new leaders. For those seeking career opportunities, CDS hosts an annual career fair and maintains an online job board, Handshake (hire.peirce.edu), to connect students and alumni with job and internship opportunities. Finally, for students who are undecided about their career path, Career Development Services administers career interest inventories and provides one-on-one counseling appointments to help students clearly understand and align their career values and goals.

CDS provides all programs and services at no cost to students and alumni. Students who are seeking full-time or part-time employment, internships, or cooperative education opportunities, as well as those interested in continuing their education beyond a bachelor's degree are encouraged to meet with CDS to explore programs, identify potential resources, and develop application plan. Both students and alumni should contact CDS to set up appointments and to find out about available workshops and programs.

CDS is located on 2 Alumni Hall and is usually open 8:30 a.m. to 7:00 p.m., Monday – Thursday, and 8:30 a.m. to 5:00 p.m. on Friday. The CDS team can be reached at 215-670-9202 or cds@peirce.edu.

Work Study

The Federal Work-Study (FWS) program provides jobs for students with financial need: it is designed to enhance a student's learning experience while providing an important source of income to help cover educational costs and ordinary living expenses. FWS emphasizes on-campus work, which is vital to the functioning of the College, as well as limited options for off-campus work with partner organizations. The program introduces students to new skills, providing an arena for growth outside the classroom, and facilitates experience-based learning as student workers encounter actual situations in the workplace. Interested students must maintain a GPA of 2.0 or higher throughout the program, as well as meet eligibility requirements determined by the Office of Student Financial Services. The amount of work-study funding that students are eligible to earn during the given academic year will be specified on their financial aid award letters.

Applications can be submitted at peirce.edu/workstudy. Career Development Services reviews resumes and will contact candidates to discuss eligibility for open positions. For more information, please contact CDS at 215-670-9202 or cds@peirce.edu.

COURSE DELIVERY OPTIONS

Peirce provides practical, high quality degree programs where most courses are taught in an accelerated format. Three-credit courses are 8 or 15 weeks in length in the fall and spring terms and 7 or 14 weeks in length in the summer term. Courses are offered in three interchangeable formats:

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On campus in Center City, Philadelphia, PA; on site at company and community locations throughout the region; and online through distance learning. Peirce Fit® courses allow students to choose week to week to attend class on campus or online. All formats use the same professors and curricula, and promote the same learning outcomes. Regardless of the delivery format, all courses include 45 hours of direct faculty instruction and 90 hours of out of class work.

ON CAMPUS AND ON SITE CLASSES

Seven and eight week classes scheduled to meet on campus or on site meet for 28 and 32 hours of “in person” instruction, respectively. Classes that meet on campus or on site typically meet once per week for four hours. In accordance with the federal definition of credit hour, a three-credit course represents the equivalent of 45 hours of direct faculty instruction and 90 hours of out of class student work. Direct faculty instruction is instruction led by faculty teaching a course. Out of class student work is all work a student completes on his or her own, which includes preparatory work for class.

ONLINE CLASSES

Online classes are designed to include 45 hours of direct faculty instruction and 90 hours of out of class student work where all class work is completed online. Students will have deadlines throughout the course that they are expected to meet, usually on a weekly basis. Although delivered asynchronously, online courses may require participation in group meetings or phone conferences with faculty at specified times. For technology requirements, please refer to the Computer/Internet Requirements for Students policy, which appears in Admissions Information.

For additional information, please visit our website at <http://www.peirce.edu> or contact the Admissions Office at 888-467-3472, extension 9000.

INSTITUTIONAL REVIEW BOARD (IRB) AND HUMAN SUBJECTS POLICY (HSP)

Introduction and Statement of Ethical Principles

The Institutional Review Board (IRB) of Peirce College reviews all research projects involving human subjects conducted by individuals affiliated with Peirce College (including graduate students and graduate faculty) to confirm that subjects’ rights, privacy, welfare, and civil liberties are protected. Graduate students completing a capstone project as part of their program of graduate studies at Peirce College are **required** to obtain the approval of both their Capstone committee as well as the Peirce College Institutional Review Board prior to commencing research including data collection. Failure to follow these guidelines and procedures, especially but not limited to prior to the collection of data, can result in grounds for academic dismissal from the graduate program at Peirce College. Graduate students at the College are strongly advised to keep in close communication with the Capstone committee chairperson to ensure that all applicable guidelines outlined herein are strictly adhered to.

The IRB is responsible for adhering to Federal Government regulations (45CFR46 (PDF)) for determining whether research protocols qualify for exemption to this document. The IRB does not evaluate the study’s design or evaluate its potential contributions.

The intent of IRB and HSP is to safeguard the rights and welfare of human subjects (by elimination or reduction of research-related risks and ensure the voluntary participation by subjects), and to ensure Peirce College is in compliance with the Federal Rules (45CFR46) promulgated under Title 45 Part 46 of the **Code for Federal Regulations**. Peirce is further guided by the ethical principles regarding all research involving humans as subjects as set forth in the National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research entitled: ***The Belmont Report Ethical Principles and Guidelines for the Protection of Human Subjects of Research.***

GENERAL INFORMATION

Scope of the IRB

ALL research involving human subjects, including research training, must be reviewed and approved by the College's IRB before any human research can begin. The IRB has full authority to approve, require modifications, or disapprove all research activities that fall within its jurisdiction.

There are three types of review classifications (criteria for each are specified by the Department of Health and Human Services):

1. Exempt from further review – does not mean that the research project is exempt from IRB review; rather it is a classification assigned by the IRB after its review of the protocol to indicate that the project is exempt from further review as long as there are no modifications in the procedures.
2. Expedited review – includes but is not limited to research that presents no more than a minimal risk to human subjects, and is inclusive of the forms of research (subject to the conditions outlined) located at: <http://www.hhs.gov/ohrp/policy/expedited98.html>.
3. Full IRB review – for all other forms of research proposed that does not otherwise qualify for exemption from further review or expedited review.

Application Elements

Full application policies, procedures, and forms are available for both students and faculty.

The IRB review process focuses on the following elements:

1. **Risk:** Are the procedures and subjects' participation adequately described? Do the study's procedures place the subject at risk in any form? Are the risks fully described? Is the risk minimal or reasonable, as defined by the policy? Are the procedures adequate to minimize any risk?
2. **Benefit:** if there are potential risks, should the knowledge for the research be pursued? Do the benefits outweigh the risks? Have the benefits to the subject and/or society been described?
3. **Informed Consent:** are the subjects provided with sufficient detail in the consent form to assure voluntary and informed consent? Are participants notified that they can withdraw at any time? Are the participants informed about their recourse in the event of injury? Are the participants provided with a name and phone number or a person to call with any questions or problems? Is there any indication of coercion or undue influence?
4. **Confidentiality/anonymity:** is the selection of participants/subjects fully explained? If the subjects are anonymous, how is anonymity ensured? Are the procedures sufficient to allow for confidentiality of information about individual subject, in both gathering and disseminating information? Are security measures adequately described? The procedures must be specific; a statement to the effect that "confidentiality will be maintained" is not sufficient.
5. **Special or vulnerable populations:** are vulnerable populations involved? If so, have particular and appropriate steps been taken to assure they or their legal guardians understand what is going to happen, their participation is voluntary, legal consent has been obtained, etc.? Is selection of subjects equitable?

Application procedures for IRB review of proposed student and faculty research are available in a separate policy document through the Dean of Graduate Studies.

SCHOLARSHIP & RESEARCH

All graduate students are expected to complete a graduate-level capstone research project. In order to complete the capstone research project, the student will enroll in the graduate research course as designated by the program. While students are expected to complete the capstone research project by the conclusion of enrollment in the graduate research course at the end of the graduate program, one (1) 14-week extension to the course may be granted upon request to the Dean of Graduate Studies and payment of the applicable fee. Contact the Dean of Graduate Studies for policy documents and

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requirements for completing the capstone research project. Strict adherence to rules for deadlines, application for graduation and satisfactory completion of the capstone research project must be observed.

Graduate students are expected to employ reflective learning practices through retrospective deliberation and action-based research efforts. Capstone research projects conceived and created in collaboration with peers serve as impetus for ongoing and future research and signify points on a learning lifestyle continuum. Graduate students are required to take personal responsibility for their learning and, thus, act more like co-learners and co-investigators in the learning and research processes. Rather than act as passive recipients in their own educational processes, students will initiate scholarly activity beyond that prescribed in the course.

Graduate students will design their capstone research project with the help of a faculty advisory committee appointed by the Dean of Graduate Studies, conduct the necessary background literature search and research, analyze the results, write the capstone, and communicate results in an oral presentation to the College community. Scholarship and research are themes embedded throughout the graduate programs at Peirce College, and students are encouraged to begin work with the capstone research project early in their enrollment through the graduate coursework offerings. Students are expected to demonstrate effective oral and written communication skills as expected at the graduate level and in alignment with appropriate graduate level research and writing academic standards including the standards and guidelines espoused by the American Psychological Association (APA) or other academic standards guidelines as promulgated by the College. With guidance of the faculty advisory committee, the research study, writing, and reporting will be designed to be completed in a manageable timeframe.

ADMISSIONS INFORMATION

In compliance with relevant federal, state, and local laws, the College does not unlawfully discriminate in its admissions decisions on the basis of age, sex, race, color, religion, creed, national origin, ancestry, citizenship, disability, sexual orientation, gender identity, marital status, veteran's status, military status, or membership in any other group protected under local, state, or federal law.

ADMISSIONS REQUIREMENTS

To apply for admission into a Peirce College Graduate Studies program, applicants must submit the following documents to the Dean of Graduate Studies:

- Completed application document with \$50 nonrefundable application fee.
- Current resume.
- Completed one recommendation form from applicant's professor, supervisor, and/or professional colleague.
- Statement of intent or career objective in a one to two page essay format. The statement should discuss the applicant's professional and personal goals and why completing a graduate degree in the desired field at Peirce College will help meet these goals. The statement should also discuss how the applicant's academic and professional backgrounds have resulted in preparation for graduate study.
- Official transcripts from all undergraduate and graduate institutions attended indicating completion of an undergraduate degree or higher from an accredited institution recognized by CHEA (Council for Higher Education Accreditation) or the USDOE (United States Department of Education).

Applicants are expected to have achieved as 2.75 or higher cumulative Grade Point Average at the undergraduate level or a 3.0 or higher cumulative Grade Point Average at the graduate level inclusive of 9 graduate credits completed.

Applicants who have not achieved these GPA benchmarks may submit examination results from the GRE (Graduate Record Examination) or GMAT (Graduate Admissions Management Test).

Applicants who do not meet the GPA benchmark or for whom components of the application require further investigation will be required to complete an interview with the Dean of Graduate Studies or his/her designee in order to provide the Graduate Admissions Committee with further background information regarding the applicant's potential for academic success in the program.

MSHCA ADMISSIONS POLICY

In addition to the stated requirements for admission to a Peirce College Graduate Studies program, applicants for admission to the Master of Science in Healthcare Administration (MSHCA) degree must present evidence of completion of an undergraduate or higher degree in a healthcare field (healthcare administration, nursing, medicine, etc.) or an undergraduate concentration / certificate/ minor in a healthcare field or evidence of three years or more experience working in a healthcare field (as evidenced by completed recommendation forms and resume). Applicants for admission to the MSHCA program who have not met this requirement will be considered on an individual basis for conditional acceptance to the program and may be required to complete undergraduate preparatory courses in healthcare at Peirce College as a prerequisite for admission.

ADMISSIONS INFORMATION

INTERNATIONAL APPLICANTS

Applicants for admission to Graduate Studies programs at Peirce College who have completed an undergraduate degree at an institution located outside of the United States will need to complete the following additional admissions requirements:

- Completion of the TOEFL (Test of English as a Foreign Language) administered through ETS (Educational Testing Service). Applicants completing the paper version of the examination must achieve a minimum score of 550; applicants completing the internet-based version of the examination must achieve a minimum score of 75. Official score reports must be sent directly to the Dean of Graduate Studies from Educational Testing Service; unofficial score reports or student copies of score reports will not be accepted.

Completion of a foreign transcript evaluation service from the National Association for Credit Evaluation Services and submission of an official evaluation report. The results of the evaluation report must indicate the equivalent of completion of a four-year undergraduate degree (Bachelor's degree) inclusive of at least 120 credits with an equivalent grade point average (GPA) of 2.75 or higher on a four-point scale.

Application Fee

A non-refundable application fee must be submitted with the application. The fee is valid for a one-year period.

Application Deadline

Application deadlines are posted to the College's website. The applicant is responsible for ensuring that the Dean of Graduate Studies receives all necessary materials by the recommended application deadlines. All application materials become the property of Peirce College and may not be returned or forwarded to another institution.

Admission Notification

All applications are reviewed by the Graduate Admissions Committee, comprised of faculty members within Graduate Studies. Applicants will be notified of the decision by postal mail. Admissions decisions fall into one of three categories: Accepted, Conditionally Accepted, and Denied. Applicants who are accepted or conditionally accepted into their Graduate Studies program must plan to meet with their assigned graduate faculty advisor and complete any necessary prerequisites prior to formal matriculation into a graduate studies program at Peirce College.

Applicants who are conditionally accepted into their Graduate Studies program may be required to enroll in and complete the Graduate Success Seminar course during their first term of enrollment and must complete their first two graduate courses with a grade of "B" or higher in each course in order to be fully accepted into the Graduate Studies program. Failure to meet these conditions will result in denial of admission to the Graduate Studies program.

The Dean of Graduate Studies, based on input from graduate faculty, has the authority in his or her capacity to make admissions decisions that are in the best academic interests of applicants for admission to Graduate Studies programs at Peirce College as well as the broader institutional interests of Peirce College. Applicants may appeal adverse admissions decisions first directly to the Dean of Graduate Studies. After having exhausted this appeal avenue, applicants may then appeal adverse admissions decisions directly to the Vice President, Academic Affairs and Provost, whose decision shall be final.

INTERNATIONAL STUDENTS

Peirce College values the rich academic and cultural diversity that International Students add to our campus. Therefore, the following guidelines have been provided regarding admissions as they apply to

ADMISSIONS INFORMATION

on campus international students. These are important rules set forth by United States Citizenship and Immigration Service (USCIS) and adhered to by Peirce College.

Admissions

In addition to Peirce College's application materials, International Students are required to submit an International Form, an Affidavit of Support, and proof of financial responsibility. Proof of financial responsibility should include original, unaltered bank certificates, official award letters such as scholarships or assistantship grants, and/or letters from guarantors accompanied by the guarantor's financial ability (proof of financial ability proven by bank certificates and letters from employer) to sponsor the student. Proof of financial responsibility may not include anticipated earnings. If an International Student is transferring from a foreign university or college to Peirce College, the student's transcript must be translated into English and evaluated based on America's college credit system. Proof of secondary school completion and English proficiency are required. Students must use an agency that holds a membership with the National Association for Credit Evaluation Services (NACES) for transcript translation services. The email address is <http://www.naces.org>.

After all documents are reviewed, Peirce College's Designated School Official (DSO) will administer the student's I-20A-B. International Students can then either apply for an F-1 Visa at the appropriate consular post in their home country or in certain circumstances, apply for a change of status to F-1 through the USCIS Service Center with jurisdiction over the Commonwealth of Pennsylvania. Certain students are permitted to take a full course load while their change of status is being processed. Individuals in the United States pursuant to a B-1/B-2 visa, however, are not permitted to enroll in a course of study without first obtaining the change of status in the United States on an F-1 visa abroad. Both the I-20A-B and the Change of Status application need to be certified and processed by Peirce College's DSO. All International Students on F-1 Visas need to review and sign the International Student Contract, which is administered through the international student advisor.

COMPUTER/INTERNET REQUIREMENTS

All students are required to own or have access to a personal computer with Internet access. Students who do not own a personal computer and are using a computer such as one at the College or at work are responsible for ensuring that they have access to a computer at a time when work can be completed and must have rights to download and install software, as needed, for classes.

To support students in meeting this requirement, Peirce offers the option of purchasing a new Windows base notebook/Laptop. Students eligible for financial aid and who have unexpended funds can use those funds toward the purchase of a laptop computer. Students who do not have financial aid and/or are not receiving a refund can work with Student Financial Services to make payment arrangements toward the purchase of a laptop computer.

Microsoft Office

Peirce provides every student with a downloadable copy of the Microsoft Office Software suite, for either Apple Mac or Windows. There are several classes that require the Windows Version of Office be used.

APPLE Mac

Peirce offers the Apple Mac version of Microsoft Office and an Apple Mac purchase option to students. All students should expect on occasion to need in their classes the ability to run Windows-based software. Apple Mac users have the option of using virtualization options like Parallels or VirtualBox to run Windows. Note: These virtualization options are for experienced user of MAC. The Apple Store can provide support if needed.

ADMISSIONS INFORMATION

Students who have questions before making any computer purchase may contact the Information Technology department at 215-670-9400 or email servicecenter@peirce.edu.

GRADUATE SCHOLARS

Currently enrolled undergraduate students at Peirce College who have completed at least 90 credits and who have a cumulative Grade Point Average of at least 3.25 may apply for admission to the Graduate Scholars Program by completing all admissions requirements. Students in the Graduate Scholars Program may complete six credits in the graduate program while enrolled as undergraduate students, paying the undergraduate tuition rate. Students may apply these six credits towards both the undergraduate degree and graduate degree, and upon successful completion of the undergraduate program, will be fully admitted and matriculated into their graduate degree program. Students admitted to the Graduate Scholars program will be bound by the policies and procedures of the Graduate Studies program as related to the graduate classes in which they enroll as undergraduate students.

BACHELOR'S TO MASTER'S PROGRAMS

Peirce College offers five combined undergraduate and graduate programs as follows:

- Bachelor of Science Organizational Leadership – Master of Science Organizational Leadership and Management
- Bachelor of Science Business Administration – Master of Science Organizational Leadership and Management
- Bachelor of Science Human Resource Management – Master of Science Organizational Leadership and Management
- Bachelor of Science Healthcare Administration – Master of Science in Healthcare Administration
- Bachelor of Science Health Information Administration – Master of Science in Healthcare Administration

Interested students may apply to these programs as new undergraduates. Students who are admitted to these programs as undergraduate students will take twelve credits of graduate courses while enrolled as undergraduate students paying the undergraduate tuition rate, and will have these courses applied towards both the undergraduate degree and the graduate degree. Degree program tracks are provided for each dual-degree program specifying which graduate courses are applicable and when they are to be taken.

Students must have completed at least 90 credits including ENG 103 and any required developmental courses with a cumulative GPA of 2.75 or higher to begin enrollment in the designated graduate courses. Upon completion of the undergraduate degree with a GPA of 2.75 or higher, students will then be automatically matriculated into the accompanying graduate degree program.

PROGRAM TRANSFER POLICY / SECOND MASTER'S DEGREE POLICY

Students who are matriculated in, but have not yet completed, a graduate degree program at Peirce College are eligible to apply for transfer into a different graduate degree program at the College. Interested students will need to submit an updated resume and personal statement and will not be required to pay an application fee. Students must be in good academic standing and have the recommendation of their Graduate Faculty Advisor. Credits completed in the prior graduate program may be applied in transfer for the same course(s) required in the new graduate program. Requirements for the new degree program must be completed in a total of six years from the date of first matriculation into a graduate studies program at Peirce College.

Students who have completed the MSOLM degree at Peirce College are eligible to apply to enter the MSHCA program as a dual-degree student. Interested students will need to submit an updated

ADMISSIONS INFORMATION

application document, resume, and personal statement. In addition to the stated requirements for admission to a Peirce College Graduate Studies program, applicants for admission to the Master of Science in Healthcare Administration (MSHCA) degree must present evidence of completion of an undergraduate or higher degree in a healthcare field (healthcare administration, nursing, medicine, etc.) or an undergraduate concentration / certificate/ minor in a healthcare field or evidence of three years or more experience working in a healthcare field (as evidenced by completed and resume). Dual degree applicants will not be required to pay an application fee. MSOLM graduates who are accepted into the MSHCA program as dual-degree students will be required to complete 24 additional credit hours in the MSHCA program, including the Healthcare Practicum/ Simulation and Capstone Project – Healthcare Administration and other designated HCA graduate courses, to be awarded the second master's degree. Selected courses and credits earned as part of the MSOLM degree will be applied towards the MSHCA degree. Requirements for both degrees (MSOLM and MSHCA) must be completed in a total of six years from the date of first matriculation into a graduate studies program at Peirce College.

READMISSION

Accepted students who have not enrolled in a Peirce College graduate course for one calendar year are placed on inactive status. Students on inactive status may apply for readmission by completing a written request to the Dean of Graduate Studies along with payment of the application fee. The Graduate Admissions Committee will review the application and determine in their sole discretion whether readmission is appropriate.

Students readmitted must meet all current Peirce College entrance requirements (includes students who applied and never enrolled in classes). Each readmitted student will confer with a faculty advisor to discuss the student's academic schedule. The student will return to the College under the most current degree program requirements and College policies regardless of the date of original admission. Students who were academically dismissed are ineligible for readmission for a period of two calendar years following dismissal and will need to reapply for admission.

Readmission is not automatic and subject to additional conditions set by the Dean of Graduate Studies.

REASONABLE ACCOMMODATIONS

The College makes reasonable accommodations for students with respect to disabilities as well as **religious observances, practices, or beliefs of which it is aware and which do not impose an undue** hardship on the College. If a student believes he or she requires a reasonable accommodation or has a question regarding educational services, activities, programs, or facilities that are accessible to or usable by students with disabilities, please contact the Facilitator, Perkins Grant & Student Disability Services Coordinator, who is available at the Mary W. Walker '33 Center for Academic Excellence, 2 Alumni Hall (215-670-9251). For related information, please refer to the Student Disability Services policy.

Documentation

Students requesting reasonable accommodations with respect to disabilities must obtain and provide to Peirce College current documentation of their disability before the start of the session in which they are enrolling and requesting an academic adjustment or services. This documentation must support both that a student has a disability as well as the necessity of the requested academic adjustment or services. The primary purpose of this documentation is to determine a student's eligibility for an accommodation and, if eligible, to help the College work with a student to provide appropriate services.

TRANSFER CREDIT EVALUATION CRITERIA

The College reserves the right, in its sole discretion through the authority of the Dean of Graduate Studies, to allow graduate students to transfer up to six (6) credits toward the master's degree programs. Applicants who have earned credits through previous graduate study at another college or university may

ADMISSIONS INFORMATION

transfer credit under certain circumstances. The following conditions are the minimum requirements for acceptance of transfer credit:

1. The credits must have been earned at an accredited college or university recognized by CHEA (Council for Higher Education Accreditation) or the USDOE (United States Department of Education).
2. The courses taken must be approved by the department or program in which the applicant intends to enroll at Peirce College and by the Dean of Graduate Studies.
3. The course is equivalent to at least three Peirce College credits.
4. The grade earned for courses to be transferred must be B or above.
5. An official transcript and a course catalog description or syllabus along with a written request for transfer credit must be submitted to the Dean of Graduate Studies within 60 days of the admissions decision. Transcripts must be sent directly to the Dean of Graduate Studies by the institution that granted the credits, and they must clearly indicate that the courses to be transferred are graduate courses for which graduate credit was given.
6. The course(s) transferred must have been taken within 5 (five) years of the date of matriculation into the Peirce College graduate program.
7. The earned grade for the transfer course will not be included in the calculation of the Peirce College Graduate GPA.

MASTER OF SCIENCE IN HEALTHCARE ADMINISTRATION

HEALTHCARE ADMINISTRATION PROGRAM DESCRIPTION

In the Healthcare Administration (MSHCA) program, our primary goal is to prepare healthcare practitioners for leadership roles in various sectors of the industry. Students will utilize a variety of skills to implement an organizational improvement and change initiative within a healthcare organization and will conduct action research on best practices in healthcare administration.

HEALTHCARE ADMINISTRATION PROGRAM LEARNING OUTCOMES

Graduates of the Master of Science in Healthcare Administration (MSHCA) program will be able to:

1. Develop and execute strategies for building effective, efficient, and safe administrative practices for quality healthcare delivery and services.
2. Define, assess, and evaluate the impact of change and challenges associated with the mandates related to the Affordable Care and Meaningful Use of Technology Acts and other applicable legislation.
3. Conduct and present health related research in a clear and practical manner.
4. Drive and champion change, innovation, and adaptability by applying effective leadership practices and theory when addressing organizational challenges in healthcare organizations.
5. Apply the dynamics associated with fostering a culture of responsive leadership that promotes empowerment, teamwork, and accountability in managing staff in a healthcare environment.
6. Manage, evaluate, and improve healthcare systems, technology initiatives, and processes.

Master of Science in Healthcare Administration 2019-20 Curriculum

PROGRAM REQUIREMENTS				
Requirement		Prerequisites	Grade	Min. Credits
OLM 501	Foundations of Contemporary Leadership - Theory & Practice		B or above	3
OLM 503	Applied Research Methods	OLM 501 must be completed or concurrently enrolled	B or above	3
HCA 501	Introduction to Healthcare Administration: History, Economics and Theory		B or above	3
HCA 510	Ethics in Healthcare Administration	HCA 501 must be completed or concurrently enrolled	B or above	3
HCA 520	Healthcare Informatics and Information Technology	OLM 501, OLM 503, HCA 501	C or above	3
HCA 530	Healthcare Law and Compliance	OLM 501, OLM 503, HCA 501	C or above	3
HCA 540	Performance Leadership and Culture in Healthcare	OLM 501, OLM 503, HCA 501	C or above	3
HCA 550	Risk Management and Insurance in Healthcare	OLM 501, OLM 503, HCA 501	C or above	3
OLM 570	Strategic Management and Finance	OLM 501, OLM 503, HCA 501	C or above	3
OLM 540	Business and Professional Communication	OLM 501, OLM 503, HCA 501	C or above	3
HCA 580	Healthcare Practicum/Simulation	All prior courses in program must be completed; may be taken in same term as HCA 590	B or above	3
HCA 590	Healthcare Administration Capstone Project	All prior courses in program must be completed; may be taken in same term as HCA 580	B or above	3
MINIMUM PROGRAM REQUIREMENT CREDITS:				36

MASTER OF SCIENCE IN HEALTHCARE ADMINISTRATION (MSHCA) COURSE DESCRIPTIONS

GSS 500

Graduate Success Seminar

This is a Pass/Fail course. A grade of Pass is required for this course.

This one-credit course provides graduate students with an overview of topics that are essential to student success. Course topics include APA formatting and style, graduate-level scholarly writing and academic expectations, time management, navigating flexible delivery, and the services and opportunities provided by the Graduate Student Association.

HCA 501

Introduction to Healthcare Administration: History, Economics, and Theory

A grade of B or above is required in this course.

This course provides a review of healthcare organizations and enables students to develop an understanding of the history of the US healthcare system. Topics include the evolution of healthcare delivery and theory during a time of economic, financial, and regulatory challenges with emphasis on political and social forces. In response to these influences, the focus of studies includes analysis of the impact of the evolving consumer movement and the various approaches used to maintain efficient and effective organizational structures.

HCA 510

Ethics in Healthcare Administration

A grade of B or above is required in this course.

Prerequisite: Completion of or concurrent enrollment in HCA 501

This course will focus on moral values and principles applicable in complex healthcare organizations. This course is intended to serve as an arena for discussion and inquiry regarding what is good and what is right as related to bioethical and socio-ethical issues both current and historical. Topics and studies in this course are designed to inculcate decision-making skills to assist with designing health services models based on the development of various healthcare organizations' services, theory, mission, and vision.

HCA 520

Healthcare Informatics and Information Technology

A grade of C or above is required in this course.

Prerequisites: OLM 501, OLM 503, HCA 501

This course focuses on healthcare information, clinical, financial, and evidence-based systems. The course assists with formulating effective, safe, and strategic directions in the ramifications of ever-evolving electronic health record challenges associated with focus on the meaningful use of technology. Students are expected to research an ineffective technology business scenario and evaluate, compare and weigh vendors for selecting the best-fit technology and implementation process for an e-health application. The course introduces students to the richness of safe, secured, confidential, and effective healthcare technology implementation and application processes.

HCA 530

Healthcare Law and Compliance

A grade of C or above is required in this course.

Prerequisites: OLM 501, OLM 503, HCA 501

Contemporary administration requires a thorough understanding of the federal policy and regulatory development process. In this course, students analyze the history and regulatory implications of health financing legislation. This course examines the impact of emerging social, ethical, legal, and political issues on the future of the healthcare system. Emphasis is on the creation of innovative models of health care delivery.

MASTER OF SCIENCE IN HEALTHCARE ADMINISTRATION (MSHCA) COURSE DESCRIPTIONS

HCA 540

Performance Leadership and Culture in Healthcare

A grade of C or above is required in this course.

Prerequisites: OLM 501, OLM 503, HCA 501

This course examines the complexity of managing staff and resources needed to deliver quality healthcare services. The course is a combination of theoretical and practical approaches for performance management. Students are expected to learn how to determine the strengths, vulnerabilities, and opportunities of healthcare services, as well as engage in leadership practices that promote a culture of employee loyalty and longevity within organizations.

HCA 550

Risk Management and Insurance in Healthcare

A grade of C or above is required in this course.

Prerequisites: OLM 501, OLM 503, HCA 501

This course provides in-depth studies of quality improvement methodologies, tools, and issues related to healthcare. Students will closely examine the relationship between quality improvement programs, risk management, and principles applicable to healthcare services, designs, roles and responsibilities in the integration of quality improvement and processes with healthcare insurance and risk management.

HCA 580

Healthcare Practicum

A grade of B or above is required in this course.

Prerequisites: All prior courses in MSHCA must be completed; may be taken in same term as HCA 590.

This course provides a means to test and exercise the impact of challenges faced in a complex virtual healthcare environment. Students are enabled to apply innovative healthcare practices and ideas to virtual healthcare environments with patient flow. The course will convey ideas of healthcare processes, technology, and system implementation and change enabling students to provide detailed analytics for generating effective, safe, and quality healthcare improvement.

HCA 590

Capstone Project - Healthcare Administration

A grade of B or above is required in this course.

Prerequisites: All prior courses in MSHCA must be completed; may be taken in same term as HCA 580.

This is the capstone course for the MSHCA degree program. Students will demonstrate comprehension of healthcare practices and theories with respect to leadership, research, planning and process implementation. In conjunction with comprehensive feedback from graduate faculty, students will select a healthcare topic and prepare a research proposal for approval early in the course. Ultimately, students will develop and present a final project demonstrating competence in conducting and presenting healthcare research, theory, or process and technology management at the graduate-level. The final product will subsequently be submitted to the College for final approval.

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT

ORGANIZATIONAL LEADERSHIP AND MANAGEMENT PROGRAM DESCRIPTION

In the Organizational Leadership and Management (MSOLM) program, our primary goal is to prepare students for successful, rewarding careers in organizational change, consultation, management, and leadership. Students will utilize their analytical and diagnostic skills by implementing, planning, and improving processes for institutional, team, and individual development in their final project.

ORGANIZATIONAL LEADERSHIP AND MANAGEMENT PROGRAM LEARNING OUTCOMES

Graduates of the Organizational Leadership and Management (MSOLM) program will be able to:

1. Evaluate the impact of leadership and ethical decision making on organizational culture.
2. Identify the systematic and strategic dynamics affecting the organization such as the needs and perspectives of relevant stakeholders.
3. Predict the impact of change and future challenges on an organization's core business.
4. Develop strategies for deploying human resource capital, including cultural diversity and multiple generations.
5. Apply methods of facilitating change through process consultation, team building, conflict resolution, and large group intervention.
6. Differentiate between modern organizational structural models and their impact on leadership style and organizational productivity.
7. Apply systems thinking and theory to organizational challenges.
8. Evaluate and redesign organizational structures, work processes, and governance.
9. Demonstrate competency in reading and conducting research in organizations.

Master of Science in Organizational Leadership and Management 2019-20 Curriculum

PROGRAM REQUIREMENTS			
Requirement	Prerequisites	Grade	Min. Credits
OLM 501	Foundations of Contemporary Leadership - Theory & Practice	B or above	3
OLM 503	Applied Research Methods	OLM 501 must be completed or concurrently enrolled	3
OLM 511	Systems Dynamics and Change	OLM 501 and OLM 503	3
OLM 521	Ethical Decision Making	OLM 501 and OLM 503	3
OLM 523	Transcendent Leadership	OLM 501 and OLM 503	3
OLM 531	Leading Culturally & Generationally Diverse Populations	OLM 501 and OLM 503	3
OLM 540	Business and Professional Communication	OLM 501 and OLM 503	3
OLM 550	Strategic Human Resource Management	OLM 501 and OLM 503	3
OLM 560	Developing Systems Literacy	OLM 501 and OLM 503	3
OLM 570	Strategic Management and Finance	OLM 501 and OLM 503	3
OLM 580	Leadership Project Management Strategy	OLM 501 and OLM 503	3
OLM 590	Organizational Leadership Capstone Project	OLM 503 and all required course work must be completed or concurrently enrolled	3
MINIMUM PROGRAM REQUIREMENT CREDITS:			36

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT (MSOLM) COURSE DESCRIPTIONS

GSS 500

Graduate Success Seminar

This is a Pass/Fail course. A grade of Pass is required for this course.

This one-credit course provides graduate students with an overview of topics that are essential to student success. Course topics include APA formatting and style, graduate-level scholarly writing and academic expectations, time management, navigating flexible delivery, and the services and opportunities provided by the Graduate Student Association.

OLM 501

Foundations of Contemporary Leadership Theory & Practice

A grade of B or above is required in this course.

This course provides the foundational learning of the core concepts and theories in the field of organizational leadership. Students will explore the meta-view of organizations and the structures, human resources, political and cultural dynamics common to all types of organizations. This meta-view will also include sub concepts of multigenerational workgroups, power and authority, the dynamics of teams, and change. The course will also provide a foundation for understanding leadership, using the theories of Kouzes and Posner as well as Daniel Goleman. Leadership styles, changing notions of leadership, followership, and emotional intelligence will be explored through both theory and case studies.

OLM 503

Applied Research Methods

A grade of B or above is required in this course.

Prerequisite: OLM 501 must be completed or concurrently enrolled.

This course is an introduction to applied research as it relates to organizational leadership. Emphasis will be placed on the analytical problem solving needed to measure and evaluate organizational improvement efforts. Students will learn how to use research as a tool for problem solving and intervention. Included are theories and types of research, analyzing the reliability and validity of published research, and applying research findings to professional practice. Students are encouraged to use a work-based project concept as the basis for their research skill development. This research proposal will serve as the foundation for the applied capstone project.

OLM 511

Systems Dynamics and Change

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

This course is grounded in understanding that change is constant in the 21st century, especially in organizations. Willingness to change is intricately linked to motivation. As such, leaders need to have a solid understanding of the dynamics of the change process and individual motivation in order to create effective strategies for the ongoing management of the enterprise. A critical component of managing change is the competency needed to assess large and small system effectiveness. Equally important is the impact of changing systems on the functioning of teams and the roles within teams. This course explores the theory and practice of change, organizational assessment and diagnosis and managing effective teams through case studies and applied projects.

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT (MSOLM) COURSE DESCRIPTIONS

OLM 521

Ethical Decision Making

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

This course will compare and contrast various ethical decision making theories and constructs as applied to leadership and organizational decision making. Students will use emerging research and publications to explore how one can be effective and ethical while operating in an organization. Included will be the inter-relationship between personal values, organizational systems, and culture, and how issues of control, power, rank, and privilege impact ethical decision making. Case studies and personal experience will be used to deepen learning and understanding of the challenges in ethical decision making in the 21st century.

OLM 523

Transcendent Leadership

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

Current research demonstrates that a combination of emotional, social, and systems intelligence drives performance; in particular, it travels from the leader through the organization to bottom-line results. In order to be effective, a leader needs to develop their leader awareness from the inside out. The most effective leaders have evolved from a focus on self (ego) to the ability to, not only be transformative, but transcendent in their view of the greater purpose to their work. This course builds on material covered in OLM 501 and relates to the leader's self-awareness, self-management, and understanding of their impact on the organization through empathy and ability to effectively manage the relationship system in which they function. Students will develop their own conscious awareness of their leadership and an understanding of managing their deliberate impact on the organization. The course will be grounded in research with practical implication for the ongoing development of the leader within.

OLM 531

Leading Culturally & Generationally Diverse Populations

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

In an increasingly complex and fast-changing world, we cannot just rely on charismatic leaders to solve our problems. We need to cultivate leadership at all levels of any organization that can create positive relationships with the multiple generations that currently exist in the workplace and with people representing all cultures, genders, beliefs, races, ages, differentially-abled and sexual orientations. The dynamics of social factors and cultural diversity in organizations will be examined both through theory and case studies, giving students tools to be successful in a global economy. Included will be different leadership styles in different cultures and the implications of working in multinational organizations.

OLM 540

Business and Professional Communication

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

This course addresses the new principles of leadership communication in the Information Age. Emphasis is placed on developing competence in verbal and nonverbal communication as well as effective writing principles. Students will explore how to effectively integrate email, text messages, social media and virtual forms of communication and emerging technologies in the professional world. Communications management including techniques for motivation, conflict resolution, mediation and negotiation will be explored.

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT (MSOLM) COURSE DESCRIPTIONS

OLM 550

Strategic Human Resource Management

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

Leaders are called upon to strategically consider the level and appropriate deployment of human resource capital needed to fulfill the mission of the organization. This course reviews the latest research in the field that demonstrates how human resource management impacts organizational strategy. Students will explore concepts in human resource development, human performance systems, organizational planning, and team development. Emphasis will be placed on the emerging importance of coaching for both talent and leadership development in today's organizations.

OLM 560

Developing Systems Literacy

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

This course provides an overview of the information needs of 21st century organizations, the role information systems play in meeting those needs, and potential for information systems to be a source of competitive advantage and a driver of organizational change. Topics covered include the types of information systems and the component parts, the strategic and operational uses of information systems, the changing role of information systems in organizations and issues in the planning, design, implementation, and management of information systems.

OLM 570

Strategic Management and Finance

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

In a rapidly changing world, leaders are challenged to become more strategic in both their individual leadership and in service of the enterprise. This course focuses on the strategic planning and decision making processes of organizations, including determining vision, core mission, goal development, implementation, and evaluation. Included in strategy are the financial viability, planning, and monitoring needed to ensure long-term sustainability and success. Students will apply current theory, practice, and research to real world examples of organizations for which they will develop a comprehensive strategic and financial plan that addresses the needs of all stakeholders.

OLM 580

Leading Project Management Strategy

A grade of C or above is required in this course.

Prerequisites: OLM 501 and OLM 503

This course provides the fundamental concepts, processes, and techniques necessary to successfully manage projects in organizations. Students will combine theory and personal experience to explore the fundamental nature of projects and the techniques involved in project management. Concepts such as the definition of a project, the nature of the project team, and the role and function of the project manager are presented. Discussion incorporates the language of projects, the context in which projects are conducted, and the key players in the project management process. Students investigate practical application of project management principles as applied to practice settings. The Project Management Body of Knowledge (PMBOK) is introduced as the basis to further explore practices, tools, and techniques for successful project management. Project integration, a coordination function of the project manager requiring effective human resource and communications management, is explored.

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT (MSOLM) COURSE DESCRIPTIONS

OLM 590

Capstone Project

A grade of B or above is required in this course.

Prerequisites: OLM 503 and all required course work must be completed or concurrently enrolled.

Students will be required to submit a master's project that is a comprehensive document that provides concrete evidence of the integration and practice of organizational leadership, knowledge and skills learned as a result of taking the courses in the program. Students will build on the topic identified early in the program, and in conjunction with graduate faculty will prepare a draft proposal and final project for approval and presentation. The final product will subsequently be submitted to the College for final approval. This course is scheduled for a 14- or 15-week session. The final product will subsequently be submitted to the College for final approval.

GRADUATE FACULTY

DEVIDA REMBERT, D.H.A (2015)

Associate Professor, Healthcare Administration

B.A., Arcadia University

M.B.A., University of Phoenix

D.H.A, University of Phoenix

Subject Area: Healthcare Administration

drembert@peirce.edu

ADRIAN C. ZAPPALA, PH.D. (2012)

Professor and Dean, Graduate Studies

B.A. Monmouth University

M.A.T. Monmouth University

M.S.Ed. Monmouth University

Ph.D. Capella University

Subject Area: Organizational Leadership and Management

azappala@peirce.edu

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JP Morgan Chase

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Equal Measure

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ACADEMIC INFORMATION AND POLICIES

ACADEMIC GRIEVANCE

Students on occasion have academic grievances. It is incumbent upon the faculty, staff, and administration to treat students who have grievances with respect and courtesy. Students with grievances should follow the procedure stated in this policy in order to attempt a resolution of their grievances. Throughout the process, students are required to treat the faculty, staff, and administration with respect and courtesy.

A student who has an academic grievance related to attendance, grades, assignments, faculty, or academic policies and procedures must initiate the academic grievance procedure described below within 30 calendar days from the last date of class. Grades are posted on the student portal at <https://my.peirce.edu> under the My Classes tab. Students failure to view course grades does not exempt the student from the 30-day limit. A student who has an academic grievance related to attendance, grades, assignments, or faculty must adhere to the following procedure:

- A. Contact the faculty member to discuss the grievance. Students who have an academic grievance as related to the application of a Graduate Studies policy or procedure (outside the purview of an individual course or faculty member and not related to attendance, grades, assignments, or faculty) will initiate the appeal by contacting the Dean of Graduate Studies directly. Only after the student has met with the faculty member, either in person or by phone, may the student proceed to step B below. In the case of academic grievances related to Graduate Studies policies or procedures, the student may then proceed to step C below after consulting with the Dean of Graduate Studies.
- B. Should this meeting not yield a resolution that is satisfactory to both the student and the faculty member, the student has seven calendar days from the date of the faculty member's decision to appeal to the Dean of Graduate Studies. Such a request must be made in writing and must document the student's attempt to first resolve the grievance with the faculty member.
- C. If, after the Dean of Graduate Studies has had an opportunity to render his/her opinion, the student is not satisfied with the resolution of the academic grievance, the student may appeal within seven calendar days from the date of the determination by the Dean of Graduate Studies. Such a request must be made in writing to the Vice President, Academic Affairs and Provost and must document the student's attempt to first resolve the grievance with the Dean of Graduate Studies. If no written request is submitted within the seven-day period, the decision of the Dean of Graduate Studies shall be final.
- D. Upon a student's written request for a review, the Vice President, Academic Affairs and Provost will confirm that a proper review of the grievance was conducted. If, upon review, the Vice President, Academic Affairs and Provost determines that a proper review was conducted, the decision of the Dean of Graduate Studies shall be final. The Vice President-Academic Affairs and Provost may choose to affirm or alter the decision and therefore, is responsible for the final decision.

ACADEMIC HONESTY

Peirce College's reputation as an institution of higher learning is characterized by the high academic standards it has established for its students. The College expects students to display personal integrity as they approach their assignments and to complete these assignments in the spirit of academic honesty.

The College considers acts of academic dishonesty to be serious violations of its Code of Student Conduct and Responsibility and will take action against students for violations of this policy (as well as against former students where the College learns of a violation after the student has graduated or ceases to be enrolled).

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Any conduct or activity by a student that earns or improves a grade or receives any form of credit by fraudulent or dishonest means is considered an act of academic dishonesty and a violation. In addition, engaging in any conduct including the following examples in which a reasonable person in the same or similar circumstances would recognize as academic dishonesty is considered a violation. Examples of acts of academic dishonesty that are violations of the Code of Student Conduct and Responsibility include, but are not limited to, the following:

- **Acquiring information**

Obtaining research or answers related to any assigned work or examination from any source not authorized by the professor. Students must be the owner of all of their coursework.

Working with another person or persons on any assignment or examination when not specifically permitted by the professor. Although studying together is allowable, students must maintain the integrity of their coursework. Students must seek permission from the instructor before working together on any coursework.

Viewing the work of other students during any examination.

Using, buying, selling, stealing, soliciting, copying, or possessing, in whole or part, the contents of any examination without prior written permission from the professor.

Submitting or presenting as one's own work any research paper or other writing assignments prepared by others.

- **Providing information**

Supplying answers or research information for any assigned work or examination (on behalf of yourself or another individual) when not specifically authorized by the professor to do so.

Informing any person or persons of the contents of any examination prior to the time the examination is given.

- **Plagiarism**

Incorporating the work or idea of another person into one's own work without formally and properly acknowledging, documenting, and citing the source of that work or idea.

Attempting to receive credit for work performed by another person, including papers obtained in whole or part from individuals or other sources.

Copying or improperly utilizing copyrighted computer programs or data files belonging to someone else.

Copying another person's paper/work in whole or in part and handing it in as your own.

Paying for and/or downloading from the Internet, all or any portion of a paper, presentation, graphics, or multimedia files and submitting them as your own.

Copying words, graphics, or statistics directly from sources of information, such as web pages, magazine/newspaper articles, or books without and properly acknowledging, documenting and citing the sources.

Paraphrasing information (i.e., changing a few words) from sources, such as web pages, magazine/newspaper articles, or books without formally documenting the sources.

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Reuse of Prior Materials: Submitting substantially the same work to satisfy requirements for one course that has been submitted to satisfy requirements for another course, without prior permission of the instructor of the course for which the work is being submitted.

- **Conspiracy**

Agreeing or participating with one or more persons to commit any act of academic dishonesty.

- **Fabrication of information**

Falsifying the results obtained from a research or laboratory experiment.

Presenting results of research or laboratory experiments without the research or laboratory experiments having been performed.

Substituting for another student to take an examination or to do any academic work or assignment for which academic credit will be received.

Changing answers or grades after academic work has been returned to the student and claiming professor error.

Submitting work for credit or taking an examination and employing a technique specifically prohibited by the professor in that course, even if such technique would be acceptable in other courses.

- **Abuse of resource materials**

Mutilating, destroying, concealing, stealing, or altering any materials provided to assist students in the completion of academic work, including library books, journals, computer files, microfilm and microfiche files, online resources, materials placed on reserve by the instructor, or any such materials as the instructor may provide or assign.

Copying any data files or copyrighted computer program(s) for one's own personal use or the use of others.

Copying without permission of the owner, or mutilating or destroying any copyrighted media, printed or electronic (for example, film, video, music, graphics, books, articles, papers, dissertations, art, photography, or manuscript).

Peer-to-Peer File Sharing: Peer-to-peer file sharing is prohibited. This applies to College owned computers as well as personally owned computers that are using the College's network. Under the Acceptable Use Policy, the College's network connections may not be used to violate copyright laws.

Summary of Civil and Criminal Penalties for Violation of Federal Copyright Laws

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under Section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement.

Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For "willful" infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorneys' fees. For details, see Title 17, United States Code, Sections 504, 505.

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Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information, please see the website of the U.S. Copyright Office at www.copyright.gov.

Violations Involving Academic Dishonesty

Commitment to maintaining and encouraging high standards of academic integrity is demonstrated in many ways. One way is through the establishment of policies and procedures governing violation of the standards of academic integrity. Strict adherence to principles of academic integrity is expected of all students. Therefore, academic dishonesty will not be tolerated at Peirce College. The following procedures will be followed:

1. Faculty members are responsible for determining grades earned in their courses. It is essential that the faculty member retain the right to set the minimum academic penalty for academic dishonesty in a course, subject to the appeal rights of a student.
2. A faculty member suspecting a student of a violation of academic integrity will notify the student in writing. After collecting the evidence available, the faculty member will meet with the student to present the evidence of an alleged violation and request an explanation. If the faculty member accepts the student's explanation, no further action is taken.
3. If the faculty member determines that a violation has occurred he or she will inform the student, in writing, within seven calendar days of the penalty to be imposed. The student has seven calendar days to file an appeal.
4. Once a faculty member has charged a student with academic dishonesty, the student may not withdraw from the course to avoid a grade penalty or to prevent the filing of the Report of Violation of Academic Honesty. Any student who withdraws from a course before the charge is made may be reregistered for the course so that appropriate action can be taken.
5. Within seven calendar days, the faculty member must report the incident to the Dean of Graduate Studies. Documentation to be submitted includes:
 - the nature of the charge/evidence against the student,
 - a brief summary of the meeting with the student,
 - the faculty member's decision, and
 - the appeal rights of the student.
 - If the student is subsequently found not guilty of the charge, the student may either remain in the course without penalty, or withdraw from the course regardless of any published deadlines.
 - If the student is found guilty of violating the Academic Honesty Policy, the student may not withdraw from the course and will receive the sanction imposed by the faculty member or other academic authority.
6. All acts of academic dishonesty violate standards essential to the existence of an academic community. Most offenses are properly handled and remedied by the faculty member teaching the course in which they occur. The penalties that may be assessed by the faculty member include the following:
 - completion of alternative work, with or without a grade reduction
 - a reduced grade (including "F" or zero) for the assignment
 - a reduced grade (including "F") for the entire course.
7. A grade of "F" for the course triggers the graduate policy on automatic dismissal from the College. Students dismissed under these circumstances will not be considered for readmission to Peirce College.
8. Whatever the penalty, the report describing the incident and recording the decision will be kept by the Dean of Graduate Studies until the student has graduated and the degree has been awarded. The purpose of this record keeping is to ensure that students who violate the College's Academic

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Honesty Policy a second time are dealt with appropriately. A second violation will result in automatic expulsion from the College.

Appeal Procedures

A student may appeal the faculty member's decision regarding academic dishonesty to the Dean of Graduate Studies. A student who files an appeal within seven calendar days of the faculty member's determination will suffer no worse penalty as a result of the appeal than he/she would have suffered if he/she had not appealed the faculty member's unilateral action. A student's appeal should contain any and all information that the student believes is relevant to his/her case. After the initial appeal to and decision by the Dean of Graduate Studies, the student will have seven calendar days to appeal the decision to the Vice President, Academic Affairs and Provost, if he/she so wishes. The decision by the Vice President, Academic Affairs and Provost is final.

Violations Not Involving Academic Dishonesty

- Students who are found to have violated the Code of Student Conduct and Responsibility for any reason other than academic dishonesty, the College will impose, not be limited to, one or more of the following penalties:
 - Level One: The student is given a disciplinary warning and may be required to participate in support services, counseling, and/or workshops.
 - Level Two: The student is placed on disciplinary probation. Under this level, the student may be dismissed from leadership positions and/ or honor societies related to the College and/or being prohibited from participating in the College's commencement ceremony and/or related activities. In addition, other sanctions may be given, including without limitation, monetary penalty, mandatory counseling, community work, required educational program or such other sanctions as the College deems appropriate.
 - Level Three: The student shall be expelled from the College and will not be eligible for re-admittance.

Based on the nature of the offense, the College reserves the right to assign the appropriate discipline level. Please refer to the Disciplinary Penalties for Violations of the Code of Conduct and Responsibility policy.

Students should also be aware that their conduct may result in the College reporting incidents to police or other law enforcement authorities and the initiation of legal action. In the event a student receives sanction of disciplinary probation, suspension, or disciplinary dismissal/expulsion, a notation of such probation or dismissal shall be placed in the student's files in the Office of the Registrar, the Office of the Vice President of Academic Advancement, and the Office of the Graduate Dean.

In addition, with respect to a violation of the Non-Violence policy, any weapon found on College owned or leased property will be confiscated and turned over to the local law enforcement. Any student found to be in possession of a weapon while on the College premises (which includes all buildings within which the College provides educational and related student services and/or conducts its business operations, whether owned, leased, or provided without charge for use; the grounds and parking areas adjacent to these buildings; and vehicles owned or leased by Peirce College) or while participating in any off-campus College activity or event may be immediately suspended from the College at the discretion of the Dean of Graduate Studies and may remain suspended until the matter has been investigated.

Other Sanctions

Additional sanctions may be imposed to cover specific conditions or situations including, but not limited to, restitution or replacement of lost, damaged, or stolen property; payment for damage or personal injury; suspension of privileges to participate in any College-sponsored activity; suspension of eligibility to use certain College facilities; prohibition from participating in the commencement ceremony and/ or related

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events; referral to drug abuse or alcohol counseling; or periodic meetings with the Dean of Graduate Studies or a counselor.

Structure of the Student Disciplinary System

The goal of the following procedures and structure is to promote fundamental fairness and to protect students from arbitrary or capricious disciplinary action and will be adhered to as faithfully as possible. However, if circumstances dictate variation from these procedures and structure, the variation will not invalidate a decision unless the circumstances prevented a fair hearing. The Dean of Graduate Studies or his/her designee shall have the following duties and responsibilities with regard to the Student Disciplinary System:

- Coordinate all aspects of the College's disciplinary system, including informing students of charges lodged against them, investigating charges, and undertaking such other activities as may be necessary to implement the provisions of the Student Disciplinary System.
- Coordinate the gathering of all facts regarding a violation of the Code of Student Conduct and Responsibility; conduct interviews with students charged with a violation of the Code of Student Conduct and Responsibility; provide students who have been charged an opportunity to discuss the matter.
- Determine student accountability for violations of the Code of Student Conduct and Responsibility in a manner that ensures fundamental fairness and assign sanctions in cases where guilt is determined.
- Advise students charged with a violation of the Code of Student Conduct and Responsibility of their appeal options.
- Maintain disciplinary records in accordance with the College's policy on retention of student records and with the Federal Family Educational Rights and Privacy Act (FERPA) of 1974, as amended. For related information on FERPA, please refer to the FERPA policy.

Disciplinary Procedures

Students charged with a violation of this Code of Student Conduct shall be presumed to be innocent of all charges until their guilt has been determined on the basis of an admission of guilt or on the basis of evidence properly submitted. The following procedures have been established to ensure fundamental fairness in disciplinary proceedings.

Accused students shall be provided the following:

- A written notice of the alleged charges against them. If additional charges are brought, a further written notice will be sent. These notices are sent via first class as well as certified mail. It shall be considered proper notice if the notice is forwarded to the last known home address on record in the Office of the Registrar.
- An interview with the Dean of Graduate Studies in which the student is (1) fully informed of the charges lodged against him/her and of the procedures under the Student Disciplinary System and (2) given an opportunity to discuss the matter.
- The opportunity to review all available information and documents gathered during the preliminary investigation and to provide a statement, other information, or a list of individuals who may provide information on the student's behalf.
- A forum to present relevant information on his or her own behalf. Such relevant information may take the form of witness statements or witness testimony.

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- The right to refuse to answer any question or make any statement; in this situation, the Dean of Graduate Studies shall make the decision solely on the basis of the evidence presented.
- A decision based upon the preponderance of evidence presented. The decision shall take into consideration the severity of and conditions under which the alleged misconduct/violation of policy occurred; whether the alleged misconduct/violation of policy involved more than one rule or standard of conduct; the credibility of each of the witnesses or witness statements; and any other evidence the Dean of Graduate Studies deems relevant in his or her sole discretion.

Evidence is admissible, at the sole discretion of the Dean of Graduate Studies, when it is shown to be relevant to the factual issues of the case. Evidence obtained by a search of a student's person or property by an authorized College administrator (such as the Dean of Graduate Studies or a Security Officer) shall be admissible where the College official has reasonable cause to believe both that the Code of Student Conduct and Responsibility had been violated and that this particular piece of evidence of the violation was present.

Only after a decision of guilt is reached will information concerning an accused student's past disciplinary record be considered in determining appropriate sanctions. All interviews or meetings conducted by the Dean of Graduate Studies during the course of his or her investigation shall be closed to the public. Witnesses who are called to testify shall not be permitted to attend any other interview or meeting except that in which they themselves testify. If the report of alleged misconduct/policy violation involves more than one student, the students involved may request that their matter be handled separately from the other students. The Dean of Graduate Studies shall determine whether separate investigations are warranted. After the Dean of Graduate Studies has completed his/her investigation, accused students are entitled to written notification by certified mail of the decision within three business days of the rendering the decision.

Right of Appeal

Students found guilty have seven calendar days from the date of the decision letter to submit a written request to the Vice President, Academic Affairs and Provost for an appeal, setting forth the basis of the appeal and any substantiating material. If no written request is submitted within the seven-day period, the decision of the Dean of Graduate Studies is final.

Students found guilty may request an appeal to the Vice President, Academic Affairs and Provost on the grounds that: (1) information that was not available at the time of the hearing has become available and could reasonably be expected to have altered the outcome of the case; (2) the College's disciplinary system was violated in a way that adversely affected the outcome of the case; or (3) the sanction was unduly harsh and not justifiable. The Vice President, Academic Affairs and Provost, shall have the discretion to grant written requests for appeal by students found guilty by the Dean of Graduate Studies. If the Vice President, Academic Affairs and Provost, denies a written request for appeal, the decision of the Dean of Graduate Studies is final. If the Vice President, Academic Affairs and Provost, determines that a student's request for appeal has merit, the Vice President, Academic Affairs and Provost, shall hear the appeal and render a decision. The Vice President, Academic Affairs and Provost, shall provide a student with written notice of his/her determination within three business days of rendering his/her decision. Except as provided in the next paragraph, the decision of the Vice President, Academic Affairs and Provost, shall be final.

In cases where the sanction imposed is expulsion from the College, the student shall have the right within seven calendar days from the date of the determination by the Vice President, Academic Affairs and Provost, to submit a written request to the President & Chief Executive Officer for review of the disciplinary procedures followed. If no written request is submitted within the seven-day period, the decision of the Vice President, Academic Affairs and Provost shall be final. If a proper written request is

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received, the President & Chief Executive Officer will confirm that the Dean of Graduate Studies and the Vice President, Academic Affairs and Provost conducted a proper review of the matter. If, upon review, the President & Chief Executive Officer determines that a proper review was conducted, the decision of the Vice President, Academic Affairs and Provost, shall be final. If, upon review, the President & Chief Executive Officer determines that a proper review was not conducted, the President & Chief Executive Officer shall conduct such additional review as he or she feels, in his or her sole discretion, is necessary to render a decision. The President & Chief Executive Officer may choose to affirm or alter the decision of the Vice President, Academic Affairs and Provost, and therefore, is responsible for the final decision.

Except under emergency situations as set forth below, until accused students have exhausted their appeal rights, their status at the College shall not be affected. However, as noted below, students who are being investigated for a violation of the College's Code of Conduct, are in the process of appealing a charge that they violated the Code of Conduct or have been found to be in violation of the College's Code of Conduct may be prohibited from participating in the commencement ceremony. In cases alleging malicious or violent acts, a student may be prohibited from attending classes or other College sponsored events pending the outcome of the investigation.

Emergency Situations/Interim Suspension

Because situations may arise that may not be fully covered by this Code, the Dean of Graduate Studies is granted the sole discretion to exercise good judgment in emergency situations. Toward that end, the Dean of Graduate Studies shall have the authority in emergency situations to issue temporary rules and regulations to prohibit student conduct including, but not limited to, suspending a student's right to be present on the College's premises pending further disciplinary proceedings when a student's presence is deemed by the College to be a threat to order, health, safety, or the College's educational mission. These determinations shall be made on the basis of evidence presented to the Dean of Graduate Studies. The premises of the College include all buildings within which the College provides educational and related student services and/or conducts its business operations, whether owned, leased, or provided without charge for use, the campus as well as surrounding grounds and parking areas adjacent to these buildings, and vehicles owned or leased by Peirce College.

Subject to the emergency nature of the situation and where reasonably possible, the Dean of Graduate Studies will provide the student with an opportunity to be heard before a decision is made to impose an interim suspension or conditions on the student's attendance. Where feasible, the Dean of Graduate Studies may expedite the investigation of a charge against a student against whom an interim suspension or conditions of attendance are imposed.

ACADEMIC PROGRESS, PROBATION, AND DISMISSAL

Academic Progress

It is important to Peirce College that students advance successfully toward their educational goals. To that end, graduate students must maintain a cumulative 3.0 GPA or above to demonstrate academic progress towards the completion of their degree program.

Academic Probation and Dismissal

Graduate students whose cumulative grade point average falls below 3.0 or who receive a grade lower than "B" in a course or courses where a grade of "B" or higher is required will be placed on academic probation. Graduate students on academic probation must improve their GPA to 3.0 or higher and/or receive a grade of "B" or higher when repeating a course where a grade of "B" or higher is required by the end of the next full term in which they are enrolled. Additionally, graduate students placed on probation may be required to complete the Graduate Success Seminar course during the next term in which it is offered. An additional probationary term may be granted at the discretion of the Dean of Graduate Studies. If a student fails to meet the conditions of academic probation he/she is subject to dismissal.

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Academic probation is a means of informing students that their record is unsatisfactory while there is still time to remedy the situation. Students will be placed on academic probation when their records indicate that normal progress toward a degree is in jeopardy. Probation should be interpreted as a serious warning to improve the quality of academic work.

In certain graduate courses, a grade of “B” or above is required. A student earning a grade lower than “B” in a graduate course or courses where a grade of “B” is required will be placed on academic probation and will be required to repeat the course or courses during the next term in which they are offered (with the exception of the Summer term).

An “F” earned at Peirce College may not be made up at another institution of higher learning for the same course.

The Dean of Graduate Studies will mail each student placed on academic probation or dismissal a letter about the student’s status. Non-receipt of the letter by the student does not exempt the student from this action. When a student has been academically dismissed from Peirce College, a notation of such dismissal shall be placed on the student’s permanent record.

ACTIVE STATUS/CONTINUOUS ENROLLMENT

To remain in good standing, graduate students must maintain continuous enrollment (i.e., three or more term hours each term) from the term of matriculation through the term of graduation. The only exception is for students on a leave of absence. All graduate students who have been admitted into a graduate program must maintain continuous enrollment each term, or must apply for a formal leave of absence. Once accepted and matriculated into a Peirce College graduate program, all students are required to complete all required graduate courses through Peirce College and may not complete courses at another institution for transfer credit.

With the approval of the Dean of Graduate Studies, a leave of absence may be granted for a maximum of one calendar year. Leave of absence forms may be obtained online. **A leave of absence does not extend the six-year time limit for completion of all degree requirements.**

ATTENDANCE AND PARTICIPATION

Student participation is an essential part of the instructional process. Students are expected to contribute to the learning environment of their courses and to fulfill their academic responsibilities through active participation in the learning process. Regular and punctual class attendance is required of all students in all courses. Attendance and participation policy is tracked on a weekly basis. Students should check each course syllabus to determine the specific participation standards for each course. Students who do not meet the attendance and participation standards may receive a lower grade and/or lose financial aid funding. Students are reminded that final grades are determined by performance of course requirements, including attendance and participation.

It is the student’s responsibility to contact the instructor when the student anticipates being absent or late for class. If the student arrives after the class has begun, it is the student’s responsibility to inform the instructor for the purpose of confirming attendance. The student is responsible for making up missed assignments when permitted by the instructor.

Solely logging into an online course does not demonstrate academic attendance and/or participation. “Attendance” in online courses, or a week in a course where the student opts to attend online, is determined by the student’s participation in the course. Participation in online courses may include the following academic activities: initiating contact with a faculty member to ask a course related question, submitting an assignment, taking an exam, contributing to threaded discussions, or participating in a chat.

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Given the learning environment of online courses, even in situations where a student is not “absent” in the traditional sense, it is the student’s responsibility to contact the professor regarding situations that may prevent the student from fully participating as required. Students who stop participating and/or attending courses may be considered unofficially withdrawn and, therefore subject to the Return to Title IV Calculation (R2T4). For more information, please review the Drop/Add, Withdrawal, and Unofficial Withdrawal policies.

Students who are receiving educational benefits through the Department of Veterans Affairs who are expecting to receive full housing benefits/tuition assistance are required to attend Peirce Fit classes on campus for the entire period for which the assistance is awarded. To comply with the Department of Defense policy, any unearned tuition assistance (TA) funds on a proportional basis through at least the 60 percent portion of the period for which the funds were provided to the military Service Branch must be returned. TA funds are earned proportionally during an enrollment period, with unearned funds returned based upon when a student stops attending. For information regarding when a military priority arises and your attendance may be impacted see the Military Personnel policy found in Academic Information and Policies section. VA students enrolled under any other Chapter are eligible to participate in the Peirce Fit delivery, on campus and/or online. For an explanation of military benefits, contact your enrollment representative or faculty advisor.

15-week Course Withdraw submitted	
Withdraw Period	% Returned
Before or during weeks 1-2	100% return
During weeks 3-4	90% return
During weeks 5-6	75% return
During weeks 7-8	50% return
During weeks 9	40% return (60% of course is completed)
During weeks 10-15	0% return

8-week Course Withdraw submitted	
Withdraw Period	% Returned
Before or during week 1	100% return
During week 2	75% return
During weeks 3-4	50% return
During week 5	40% return (60% of course is completed)
During week 6-8	0% return

Graduate International students, who are on an F-1 Visa, are required to attend full-time (9 credits) in fall and spring terms: 6 of 9 credits are required to attend Peirce Fit classes on campus. In the summer term, International students may attend classes online and/ or on campus.

AVERAGE COURSE LOAD

Graduate students are permitted to enroll in courses on a part time basis, taking a maximum of 6 credits per term (fall, spring, summer). Matriculated graduate students who are in good academic standing with an overall GPA of 3.0 or higher and who have completed 6 credits in the Graduate Studies program with a grade of “B” or higher may petition for approval to enroll as a full-time student. Enrollment as a full-time graduate student requires approval of the student’s Graduate Faculty Advisor. Enrollment in graduate programs for approved full-time students is limited to 12 credit hours per term, with no more than 6 credit hours per session.

Students should be aware that full-time enrollment in a Graduate Studies program may impact their financial aid and personal and professional commitments. Students are advised to consult carefully with

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their Graduate Faculty Advisor as well as the Student Financial Services Office before considering full-time enrollment.

CODE OF STUDENT CONDUCT AND RESPONSIBILITY

All students enrolled at Peirce College are expected to give prompt and thorough attention to their academic responsibilities, to extend courtesy and respect to the faculty and employees of the College, and to respect their fellow students. In addition, each student is responsible for his/her own actions and for ensuring that his/her personal conduct while on the College premises¹ complies with the standards established by the College. This Code of Student Conduct and Responsibility has been developed to promote student growth, to provide students with due process, and to uphold the College's educational mission and standards.

All students are expected to familiarize themselves with this Code of Student Conduct and Responsibility. Unfamiliarity with this Code does not excuse infractions.

All students who violate the Code of Student Conduct and Responsibility fall within the jurisdiction of the Student Disciplinary System, details of which are set forth below.

Peirce College expects the following conduct of all students and alumni:

- Conduct yourself at all times in a manner that displays respect and courtesy for all members of the College community.
- Act with honesty and integrity as you approach your academic responsibilities and prepare your assignments.
- Treat all students, alumni, faculty, and staff, as well as visitors to the College without regard to age, sex, race, color, religion, creed, national origin, ancestry, citizenship, disability, sexual orientation, gender identity, marital status, veteran's status, military status, or membership in any other group protected under local, state, or federal law.
- Be positive and creative in your approach to resolving problems.
- Report for class free from the influence of drugs or alcohol.
- Report any person to Campus Security any person who you know to possess any type of firearms, weapons of any type either purchased or man-made, fireworks or explosive devices while on campus.
- Provide appropriate notice of an unavoidable absence from or lateness in reporting for class or inability to participate in class fully.
- Complete and submit your course assignments on time.
- Perform your scholastic responsibilities and undertake your studies in a prudent and thorough manner.
- Handle with care the property and equipment of the College to prevent its damage, loss, misuse, or theft.
- Report to the Chief Auxiliary Services Officer (215-670-9297) or Security (215-670-9284) accidents, injuries (whether your own, another student's, an employee's, or a visitor's), fire, theft, and other unusual incidents immediately after occurrence or discovery.
- Follow all student and academic policies, rules, and procedures established by the College that are applicable to you as a student as well as the specific instructions of the person responsible for directing your academic and/or student social activities.
- Refrain from using for personal, non-academic reasons the property and supplies of the College.

¹ The premises of the College includes all buildings within which the College provides educational and related student and alumni services and/or conducts its business operations, whether owned, leased, or provided without charge for use; the campus and surrounding grounds and parking areas adjacent to these buildings; and vehicles owned or leased by Peirce College.

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- Peirce College photo identification cards are to be displayed at all times.
- Provide complete and honest information in connection with all student and academic records.
- Refrain from manipulating, falsifying, or misrepresenting your educational records (academic or otherwise) or those regarding any other student(s) or concerning Peirce College employee records to others, both within the College community and outside the College community.
- Refrain from accessing, viewing, printing, imputing, deleting, or changing any records, including your own educational records (academic or otherwise) or those regarding any other student(s) or concerning Peirce College employee records (whether in written, electronic, or some other form) without proper authorization from the College.
- Ensure at all times that your conduct is consistent with the standards for student conduct established by Peirce College. Peirce College considers these expectations to be the general standards that govern the conduct of its students. Your failure to meet these expectations may result in counseling or, in cases of serious misconduct, formal disciplinary action up to and including expulsion from the College. A discussion of Peirce College's Student Disciplinary System is found later in this section in the Graduate Catalog.

Initiating Proceedings for Violation of Code of Student Conduct and Responsibility

Any student, faculty member, staff member, administrator, individual member, of the College community or any group within the College may report a suspected violation of the Code of Student Conduct and Responsibility. Such complaint must be made in writing to the Dean of Graduate Studies. After a preliminary investigation, the Dean of Graduate Studies, shall determine if there is sufficient information to bring charges against a student. Disciplinary proceedings are initiated by the Dean of Graduate Studies, by transmitting a formal charge letter to the student(s), setting forth the charges. Proceedings related to non-academic violations may be initiated at any point during a student's career at the College. There is no time limit on proceedings related to academic dishonesty, which may be initiated even after a student has graduated or ceases to be enrolled.

Relationships with Civil Authorities

Because the College has an interest in preventing inappropriate behavior independent from that of civil or criminal authorities, the College reserves the right to proceed with disciplinary proceedings regardless of possible or pending civil claims or criminal charges arising out of the same or other events. When the College has jurisdiction in a matter subject to the Code of Student Conduct and Responsibility, it also has the right to report the matter, whenever appropriate, to civil or criminal authorities. While off-campus misconduct will not normally be the basis for disciplinary action, where the College has an identifiable interest separate from that of the off-campus community, such conduct may be subject to disciplinary action and review by the College.

Policies and Offenses Covered by the Code of Student Conduct and Responsibility

Students who know and uphold the standards established by Peirce College for scholastic performance and appropriate student conduct will find their experience at the College rewarding and valuable toward satisfying their personal academic and career goals. Unfortunately, there are times when a student may fail to perform or to conduct him/herself in a manner that is consistent with the College's guidelines and expectations.

In cases of misconduct, Peirce College reserves the right to discipline any student responsible for such behavior. Examples of misconduct covered by the Code of Student Conduct and Responsibility and subject to review and enforcement through the Student Disciplinary System include, but are not limited to the following:

- Violating the provisions of Peirce College's Code of Student Conduct and Responsibility or the provisions of any published policy or procedure or regulation of the College, including, but not limited to the policies set forth in this Catalog, including without limitation the policies entitled

ACADEMIC INFORMATION AND POLICIES

Equal Opportunity, Academic Honesty, Acceptable Usage of Computer Systems and Facilities, Alcohol and Illegal Drugs and Non-Violence.

- Intentionally engaging in behavior that disrupts or obstructs the instruction of students, any College-sponsored or supervised student activities, and/or the management and business affairs of the College.
- Verbally or physically abusing any person while on College premises or at a College-sponsored or College-supervised function.
- Stealing property that belongs to the College, any student or employee of the College, or any other person doing business with and/or associated with Peirce College.
- Failing to comply with directions given by any employee of the College who is engaged in performing his or her official duties.
- Engaging in other serious misconduct as determined in the sole discretion of the College.
- Committing or threatening to commit an act of violence against any member of the College community (including any student, officer, faculty member, manager, supervisor, employee, or graduate of the College or any other person doing business with or associated with the College).

Disciplinary Penalties for Violations of the Code of Student Conduct and Responsibility

Students found guilty of a violation of this Code of Student Conduct and Responsibility will be penalized based on the nature and extent of the violation. Although, generally, the College will follow a disciplinary system as described in the following three sections, every situation is unique and the College reserves the right to decide that a level of sanction different from that which normally would apply would be more appropriate, including initiating discipline at an intermediate level or bypassing a level of sanction. In addition, some types of violations are so serious that, if engaged in, the College will almost always give a sanction of disciplinary dismissal/expulsion even where the student had not previously received any other lesser disciplinary sanction.

COMMENCEMENT CEREMONY

Although degrees are conferred three times per year in August, December, and May, the commencement ceremony is held once a year in June. All candidates for graduation must complete an Application for Graduation, pay the graduation fee at time of application, and submit the form electronically to the Office of the Registrar. Students can go to the following website to apply for graduation: <https://my.peirce.edu> under the My Classes tab. Failure to complete this form in a timely manner may preclude a student from participating in the ceremony and graduating within a student's desired timeframe. Degrees will not be conferred retroactively. Students who have met all academic and financial obligations, but who have not applied for graduation will have their degrees conferred during the next conferral period. To participate in the commencement ceremony, all degree and/or certificate program requirements must be satisfied. In addition, the Capstone project must have been successfully completed and presented with approval of the faculty and Graduate Studies.

All students must pay a graduation fee.

The graduation fee helps subsidize the cost of the commencement ceremony, the diploma and cover, and postage associated with the mailing of the diploma. This fee does not include the cost of the cap and gown for the commencement ceremony. The graduation fee must be paid whether or not a student participates in commencement.

All financial obligations to the College must be met in order to participate in the commencement ceremony. Students who have not met financial obligations and/or have not completed required course work will not be permitted to participate in the ceremony and will not be able to receive their diploma. In addition, students who are being investigated for a violation of the College's Code of Conduct or have been found to be in violation of the College's Code of Conduct may be prohibited from participating in the ceremony.

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Degree Requirements for Graduation

To qualify for graduation and to be eligible for participation in commencement ceremony, graduate students must fulfill the following requirements:

- Approval of the faculty advisor indicating that all academic requirements have been fulfilled.
- Successful completion and presentation of the capstone research project as defined by the graduate program in which the student is enrolled.
- Successful completion of the total number of credits and all courses required for the program.
- Successful completion of all course-related program requirements with at least a 3.0 cumulative grade point average.
- Compliance with all academic requests including submission of a graduation application.

Criteria for Awarding Posthumous Degrees

In certain rare instances, Peirce College may award a posthumous degree. In such cases, students who have earned a minimum of 30 credits toward a master's degree and have been in good standing at the time of their death may be eligible to receive a posthumous degree. Each request will be carefully reviewed by the Vice President, Academic Affairs and Provost. After approval, the posthumous degree will be conferred. Such degrees will be considered for award only in the academic year in which the student would normally have graduated.

TIME TO DEGREE COMPLETION

From the date of first matriculation to a graduate studies program at Peirce College, the maximum timeframe for graduate students to complete a master's degree is six years. Students who have not completed the graduate degree within this timeframe will need to complete an appeal for a degree completion extension and submit the appropriate fee to the Dean of Graduate Studies.

ACADEMIC ADVISING

Academic Advising is considered an essential part of the graduate student experience. Graduate faculty serve as faculty advisors providing guidance about completing degree requirements and coursework, planning and conducting graduate-level academic research, and investigating opportunities for practical experiences that may enhance students' learning. Graduate faculty work collaboratively with students, throughout the duration of students' enrollment, to ensure students' progress toward degree completion. Graduate faculty members also serve on capstone research project committees.

COURSE AUDITING

Students or alumni may audit courses for the purpose of reviewing course content. Grades will not be provided and credit will not be granted for audited courses. Audited courses may not be applied to course requirements for any degree programs. Financial aid will not be applied to the cost of audited courses. Class space must be available and audit fees must be paid in advance in order for students or alumni to audit a course. The Course Audit Application must be completed by the student or alumni and approved by the Dean of Graduate Studies. Students or alumni have seven calendar days from the start date of a course to drop or add an audited course. Refund schedules from the College's drop/add and withdrawal policies will be applied to audited courses.

Students or alumni who wish to audit a course in which they have not previously received credit must pay full tuition for the requested course. Although, in these cases, full tuition is required, grades will not be provided, credit will not be granted, and the course may not be applied to fulfill degree requirements. Students seeking to audit a course in which transfer credit was earned may do so only if they are enrolled in additional courses at the College.

COURSE GRADE REQUIREMENTS

Students are expected to meet the passing grade requirements for courses taken. For some major courses, graduate students are required to earn a grade of "B" or above. Students who do not meet this grade requirement are placed on academic probation and are required to repeat the course. For a listing of courses in which a grade of "B" or above is required, please see the course description section of the Graduate Catalog.

COURSE REPEAT

Graduate students are only permitted to repeat a course once. When courses are repeated, the higher grade received for a course is used to calculate the GPAs. The lower grade(s) are not included in the GPA calculation. Grade reports and transcripts will reflect all courses attempted and earned. Graduate students matriculated into Peirce College may only repeat graduate courses by enrolling in Peirce College graduate courses. Retired courses cannot be repeated.

Courses in which a grade of "B" or above is required and not earned must be repeated at Peirce College. Students who need to repeat a course should consult with their Faculty Advisor. Students who withdraw from a class are required to adhere to this repeat policy.

CREDIT FOR PRIOR LEARNING (CPL)

Peirce College reserves the right, in its sole discretion, to allow students to earn up to 6 credits toward a master's degree through any combination of transfer credits and portfolio assessment.

While resources are available to assist and inform students who are considering applying for Credit for Prior Learning, the decision to apply for credit for any particular course is ultimately the student's alone. Not all applications are successful.

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CREDIT BY PORTFOLIO ASSESSMENT

At the sole discretion of the College, a portfolio assessment provides a means for students to earn college credit via portfolio assessment when job-related training and experience, non-job-related training, volunteer work, self-directed study, travel, or hobbies enable students to prepare a portfolio providing direct evidence of learning equivalent to are similar to the learning outcomes for a particular course. As a general guideline, a portfolio should take 20 to 30 hours to complete. Students may not submit for credit for portfolio assessment for a course that he/she has previously completed with a grade lower than a "C".

To apply for credit for work experience, the student must comply with the following process:

- Provide a personal resume identifying the job held and specific responsibilities. Credit for Prior Learning may be awarded for currently or previously held jobs in addition to an assessment of the required documentation below.
- Submit a reference letter from the appropriate manager/supervisor documenting the nature, frequency, and duration of the work experience that is related to the course.
- Write an essay that demonstrates how the learning objectives for the course have been met by the prior experience.
- Provide documentation such as job descriptions, certificates, examples/samples of work, awards, performance evaluations, licenses, dates and times of participation in the activity, letters or memos supporting participation, or anything else that would help to prove/confirm work experience.

Consult with the Dean of Graduate Studies and/or his or her designee prior to constructing the document. The completed document is to be submitted to the Dean of Graduate Studies. At the discretion of the Dean of Graduate Studies, students may include a course's final project as part of the Credit for Portfolio Assessment documentation that they submit, along with the learning essay required, to show that they meet the course outcomes as outlined in the syllabus.

If the Credit for Prior Learning is approved by the Graduate Studies Faculty, the title of the course, credit hours, and notation of Credit by Prior Learning will be recorded on the student's permanent record. The credit hours earned are not included in the calculation of the student's grade point average. Please see current fee schedule at <https://my.peirce.edu> under the My Finances tab, for exact fee for Credit for Portfolio Assessment.

If the evaluator requests additional information from the student before granting credit, the student will receive a pending notification and an explanation of what must be added or amended. The Credit for Prior Learning documentation may only be resubmitted once, prior to the end of the following term (fall, spring, and summer). Should the Credit for Prior Learning be denied, the fee would be applied toward future tuition charges at Peirce College within one year from date of denial. If the Credit for Prior Learning submission is denied, the student may not subsequently seek Credit for Prior Learning or test out for this same course but must enroll in the actual course for credit.

DISABILITY SERVICES

In its commitment to ensuring that no otherwise qualified student with a disability is subjected to unlawful discrimination in the context of his/her educational experience, Peirce College makes certain that students with disabilities are provided equal access to educational and career development programs and/or student activities. Consequently, the College will make, on behalf of qualified students with learning and physical disabilities of which the College is aware, reasonable accommodations that do not impose undue hardships on the College. If a student believes he/she requires a reasonable accommodation or has a question regarding educational services, activities, programs or facilities that are accessible to or usable by students with disabilities, please contact the Facilitator, Perkins Grant & Student Disability Services Coordinator in the Mary W. Walker '33 Center for Academic Excellence, 2 Alumni Hall (215-670-9251) and/or the Dean of Graduate Studies. All information associated with a

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disclosure of this nature is confidential, and the College will communicate this information to others only on a need-to-know basis.

General documentation requirements include, but are not limited to:

- Documentation must be provided by a licensed or otherwise properly credentialed professional who has no personal relationship (i.e. family member) with the individual but who is knowledgeable about the individual's disability and/or condition.
- Documentation must be typed or printed, dated, signed and legible with the name, title, and professional credentials of the evaluator on official letterhead and clearly define:
 - the description of the disability (Clear statement of the disability)
 - the description, name, and scores of the tests and assessments used, as appropriate or how the condition was diagnosed
 - the current existence of the disability and current need for an accommodation
 - functionality of the individual in an educational setting
 - expected progression or stability of the disability
 - rule-out statement that describes what academic and other functions the disability does not affect
 - recommended accommodations related to functional limitations
 - date of observation

The above criteria are general guidelines only; the type of documentation will vary according to the disability. In addition, in some instances, a student may be requested to provide updated or augmented documentation in order to be reviewed more fully before being considered for services.

In addition, in reviewing a student's specific accommodation request or the recommendations of an evaluator, the College may find that while the recommendation is clinically supported, it is not the most appropriate accommodation given the requirements of a particular student's academic program. In addition, the College may also propose accommodations that would be appropriate and useful to the student but which neither the student nor the evaluator have requested.

The College appreciates that student disability records contain personal and confidential information. Such documentation is maintained in a confidential file in office of the Facilitator, Perkins Grant & Student Disability Services Coordinator and is considered part of a student's education record and will only be disclosed with a student's permission or as permitted by law (e.g., in the event of a health or safety risk). However, at times, in order to evaluate and/or provide requested or recommended services and accommodations, it may be necessary for the College to disclose disability information provided by a student or a student's healthcare provider to appropriate College personnel participating in the accommodation process.

If documentation provided by a student does not support the existence of a disability or the need for an accommodation, the student will be advised and will be provided an opportunity to supplement the initial documentation with further information from a physician, psychologist or other appropriate specialist. In the event a student's accommodation request is denied, a student may appeal that decision by utilizing grievance procedure found under the Student Disability Services policy. The College is not required, however, to provide accommodations that would result in a fundamental alteration to the nature of the

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program in which the student is enrolled or seeks to be enrolled, would create an undue financial burden, or which would pose a threat to safety and security.

Grievance Procedure

A student who has a grievance concerning disability services that have been requested or are being provided must initiate the procedure described below within 60 calendar days of the alleged occurrence. A student with a grievance related to disability services that have been requested or are being provided must adhere to the following procedure:

- A. Contact the Facilitator, Perkins Grant & Student Disability Coordinator to discuss the grievance. Any person(s) acting on behalf of the student may file a grievance with the Facilitator, Perkins Grant/Student Disability Services Coordinator. Only after the student has met with the Facilitator, Perkins Grant & Student Disability Services Coordinator, either in person or by phone, may the student proceed to step B below.
- B. Should this meeting not yield a resolution that is satisfactory to both the student and the Facilitator, Perkins Grant & Student Disability Services Coordinator, the student or person(s) acting on behalf of the student may appeal to the Dean of Graduate Studies. Students must appeal within seven calendar days from the date of the determination by the Facilitator, Perkins Grant & Student Disability Services Coordinator. Such a request must be made in writing and must document the student's attempt to first resolve the grievance with the Facilitator, Perkins Grant & Student Disability Services Coordinator.
- C. Should the matter not be resolved with the aid of the Dean of Graduate Studies, the student or person(s) acting on behalf of the disabled student may appeal to the Vice President, Academic Affairs and Provost. Students must appeal within seven calendar days from the date of the determination by the Dean of Graduate Studies. Such a request must be made in writing and must document the student's attempt to first resolve the grievance with the Dean of Graduate Studies.

Upon a student's written request for a review, the Vice President, Academic Affairs and Provost will determine if a proper review of the grievance was conducted. If, upon review, the Vice President, Academic Affairs and Provost determines that a proper review was conducted, the decision of the Dean of Graduate Studies shall be final. The Vice President, Academic Affairs and Provost may choose to affirm or alter the decision and therefore, is responsible for the final decision.

DROP/ADD

Students are strongly encouraged to discuss with their faculty advisor and Financial Aid Specialist any changes to their academic plan. Drop/Add requests can be submitted at <https://my.peirce.edu> under the My Classes tab. Students requesting to drop/add must adhere to the following policies:

Drop

Students are allowed seven calendar days from the start date of a course to drop a course and receive 100 percent tuition reimbursement. Day one of the drop period begins the first day of class. For example, if a student's class begins on Monday, the student has through the following Sunday to drop the course. Students who do not attend and/or participate in class for the first two consecutive weeks from the start of class will be administratively dropped. Financial penalties may apply for students who are administratively dropped. Please refer to the Attendance and Participation policy and the financial aid policies.

For exact dates, please consult the academic calendar, which may be found at <https://my.peirce.edu>. The student is responsible for initiating the drop process with his/her faculty advisor. Students should discuss the academic consequences of dropping a course with their faculty advisor. Students should discuss the

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financial ramifications of dropping a course with their financial aid specialist. The effective drop date is determined by the date the student phones, faxes, emails, or submits online or in person the drop request to the faculty advisor.

It is strongly recommended that students drop/add courses at <https://my.peirce.edu>. Any work the student has contributed and submitted via class companion websites will be removed upon completion of processing a drop. In general, students are not required to have the approval of a faculty advisor and/or financial aid specialist to drop/add courses. However, students who have a hold on their account such as a Financial Aid are required to gain approval from their faculty advisor/financial aid specialist. Holds to students' accounts are indicated on the student portal at <https://my.peirce.edu> under the My Classes tab.

Add

Students are allowed seven calendar days from the start date of a course to add a course. A course cannot be added after the seventh calendar day. The effective add date is determined by the date the student phones, faxes, emails, or submits online or in person the add request to the faculty advisor.

In general, students are not required to have the approval of a faculty advisor and/or financial aid specialist to drop/add courses. However, students who have a hold on their account such as a Financial Aid hold are required to gain approval from their faculty advisor/financial aid specialist. Holds to students' accounts are indicated on the student portal at <https://my.peirce.edu> under the My Classes tab.

Students are encouraged to discuss course schedule changes or additions with their financial aid specialist and faculty advisor. Full tuition will be charged for a class that is added. Students are responsible for contacting the faculty member, obtaining textbooks, and completing any missed work for the newly added course. Generally, students can expect to have some course assignments due during the first week of class. Adding a class after the course start date may result in a student missing required assignments for the first week. It is strongly encouraged that students register for classes and obtain their required textbooks in advance of a class start date.

GRADING

Final grades are based on the performance of class requirements as stated in the course syllabus and/or modified during the course by the faculty member. Grades submitted become part of the College's permanent student records. Some important information about grading follows:

- Grades are calculated and submitted by the faculty member within 72 hours of the last day of the session.
- Graduate students must earn a grade of "B" or above in certain courses. For a listing of graduate courses in which a grade of "B" or above is required, please see the course description section of the Graduate Catalog.
- The original grade earned will remain on the transcript. The higher of the two grades will be computed in the grade point average.
- It is the student's responsibility to withdraw from a course. Faculty members do not have the authority to enter a grade of "W."
- If a student enrolls to repeat a course but does not complete the course and receives an approved withdrawal, a "W" will appear on the student's transcript.
- A student who voluntarily withdraws by the withdrawal deadline as stated in the academic calendar will receive a "W" and will be charged in full for the course.

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- Students who fail to attend a course for which the he or she is registered and fails to withdraw properly will receive an “F” for the course and be charged for the course.
- A grade of “F” for a graduate course results in automatic dismissal from the College. Students dismissed under these circumstances will need to follow the readmission policies for graduate programs at Peirce College.

The following chart illustrates the grading scale at Peirce College:

Letter Grade	Course Average	Grade Point Equivalent
A	93-100	4.0
A-	90-92	3.7
B+	87-89	3.3
B	83-86	3.0
B-	80-82	2.7
C+	77-79	2.3
C	73-76	2.0
C-	70-72	1.7
D+	67-69	1.3
D	63-66	1.0
D-	60-62	0.7
F	< 60	0.0
P	Passing	None
W	Voluntary Withdrawal	None
I	Incomplete	0.0

Resolving Incomplete Grades

Incomplete grades for graduate courses other than the Capstone course are assigned due to illness, emergency, or extenuating circumstances. The granting of an Incomplete grade is done at the sole discretion of the faculty member and should not be considered the norm. An Incomplete grade must be requested in writing from the student to the faculty member no later than 24 hours prior to the last class session. If the Incomplete is granted, students may have up to 14 calendar days from the date of the last class session to resolve the Incomplete. **Unresolved Incomplete grades will change to an “F” after 14 calendar days.**

Course Extensions (for Capstone courses)

Students enrolled in the graduate Capstone course may request up to one (1) full term 15-week extension as required to meet the academic requirements of the Capstone. This option is only available for the Capstone course. Students seeking this extension are to first obtain the recommendation of the faculty member teaching the Capstone course as well as the chairperson of the student’s capstone research project committee. The student will then make a formal request to the Dean of Graduate Studies and submit the Capstone course extension fee to the Business Office. Students who are approved for an extension will receive a grade of “E” for the Capstone course – the grade will be changed to the appropriate grade and graduate credit granted when the Capstone course and all requirements within have been successfully completed.

INDEPENDENT STUDY

Independent Study allows students to undertake well-defined course work, research, or study projects, conducting their work under the guidance of a faculty member in the chosen area, without regular class meetings. Independent Study will be approved at the discretion of the Dean of Graduate Studies and should not be considered the “norm.” Independent Study will only be approved for existing Peirce College

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courses within the Graduate Studies programs. Students are asked to closely with their assigned faculty advisor to plan their course schedules on an annual basis and to make any requests for an Independent Study in a timely fashion.

Request for Independent Study forms are available on the web portal at <https://my.peirce.edu> under the My Advising tab and should be submitted to the student's Faculty Advisor. The following conditions must be met:

- Independent Study may only be requested when the course is a required course or a prerequisite for a required course for graduation and there are no other course options.
- If the course has been canceled and that course is a required course or a prerequisite for a required course for graduation and there are no other course options, then an Independent Study may be requested.
- The student must have a minimum 3.0 cumulative grade point average to qualify for Independent Study and must have completed at least 6 (six) credits of graduate coursework through enrollment in Peirce College graduate courses.
- The request for Independent Study should be submitted no later than two weeks prior to session start, except when a course has been canceled.

The faculty member is responsible for contacting the student as early as possible in the first week of the session. The faculty member will inform the student of course responsibilities and expectations and provide textbook information. If the student does not respond to messages, the faculty member will notify the Dean of Graduate Studies, and the student may be dropped from the Independent Study.

Independent Study follows the same drop/add/ withdraw procedures as any other course. Attendance and participation will be recorded by the faculty member on a weekly basis; attendance will consist of either submission of a graded assignment or academic dialogue with the supervising faculty member.

The student has seven calendar days after the first contact by the faculty member to drop the class to receive 100 percent tuition reimbursement. If the course is dropped after the seventh day, full tuition is charged for the course. The student must formally drop the class during this period or receive an "F" if she/he does not follow through with course obligations. The effective drop/add/withdraw date is determined by the date the student phones, faxes, emails, or submits online or in person the request to drop, add, or withdraw from an Independent Study.

LEAVE OF ABSENCE

With the approval of the Dean of Graduate Studies, a leave of absence may be granted for a maximum of one calendar year. Students may request a leave of absence in a written request to their Faculty Advisor. A leave of absence does not extend the six-year time limit for completion of all degree requirements.

MILITARY PERSONNEL

Peirce College recognizes that location, relocation, and deployment constraints make traditional course management and attendance difficult for military personnel. When military priorities arise, the following options are available regardless of the amount of coursework completed:

- Elect to receive an extension without additional charge
- Drop the course without academic or financial penalty (financial stipulations may vary for students using VA benefits) Students must inform their Faculty Advisor and the College's VA Certifying Official in writing by mail, email, or fax as soon as possible and provide copies of deployment papers or supportive documentation.

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PREREQUISITE COURSES

A prerequisite is a course or group of courses that must be taken and successfully completed before another course is taken. Students must have met all prerequisite course requirements for a given course prior to the first day of class. While students may preregister for classes that have prerequisites that are not yet met, it is the student's responsibility to be certain that all prerequisites have been successfully completed. If a student learns that she/he has not successfully completed a prerequisite course, it is the student's responsibility to drop the course for which the prerequisite is required. Course prerequisites, if applicable, are listed in the Graduate Catalog along with the course description.

RETENTION OF STUDENT RECORDS

Current student transcripts and related academic information is contained in the student's official academic file, maintained by the Office of the Registrar. The College retains a student's official academic file indefinitely. Official transcripts will not be issued to or on behalf of students who are indebted to the College.

The College maintains disciplinary records in the student's file in the Office of the Dean of Graduate Studies. The disciplinary file contains documentation of all disciplinary actions taken against the student and related information. The College retains a student's disciplinary file indefinitely. Where a student has been dismissed from the College for disciplinary reasons, a notation of such dismissal shall be placed in the student's disciplinary and academic file.

UNOFFICIAL WITHDRAWAL

Students are responsible for meeting attendance/ participation requirements for the courses in which they are enrolled. In addition, students are required to follow the Withdrawal from Class policy for courses in which they started but did not continue participation. Class withdrawal dates are listed on the academic calendar, which is posted at my.peirce.edu and at www.peirce.edu. Students who fail to follow the Withdrawal from Class policy will receive the appropriate grade earned for the course. However, students who cease enrollment for all classes within a given session and earn a grade of "F", may be subject to financial aid penalties. Under this circumstance, a withdrawal calculation is required to re-determine financial aid eligibility. Based on the calculation previously dispersed aid funds may need to be returned.

A grade of "F" for a graduate course results in automatic dismissal from the College. Students dismissed under these circumstances will need to follow the readmission policies for graduate programs at Peirce College.

WITHDRAWAL FROM CLASS

Students are strongly encouraged to discuss with their faculty advisor and Financial Aid Specialist any changes to their academic plan. Drop/Add requests can be submitted at <https://my.peirce.edu> under the My Classes tab. Students requesting to drop/add must adhere to the following policies:

A request to drop a course after the assigned drop date will be treated as a "withdrawal." A "W" grade is given to students who officially withdraw from a course on or before the withdrawal date noted in the academic calendar. The "W" grade is not computed into the grade point average. Faculty do not have the authority to enter a grade of "W." Accordingly, students are responsible for completing the required paperwork to withdraw from a course. The withdrawal form is available from Faculty Advisors or online at <https://my.peirce.edu> under the My Advising tab.

The completed withdrawal form is submitted to the Faculty Advisor. Students cannot withdraw at my.peirce.edu. The effective withdrawal date is determined by the date the student phones, faxes, emails, or submits online or in person the request to withdraw to the Faculty Advisor. Students must discuss the academic consequences of withdrawing from a course with their Faculty Advisor. All withdrawals are

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subject to a Return to Title IV calculation (R2T4). This may result in the reduction of a student's financial aid funding. This change may also result in a student owing a balance to the College and/or not receiving an expected refund. Students should be aware that ceasing class attendance/participation prior to the end of a payment period may negatively impact their financial aid package. **Not attending or participating in class does not automatically result in a course withdrawal. Students who wish to withdraw from a class must follow the withdrawal procedure. Students who stop attending and participating in class and do not follow the withdrawal from class procedure may be subject to Financial Aid penalties as listed under the Unofficial Withdrawal policy.**

Students are fully responsible for all tuition and related costs associated with the course from which the student is withdrawing. Students should be aware that withdrawals can lead to violations of the Financial Aid Satisfactory Academic Progress (SAP) Policy. Students who request a course withdrawal from their Faculty Advisor by telephone must follow up in writing within seven calendar days in order to document the request. Any work the student has contributed and submitted via class companion websites up to the withdrawal date will be deleted upon completion of the processing of the withdrawal.

WITHDRAWAL FROM THE COLLEGE

Students who wish to withdraw from the College may do so by submitting a written or email request to their faculty advisor. Students cannot withdraw from the College at my.peirce.edu. The effective withdrawal date is determined by the date the student submits his/her request to withdraw from the College. Students should contact their financial aid specialist to discuss any potential financial ramifications of withdrawing from the College.

Students who are not enrolled in classes up to one calendar year after the end date of their last completed course(s) will be withdrawn from the College. Students withdrawn from the College, after one calendar year of non-attendance, will need to apply for re-admittance. Please refer to the Re-Admittance policy.

For related information regarding students' financial responsibility, please refer to the Institutional Withdrawal and Refund policy and the Tuition Payment policy.

ACCEPTABLE USAGE OF COMPUTER SYSTEMS AND FACILITIES

ELECTRONIC COMMUNICATIONS & DATA

This policy applies to Peirce College's **Electronic Communications Resources** owned, leased, or managed by the College, including, but not limited to, the following:

- All components of the electronic communications physical infrastructure (for example, telephones, desktop computers, laptops, printers, servers, routers, and wireless devices).
- All electronic communications and data (for example, staff and student information), or other identifiers associated with the College's systems and services (for example, email addresses and logins).
- Internet access, telephone (office and cellular), electronic mail, fax, photocopying, audio, and video recording, instant messaging and social media (for example, personal websites, blogs, Facebook, Twitter, and LinkedIn; collectively, "Electronic Communications Resources").

All students are required to use their Peirce College electronic identification (i.e., login) when utilizing a College computer. All users of the College's Electronic Communications Resources and Technology shall have no expectation of privacy over such use.

Electronic Communications Resources are provided to students for the sole purpose of research and other activities related to College courses. As an exception to the foregoing limitation, students may use the Electronic Communications Resources for personal purposes, provided that such use:

- is kept to a minimum.
- does not directly or indirectly interfere with the College's operation of the Electronic Communications Resources.
- does not negatively impact a student's work-study employment, performance, or obligations to the College.

Students shall not, under any circumstances, use Peirce College Electronic Communications Resources for unlawful activities, including:

- commercial purposes.
- personal financial gain.
- disruptive purposes or to defame the College or any third party.
- distribution of jokes, personal graphics, video clips, or solicitations.

Students must **not** give the impression that they are representing, giving opinions, or otherwise making statements on behalf of Peirce College, unless authorized to do so and limited to student work study-related matters. All authorized electronic communications sent on behalf of the College must contain the College's approved legal disclaimer.

Students must **not** directly, by implication, or through use of software, employ a false identity (i.e., spoof), or the name or electronic identification of another.

Students must **not** use Peirce College electronic communications resources for purposes that could reasonably be expected to directly or indirectly cause excessive strain on the College's Electronic Communications Resources or interference with others' use of the College's Electronic Communications Resources. This includes, but is not limited to:

- Sending or forwarding electronic mail chain letters.
- Exploiting electronic communications systems for purposes beyond their intended scope to amplify the widespread distribution of unsolicited electronic communications.
- Sending an extremely large message or sending multiple electronic communications to one or more recipients to interfere with the recipients' use of electronic communications systems and services.

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- Excessive bandwidth utilization (for example: downloading movies).

The electronic communication method known as **Instant Messaging** (IM or ICQ) and any derivations of unsanctioned electronic communications tools are not permitted to be used on or in connection with Peirce College's Electronic Communications Resources, unless configured and installed by a member of the College's Information Technology Department for College-related educational/research/business and other specifically authorized purposes. Reasonable efforts are made by the College to filter out **unsolicited** electronic messages, sent or posted as part of a larger collection of messages, all having **substantially identical content, and commonly referred to as "spam"**. However, given the nature of **the Internet**, the College cannot prevent users from receiving electronic communications they might find offensive. The College is not responsible for any harm, loss, or damage incurred by an individual as a result of personal use of or inability to use the College's Electronic Communications Resources.

The use of **cell phones** at Peirce College by students, although not prohibited, should not interfere with the learning environment. Cell phone use is not permitted in classrooms, computer labs, and the Library under any circumstances. Cell phones used within the premises of the College must be programmed so that notification of incoming calls cannot be heard by others.

The use of personal or College owned **Visual Recording Devices** and/or **Audio Recording Devices** are generally not permitted on College premises. Students are further prohibited from recording conversations or lectures at the College or for arranging for or assisting others (students, employees, or non-employees) to do so.

Visual recording devices include, but are not limited to, cameras, video cameras, cellular camera phones, and/or any other device that is capable of taking, storing, or displaying a visual picture, whether in real time or time delayed. Audio recording devices include, but are not limited to, tape recorders, video cameras with audio components, and/or any other device that is capable of capturing, storing, or playing sounds.

Peirce College Electronic Communications Data, (which includes, but is not limited to electronic mail, web, PC or server based data, created or owned by the College) must reside on College servers and not on desktops or laptops. In addition, College Electronic Communications Data cannot be backed up nor duplicated onto personal devices. Peirce College does not restrict access to, nor prohibit the use of personal mass storage devices for students. Examples include thumb drives and USB storage devices. Students must comply with the College's limitations on data storage of electronic communications. Failure to comply with such limitations will result in automatic warning and the eventual inability to use electronic communications until the student reduces data storage to acceptable thresholds.

Technology Usage

The term "Peirce College Technology" includes all College-leased, licensed, or owned hardware and software, all College websites, network systems, databases, any online or distance learning system used by the College, and all documentation relating to the foregoing. Activities covered by this policy include, but are not limited to, usage of College applications and the Internet; files, data, and printing; network and/or distance learning system usage; security and confidentiality of data; and passwords.

All Peirce College students must use Peirce College Technology only for course-related educational/research, and other specifically supported purposes. Minimal personal use of Peirce College Technology by students is permitted, provided that such use:

- is kept to a minimum.
- does not directly or indirectly interfere with the College's operation of Peirce College Technology.

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- does not negatively impact other students, faculty, and Peirce College Technology (labs, library, classrooms, wireless, etc.).
- is not for political, romantic, for-profit, or other commercial purposes.

Peirce College students are not permitted to use any Peirce College employee's telephone or fax without direct and supervised approval of a manager or his/her designee. Long distance telephone and fax calls are paid for by the student when the bill is received by the College.

Under no circumstances may a Peirce College student login at or use a Peirce College employee's computer.

All students must protect their User Login from unauthorized use. Students are responsible for all activities on their User Login or that originate from their User Login.

A student may access only files, communications, and data that are created by the student, or that are publicly available, or to which the student has been given authorized access. **A student is prohibited from accessing, viewing, printing, imputing, deleting or changing any records including his or her own records or those regarding any other student(s) or concerning any Peirce College employee record** without proper authorization from the College. A student may not use or access another student's or employee's User Login, password, or email. A student cannot login at more than one computer at a time or allow his or her Login to be used on multiple computers.

All students must abide by all applicable laws and rules, including, but not limited to, copyright laws, software license terms, property rights, website, and Internet service provider terms of use, and privacy laws and policies.

Students must not install, download, or store any software or other electronic content on, or remove any software or data from, Peirce College's Technology or Electronic Communications Resources. Examples of software or other electronic content include, but are not limited to, music, games, screen savers, commercial shareware, and freeware software.

Students are prohibited from any activity that might be harmful to or compromise the security of Peirce College Technology or any information on Peirce College Technology or Electronic Communications Resources, such as, creating or propagating viruses, Trojan horses, worms, or other invasive or destructive content or software; disrupting services; allowing unauthorized persons to access or use Peirce College Technology; or damaging files; and/or vandalizing any Peirce College Technology or making any attempt to harm or destroy data of another student, faculty, administrative, or staff member.

Students cannot register, sell, or lease College owned equipment or software for personal profit or benefit. Students shall not connect any non-College owned hardware or software to Peirce College Technology. This includes, but is not limited to, hubs, wireless routers, network cards, external peripheral or external storage, or recording devices (USB, CD, or DVD burners), home computers, PDA's, cell phones, iPods, or other handheld devices.

Students are prohibited from using Peirce College Technology or Electronic Communications Resources to disparage, ridicule, or denigrate any person or group on the basis of age, sex, race, color, religion, creed, national origin, ancestry, citizenship, disability, sexual orientation, gender identity, marital status, veteran's status, military status, or membership in any other group protected under local, state, or federal law or to access, post, download, transmit, copy, or distribute any material or message which disparages, ridicules, or denigrates any person or group in this manner.

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Students are required to act in compliance with the Code of Student Conduct and Responsibility policy at all times, including when using Peirce College Technology or Electronic Communications. This includes when using Peirce College Technology to access and use social media networks. Students are prohibited from using Peirce College Technology or Electronic Communications Resources to send and post messages that contain abusive objectionable language, that defame, bully, harass, or libel others or infringe the privacy rights of others. Students shall not view, download, copy, send, post, or access information that is illegal, obscene, or otherwise inconsistent with the College's nondiscrimination policy or policy prohibiting harassment (for example sexual images, sexist comments, racist messages, ethnic slurs and religious slurs).

Students shall not broadcast unsolicited messages, send unwanted mail, make harassing telephone calls, or send chain letters using Peirce College Technology or Electronic Communications Resources.

Students are prohibited from using Peirce College Technology or Electronic Communications Resources to access, archive, distribute, edit, or record adult oriented websites or sexually explicit or suggestive materials.

Students are prohibited from using Peirce College Technology or Electronic Communications Resources for personal or commercial profit. Examples include, but are not limited to, selling access to your User Login or to Peirce's systems or networks and using Peirce's resources to run a personal business.

Students are prohibited from engaging in any other activity that does not comply with the general principles presented above. When in doubt as to whether an activity is prohibited, students should contact their faculty member or the Assistant Dean, Student Support Services.

Monitoring and Violations

Peirce College will seek to maintain system security and integrity, but students should not assume that their information in their accounts or on Peirce College Technology or Electronic Communications Resources they use is private. The College may access, inspect, search, block, monitor, review, record, archive, and/or disclose any usage conducted through information stored on or information transmitted through Peirce College Technology as well as Electronic Communications Resources, both in real time and after the fact, whether conducted at the College or remotely. In addition, the College reserves the right to access, inspect, search, block, monitor, review, record, archive, and/or disclose any files or other information created, stored, received, or transmitted through College computer or activity on network accounts. By using Peirce College Technology and Electronic Communications Resources, you hereby consent to the foregoing and waive any right to privacy in connection with the activities described in this policy.

Any violations of this policy will result in appropriate corrective and/or disciplinary action. For related information, please refer to the Code of Student Conduct and Responsibility policy.

The College reserves the right to seek compensation and/or indemnification from a student for damage(s) arising from violations of this policy. In addition, the College and/or third parties may pursue criminal and/or civil action for violations of law.

PRINTING

Students will be provided a printing account that will allow them to manage their printing needs at student accessible printers located throughout the College. Student IDs or the Smartphone App are required to release print requests, make copies, and send a fax. Each session, students will have an allowance of \$5.00 per course in order to meet printing and copying needs. For example, students taking 2 classes per

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term will have \$10 on their account for printing and copying. Color printing and fax is now available to students. Double-sided printing is highly encouraged because it allows students more printing impressions at lesser cost than single-sided printing.

Printing accounts will be replenished at the start of each academic session. **Print allowances do not roll over from session to session.**

Students who use more than their print allowance will be able to add additional funds using their physical student ID card at the Student Print Pod located on the third floor of College Hall. Additional funds added by students cannot be refunded, however these additional funds can roll over from session to session. Students will not be able to apply financial aid funds to their printing accounts.

Pricing information for students who need to purchase additional impressions:

Printed Single-sided impression = .05 each (Two single-sided prints = .10 each)

Printed Double-sided impression = .04 each (One double-sided print = .08 each)

Printed in Color (single-sided) impression = .20 each (Two single-sided prints = .40 each)

Printed in Color (double-sided) impression = .15 each (One double-sided print = .30 each)

Color copies = .10 each

Faxing = .25 each

Printer locations:

Library

Walker Center for Academic Excellence

Student Print pods (College Hall 3rd & 6th floors)

STUDENT EMAIL

Peirce College provides all students with an email address to facilitate communications between students and the College. When using email to contact Peirce faculty or staff, students are required to use the College-supplied email address.

The College will send all official email communications to students' College-supplied email address. Students are responsible for reviewing their email at their assigned email address on a frequent and consistent basis. Students should be aware that some email communications are time sensitive.

Failure to review email in a timely manner does not absolve students from complying with the content of such communications.

Confidentiality regarding student records is protected under the Family Educational Rights and Privacy Act of 1974 (FERPA). All use of email, including use for sensitive or confidential information, will be consistent with FERPA. For this reason, Peirce will not and cannot respond to any email from a student not using the official College-supplied email address.

To ensure confidentiality, some private information may be made available only through <https://my.peirce.edu>, which is password protected. In these cases, students will receive email correspondence directing them to <https://my.peirce.edu>, where they can access their confidential information. The confidential information will not be available in the email message.

For more information, please refer to the FERPA policy.

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STUDENT VERIFICATION

Peirce College uses a system of secure logins and passwords to ensure that students registering for the course are the students who participate and receive credit.

- Peirce requires that students use a login/password to access their online classes. The password must be reset every 90 days.
- There are no high-stakes exams in Peirce courses that comprise the majority of the grade.
- There are multiple means of assessments in courses, including discussions, projects, papers, quizzes, and exams.

These three, taken together, ensure that the person who is getting credit for the course is in fact the person who has enrolled.

In accordance with the Acceptable Usage of Computer Systems and Facilities, Academic Honesty, and Code of Student Conduct and Responsibility policies, students are responsible for keeping their logins and passwords secure, and upholding the integrity of their coursework. This practice assists the College in protecting students' privacy and in ensuring that grades are awarded to the appropriate students. Students should immediately report any misuse of student information to the Assistant Dean, Student Support Services.

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EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Peirce College values the safety of its students, faculty, administration, and staff. In the event of an emergency, Peirce College will respond immediately and appropriately by using timely warning, lock down, shelter in place, and/or evacuation procedures as described below. Under the direction of campus security and/or other designated College personnel such as, the Chief Auxiliary Services Officer, emergency response procedures will be enacted. In the event that emergency procedures are enacted, the College will provide timely and ongoing updates to the College community as appropriate.

On a biannual basis, the College will conduct testing for emergency response and evacuation procedures. Notification of scheduled testing of the emergency response and evacuation procedures will be shared with the College community, through the College email system, student portal at <https://my.peirce.edu>, or the College website at <http://www.peirce.edu>, documentation of the testing of emergency response and evacuation procedures, which will entail a description of the exercise, date, time, a copy of the announcement and meeting notes after assessing the test, will be placed on file the Office of the Chief Auxiliary Services Officer.

The following emergency procedures are also provided on the Peirce College website at <https://www.peirce.edu/about/consumer-information> and on the student portal at <https://my.peirce.edu> under the Security tab. In consultation with local police, fire officials, campus security, and/or members of Peirce's emergency response team, the Chief Auxiliary Officer will confirm an emergency. Emergency response and evacuation procedures at all off site locations will be coordinated by the Facilities and Security Departments at each individual site. Once a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, administration, and/or staff has been confirmed by the Chief Auxiliary Services Officer or designee, the College will use the following procedures:

1. Determine the appropriate segments or segments of the campus community to receive the emergency notification
2. Under the direction of the Chief Auxiliary Services Officer, Director, Marketing and Communication; and/or the Assistant Dean, Student Support Services, determine the content of the notification
3. Initiate the timely warning and emergency notification procedures
4. Provide detailed follow up information through any of the means listed in the timely warning and emergency notification section
5. Document the use of emergency procedures (date, time, description of procedures enacted will be kept on file in the Office of the Chief Auxiliary Services Officer)

TIMELY WARNING POLICY

In the event that a situation arises, either on or off campus, that, in the judgment of the College, constitutes an ongoing or continuous threat, a [campus wide] "timely warning" will be issued to students, faculty, and staff. This warning will be issued through the College email system, public address system, student portal at <https://my.peirce.edu>, and/or other means deemed appropriate by the College. Alerts will also be sent out via text message for students who opt into the system. Depending on the particular circumstances of the crime or threat, especially in situations that could pose an immediate threat to the community and individuals, additional notices may be posted within and outside of the premises of the College, including any site other than the 1420 Pine Street campus.

Anyone with information warranting a timely warning should report the circumstances to Security Services by dialing 215-670-9444. Security telephones, located on the wall adjacent to the elevators on each floor of College Hall and inside the elevators of College Hall and Alumni Hall connect directly to Security Services. Students at any site other than the 1420 Pine Street campus should immediately contact the local Police Department by dialing 911.

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TIMELY WARNING AND EMERGENCY NOTIFICATION

In the event that a situation arises, either on or off campus, that in the judgment of the College, constitutes an emergency or dangerous situation involving an immediate, ongoing, or continuous threat to the health or safety of students, faculty, administration, and/or staff, a (campus wide) “timely warning” (emergency notification) will be issued without delay while taking into account the safety of students, faculty, and staff. The only exception is if the warning will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or mitigate the emergency. This warning will be issued through the College email system, public address system, student portal at <https://my.peirce.edu>, or other means deemed appropriate by the college. Alerts will also be sent out via text message for students who opt in to the system.

SHELTER IN PLACE (INSIDE)

This means there is an immediate threat to the College. This is a complete classroom and College lockdown.

1. Notification will be provided to the College community via email, through the College email system, public address system, student portal at <https://my.peirce.edu>, or other means deemed appropriate by the College.
2. Under the direction of the Chief Auxiliary Services Officer, campus security, or other designated personnel, individuals will be instructed to:
 - a. Move all students, staff and identified visitors into the nearest classroom, office or secure room.
 - b. Lock all interior and exterior doors.
 - c. Turn off all lights.
 - d. Move all students, staff, and visitors away from windows and doors.
 - e. Have everyone crouch down and remain quiet.

Anyone who is physically unable to crouch down may use a low chair. Anyone who uses wheelchairs should remain in their wheelchairs. If a person is out of the wheelchair at the time of lockdown, efforts should be made to assist the person back into the wheelchair unless doing so jeopardizes safety. Staff members who are working with students outside the usual classroom should remain in or go to the closest safe location. Moveable furniture can be used as a buffer between students and doors/windows.

If an ID card is not displayed, it will be assumed that the assailant is present in that room and a police emergency response team will enter.

SHELTER IN PLACE (OUTSIDE)

This represents a process that prevents unauthorized personnel from entering the College and requires all occupants to remain inside the College for their safety. All exterior doors are locked and entrances are monitored by campus security. This allows the College to maintain normal business operations but curtails outside activity. This procedure is typically used when there is a civil disturbance outside of the College premises. The following steps will be taken in these instances:

1. Notification will be provided to the College community through the Peirce College email system, public address system, student portal at <https://my.peirce.edu>, or other means deemed appropriate by the College.
2. Under the direction of the Chief Auxiliary Services Officer, campus security, or other designated personnel will lock all exterior doors, and be posted near the entrances/exits of the building to prevent entry or exit except in the case of fire. They will instruct everyone on campus through the public address system to remain inside the campus and not leave the building until further notice. Individuals, present inside the campus, will be instructed to:
 - a. Continue with daily activities inside the campus.

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- b. Be vigilant and immediately report any suspicious activity to Security at 215-670-9284 or from a campus phone by dialing extension 9444.
- c. Not, under any circumstances, enter or exit the building until authorized to do so by emergency personnel.
3. Once the situation has been safely resolved and it has been determined to unlock the campus, the Chief Auxiliary Services Officer or his designees will notify everyone through the public address system to resume normal activity.
4. Campus security will unlock all doors.

EVACUATION

This represents a process by which all occupants are required to immediately exit the College's 1420 Pine Street campus. All other leased locations are to follow the instructions of the building manager and security personnel.

1. Campus Security on duty is responsible for contacting the Chief Auxiliary Services Officer to inform him of the type of emergency and receive further instructions. With the exception of the fire alarm system being activated, the Chief Auxiliary Services Officer will make the decision whether or not to evacuate in conjunction with law enforcement and/or the fire department.
2. Notification of all personnel and students to evacuate the building will be given by sounding the fire alarms and via the public address system.
3. Floor wardens will be responsible for instructing students, staff and visitors to form a single line and proceed immediately into the fire exits staying on one side of the staircase and leaving the other side open for fire fighters and equipment.
4. Each fire warden is responsible for the evacuation of their assigned area, to include restroom checks and the assistance of any disabled employees or visitors in their space.
5. All faculty are floor wardens and are responsible for making sure students are safely evacuated.
6. Faculty are responsible for closing and locking their classroom doors and accounting for all students in the classroom.
7. Staff floor wardens are responsible for the safe exit of employees and visitors in their assigned areas.
8. Under no circumstances shall any individual be allowed to enter the facility unless the Fire or Police Official has given the "all clear", and the client representative has directed reentry.
9. Elevators **ARE NOT TO BE USED** under any circumstances should the following conditions exist:
 - a. Fire (contained to this facility)
 - b. Natural Gas Leaks (inside the facility)

NOTE: If an evacuation is under way due to an emergency **OUTSIDE** the facility, elevators **MAY BE USED**.
10. All individuals present are requested to maintain a calm demeanor during the evacuation as this will help to maintain order during the evacuation process. They are also requested to ensure all necessary doors have been unlocked and not tie up telephone lines.
11. When exiting the building, individuals should go to the following evacuation gathering locations:
 - If exiting from Alumni Hall, proceed south on 15th St. to Lombard St. and east to Broad St.
 - If exiting from College Hall onto Pine St. or Waverly St. proceed east to Broad St.
 - If exiting the building from College Hall onto Pine St. or Waverly St. proceed east to Broad St. Once you arrive at the evacuation gathering location, please await further instructions from campus security.
12. Campus Security will remain in the lobby area to ensure the safe evacuation of the facility and to assist emergency personnel as needed. Once it has been determined the campus is clear, all personnel must evacuate the buildings.

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13. The College's Building Engineer and the Chief Auxiliary Services Officer will coordinate with the Fire Department and/or Law Enforcement in assisting them with floor plans and critical utility service locations.
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ALCOHOL AND ILLEGAL DRUGS

Peirce College maintains a strong commitment to programs that promote the health, well-being, and safety of its students and the security of its premises. Consistent with this commitment, the College has established this policy governing the unlawful use, consumption, possession, selling, distribution, dispensing, and manufacture of alcoholic beverages and illegal drugs.

Prohibited Conduct

With regard to alcoholic beverages, students of Peirce College are prohibited from the following:

- Using, consuming, possessing, selling, distributing, dispensing, or manufacturing alcoholic beverages while on the premises of the College and while off campus participating in any College-sponsored activity or event.²
- Storing any alcoholic beverages in a locker, automobile, or other repository on College premises.
- Being under the influence of alcoholic beverages while on the premises of the College or while off campus participating in any College-sponsored activity or event. With regard to illegal drugs, Peirce College prohibits its students from the following:
 - Storing any illegal drug in a locker, automobile, or other repository on College premises.
 - Being under the influence of illegal drugs while on the premises of the College or while off campus participating in any College-sponsored activity or event.
- Using, consuming, possessing, selling, distributing, dispensing, or manufacturing illegal drugs while on the premises of the College and while off campus participating in any College-sponsored activity or event. For the purposes of this policy, the term illegal drugs includes the following:
 - Any chemical substance the manufacture, use, possession, or sale of which is prohibited by law as listed in Schedules I through V of Section 202 of the federal Controlled Substance Act (21 U.S.C. § 812) or any controlled substance the possession, manufacture, distributions, sale, or acquisition by misrepresentation of which is prohibited under the Pennsylvania Controlled Substance, Drug, Device, and Cosmetic Act (35 Pa. C.S.A. 780-101 et seq.).
 - Any legally-dispensable controlled substance, or prescription (medications available only as prescribed by a licensed physician) obtained through fraud, deceit, misrepresentation, subterfuge, forgery, or alteration of a prescription, or used by any individual other than the person for whom it was prescribed.
 - Any over-the-counter medication capable of impairing one's alertness and/or physical or mental reflexes that is taken for purposes of abuse or misuse.
 - Inhalants, such as chemical thinners, aerosol lacquers, and certain types of glues that can impair mental faculties and produce medical problems.

In addition, members of the College community (including former students or graduates) while on College premises or while off campus participating in any College-sponsored activity or event are expected to conduct themselves in compliance with this policy as well as conduct themselves in a manner in which they do not cause harm to themselves or others, and that they neither break laws nor contribute to the negligence of others. The College reserves the right to revoke College privileges in such circumstances.

² For purposes of this policy, the "premises" of the College includes all buildings within which the College provides educational and related student services and/or conducts its business operations, whether owned, leased, or provided without charge for use, the campus as well as surrounding grounds and parking areas adjacent to these buildings, and vehicles owned or leased by Peirce College.

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Penalties

A student found to be in violation of any provisions of this policy will be subject to disciplinary action under the Code of Student Conduct, which may range from required counseling to disciplinary warnings to suspension or expulsion.

In addition, a student may be subject to criminal prosecution under applicable federal, state, and local laws. A description of the applicable legal sanctions under local, state, and federal law for the unlawful possession or distribution of illegal drugs and alcohol is available within this section of the Graduate Catalog as well as on the website of the Pennsylvania Liquor Control Board: <http://www.lcb.state.pa.us>.

Further, any alcoholic beverages found on College premises will be confiscated and destroyed, and any illegal drugs found on College premises will be turned over to the appropriate law enforcement authorities.

If the College reasonably suspects a student is involved with alcohol or illegal drugs in violation of this policy, the student may be required to submit to drugs and/or alcohol testing. A student's failure to submit to the requested testing is a violation of this policy and will be grounds for disciplinary action up to and including suspension or expulsion. However, such test need not be administered when Peirce College has independent proof that this policy has been violated. If the College reasonably suspects that a student is involved with alcohol or illegal drugs in violation of this policy, the student may be required to submit to a search of his or her clothing, belongings, and/or possessions, including his or her vehicle, if it is parked on College premises. A student's refusal to submit to a search under these circumstances may also subject the student to disciplinary action.

For information on financial aid penalties for drug violations, please refer to Federal and State Aid Penalties policy.

Peirce College's Commitment to Health Education, Counseling, and Treatment

The College is committed to providing educational programs and counseling to students or alumni concerning the risks associated with alcohol and illegal drug use and/or abuse. Information on the health risks associated with alcohol and drug use and abuse are available at Mary W. Walker '33 Center for Academic Excellence (215-670-9251) and within this section.

Students and alumni in need of confidential drug or alcohol counseling may find out about local programs and resources by contacting a counselor in the Mary W. Walker '33 Center for Academic Excellence (215-670-9251) or by referring to the list of treatment centers in this section. In addition, the College is committed to providing every student or graduate with alcohol and drug education from multiple resources during student orientation programs. Additionally, the Mary W. Walker '33 Center for Academic Excellence (215-670-9251) will provide resources and programs that promote drug and alcohol awareness.

Annual Review

The following departments will be represented on the College's Drug and Alcohol Policy Review Team: Academic Advancement, Office of Student Financial Services, Human Resources, and the Mary W. Walker '33 Center for Academic Excellence. The Team will review this policy annually to determine its effectiveness and recommend any necessary changes.

ALCOHOL, DRUG USE, AND LEGAL SANCTIONS

The following is a summary of significant legal sanctions under local, state, and federal law for the unlawful possession or distribution of illegal drugs and alcohol. In addition, any student who is convicted under state or federal law involving the possession or sale of a controlled substance will be ineligible for

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federal student financial aid for specific periods of time, depending upon the nature and number of the offense(s).

ALCOHOL

The Pennsylvania Vehicle Code as well as the Pennsylvania Crimes Code provides penalties pertaining to the possession and distribution of alcohol. Prohibitions include, among other things the following:

The Pennsylvania Vehicle Code, 75 Pa. C.S.A. § 3101 et seq.

- Pennsylvania has set .08% Blood Alcohol Content (BAC) as the legal limit for driving under the influence convictions.
- This law prohibits, among other things, a driver in any vehicle from consuming any controlled substance or having an open container of alcohol in the vehicle while the vehicle is in operation on any highway in Pennsylvania. Violations under this law range from requires fines to imprisonment as well as revocation of driving privileges.

The Pennsylvania Crimes Code, 18 Pa. C.S.A. § 5505 et seq.

- Public Drunkenness — A person is prohibited from appearing in public manifestly under the influence of alcohol to the degree that he/she may endanger himself/herself or other persons or property or annoy other persons in the vicinity. Penalties range from a fine of up to \$300 to imprisonment for up to 90 days.
- Misrepresentation of Age — Individuals are prohibited from misrepresenting one's age knowingly and falsely, in order to obtain liquor or malt or brewed beverages. Penalties also include suspension of license from 90 days to two years. It is also a crime to knowingly, willfully, and falsely to represent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
- Purchase, Consumption, Possession, or Transportation of Liquor or Malt or Brewed Beverages by a Minor — Minors are prohibited from the attempt to purchase, consume, possesses, or knowingly transport such beverages. Penalties range from fines of up to \$300, imprisonment of up to 90 days, and license suspension of 90 days for first offenses; penalties for three or more offenses are up to \$500 in fines, imprisonment of up to one year, license suspension for up to two years.
- Prohibited Sale to Minors — It is a crime to intentionally and knowingly sell, furnish, or purchase with intent to sell or furnish, any liquor, malt, or brewed beverages to minors. Penalty for a first violation is \$1,000; \$2,500 for each subsequent violation; and imprisonment for up to one year for any violation.
- False Identification Cards — It is a crime to intentionally, knowingly, or recklessly to manufacture, make, alter, sell, or attempt to sell an identification card falsely representing the identity, birth date, or age of another. Minimum fine is \$1,000 for first violation; \$2,500 for subsequent violations; and imprisonment for up to two year for any violation. It is also a crime to possess a false identification card or for a minor to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card.

Supplemental information may also be found at the website for the Pennsylvania Liquor Control Board, <http://www.lcb.state.pa.us>.

ILLEGAL DRUGS

Numerous laws pertain to the distribution and possession of illegal drugs. These include the following:

- **The Controlled Substance, Drug, Device and Cosmetic Act**, 35 Pa. Cons. Stat. § 780- 101 et seq., prohibits, among other things, the manufacture, sale, distribution, or possession of any controlled substance. Penalties under the Act range in severity depending on the act committed and the controlled substance involved. First time violators may be sentenced to imprisonment for

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up to one year, ordered to pay a fine up to five thousand dollars (\$5,000), or both. Repeat offenders may be sentenced to imprisonment for up to three years, ordered to pay a fine up to twenty-five thousand dollars (\$25,000), or both.

- **The Pharmacy Act, 63 Pa. Cons. Stat. § 390-8**, prohibits any person from, among other things, procuring or attempting to procure any drug through fraud, deceit, misrepresentation, subterfuge, by forgery or alteration of a material fact, or by the use of a false statement in any prescription. Any person who violates the Act may be sentenced to imprisonment for up to one year, ordered to pay a fine up to five thousand dollars (\$5,000), or both. For each subsequent offense, an individual may be sentenced to imprisonment for up to three years, ordered to pay a fine up to (\$15,000), or both.
- **The Federal Controlled Substances Act, 21 U.S.C. § 801 et seq.**, prohibits, among other things, the manufacture, distribution, dispensing, or possession, with intent to manufacture, distribute, or dispense, of a controlled substance. Penalties under the Act range in severity depending on the type and quantity of the controlled substance involved.

The maximum penalties for individuals include life imprisonment, a fine of four million dollars (\$4,000,000), as well as possible additional penalties. Penalties are increased for repeat offenders. Double penalties apply when the violation of the law takes place within one thousand feet of the property of a school or college. The penalty for simple possession is a sentence of a term of imprisonment for up to one year, a fine up to one thousand dollars (\$1,000), or both.

HARMFUL EFFECTS OF ALCOHOL AND DRUG USE

Alcohol

Long Term Health Risks

- Hepatitis or cirrhosis of the liver
- High blood pressure
- Stroke
- Ulcers and inflammation of the stomach
- Cancer, including breast cancer and those of the head and neck
- Birth defects to infants of pregnant women

Immediate Effects

- Decreased respiration rate
- Impaired judgment
- Loss of coordination
- Risk of asphyxiation due to vomiting

Social Effects

- Decreased academic and professional productivity
- Increased likelihood of automobile accidents
- Difficulty maintaining relationships
- Impaired judgment in public and social situations

For more information about alcohol abuse and prevention, please visit <http://www.collegedrinkingprevention.gov/>.

Marijuana

Long Term Health Risks

- Heavy cough
- Lung infections
- Respiratory tract and lung cancer
- Decreased immuno response

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- Heart attack

Immediate Effects

- Increased heart rate
- Short term memory loss
- Impaired judgment
- Loss of coordination

Heroin

Long Term Effects

- Addiction
- Arthritis
- Infection of the heart valves
- Collapsed veins
- Contraction of infectious disease such as hepatitis or AIDS

Immediate Effects

- Decreased respiration
- Nausea
- Confusion
- Decreased sensation of physical pain

Cocaine

Long Term Health Effects

- Irregular heartbeat
- Increased likelihood of heart attack
- Strokes
- Seizures
- Nausea
- Respiratory infections and failure
- Paranoia
- Auditory hallucinations

Immediate Effects

- Increased energy
- Decreased appetite
- Increased body temperature
- Dilated pupils
- Increased heart rate

Hallucinogens and Disassociative Drugs

- Long Term Health Effects
- Abnormal heart beat
- Decreased breathing rate
- Withdrawal symptoms
- Psychotic episodes long after use

Immediate Effects

- Intense mood swings
- Separation from reality
- Increased appetite
- Increased heart rate
- Nausea
- Sweating

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- Dizziness
- Numbness
- Tremors
- Muscle contractions

Inhalants

Long Term Effects

- Hearing loss
- Spasms or neuropathy
- Bone marrow damage
- Brain damage
- Damage to the central nervous system
- Kidney failure
- Depression
- Muscle weakness

Immediate Effects

- Increased heart rate
- Feeling of warmth
- Muscle weakness
- Impaired judgment
- Agitation
- Excitability
- Lowering of inhibitions
- Loss of sensation
- Lack of coordination

For more information about drug abuse and prevention, please visit <http://www.drugabuse.gov/>

Additional Drug and Alcohol Prevention Resources

The Pennsylvania Department of Health refers people to the Network of Drug and Alcohol Single County Authorities (SCA), which is responsible for coordinating all alcohol and other drug prevention, intervention, and treatment efforts. **The Philadelphia SCA** gives the following contact information for people seeking treatment for Drug & Alcohol abuse:

- People on medical assistance from the state of PA, call 1-888-545-2600
- People without medical assistance, call 215-546-1200
- People with private insurance should contact their insurer for information.

For information about local self-help meetings contact:

- Alcoholics Anonymous (www.sepennaa.org) call 215-923-7900
- Adult Children of Alcoholics (www.adultchildren.org)
- Al-Non-Alateen (<http://www.al-anon.alateen.org>) call 215-222-5244 (for family and friends of alcoholics)
- Nar-Anon (www.na.org) call 215-629-6757
- Cocaine Anonymous (www.ca.org) call 610-876-6666

Local substance abuse treatment centers include:

Family Center of Thomas Jefferson University Specialized Program for Pregnant Women

1201 Chestnut Street
11th Floor
Philadelphia, PA 19107
215-955-8577

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- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment, Methadone/LAAM Maintenance
- Type of Care: Outpatient
- Special Programs/Groups: Persons with co-occurring mental and substance abuse disorders, persons with HIV/AIDS, Pregnant/postpartum women, women
- Forms of Payment Accepted: Self payment, Medicaid, Medicare, private health insurance
- Payment Assistance: Payment assistance
- Special Language Services: Spanish

Consortium

26 S. 40th Street
Philadelphia, PA 19104
215-596-8000

Website: www.consortium-inc.org

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient
- Special Programs/Groups: Women
- Forms of Payment Accepted: Self payment, Medicaid, Medicare

Horizon House

Outpatient Substance Abuse Program
120 South 30th Street, 5th Floor
Philadelphia, PA 19104
215-386-5128 extension-524

Intake: 215-386-5128

Website: <http://www.hhinc.org/>

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient
- Forms of Payment Accepted: Self payment, Medicaid

Jefferson Outreach Drug/Alcohol Program

833 Chestnut Street, 2nd Floor Suite 210-E
Philadelphia, PA 19107
215-955-8856

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient
- Special Programs/Groups: Persons with co-occurring mental and substance abuse disorders, persons with HIV/AIDS, Gay and lesbian, seniors/older adults, pregnant/postpartum women
- Forms of Payment Accepted: Self payment
- Payment Assistance: Sliding fee scale (fee is based on income and other factors)

John F Kennedy Community Mental Health Center

Walk In Clinic
112 North Broad Street
Philadelphia, PA 19102
215-568-0860

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment

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- Type of Care: Outpatient
- Special Programs/Groups: Adolescents, persons with co-occurring mental and substance abuse disorders, women, men, criminal justice clients
- Forms of Payment Accepted: Self payment, Medicaid, Medicare, private health insurance
- Payment Assistance: Sliding fee scale (fee is based on income and other factors), payment assistance
- Special Language Services: Spanish

Northeast Treatment Centers

Spring Garden Counseling Center
499 N. 5th Street, Suite B and C
Philadelphia, PA 19123
215-451-7000

Website: www.netcenters.org

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient
- Special Programs/Groups: Persons with co-occurring mental and substance abuse disorders, women, men, criminal justice clients
- Forms of Payment Accepted: Self payment, Medicaid, Medicare, private health insurance
- Payment Assistance: Sliding fee scale (fee is based on income and other factors)

Rehab After Work

1420 Walnut Street
Suite 500
Philadelphia, PA 19102
215-546-2200

Website: <http://www.rehabafterwork.com>

- Primary Focus: Substance abuse treatment services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient
- Special Programs/Groups: Adolescents, DUI/DWI offenders
- Forms of Payment Accepted: Self payment, private health insurance
- Special Language Services: French, German

Wedge Medical Center Substance Abuse Services

2009 South Broad Street
Philadelphia PA 19148
Phone: 215-271-2200

Website: <http://www.wedgepc.com/>

- Primary Focus: Mental health and substance abuse services
- Services Provided: Substance abuse treatment
- Type of Care: Outpatient, partial hospitalization/day treatment
- Special Programs/Groups: Persons with co-occurring mental and substance abuse disorders, persons with HIV/AIDS, women, men, DUI/DWI offenders, criminal justice clients
- Payment Accepted: Self payment, private health insurance
- Payment Assistance: Sliding fee scale based on income and other factors
- Special Language Services: Spanish

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Other resources include:

Caron Philadelphia

450 Plymouth Road, Suite 301
Plymouth Meeting, PA 19462
800-854-6023

Website: www.caron.org

Caron is a nationally recognized non-profit provider of alcohol and drug addiction treatment. Caron has more clinical programs to meet the specific needs of each patient regardless of their age, gender, or severity of their addiction than any other treatment center in the United States. With experience in treating co-occurring disorders, Caron offers the most comprehensive treatment programs for adolescents, young adults, adults and their families. All of Caron's programs are staffed by full-time professionals to ensure each patient receives an individualized treatment team, consisting of a psychologist, addiction counselor, medical staff, and pastoral counselors. Caron treats people with chemical addictions of every type: alcohol, drugs such as heroin, cocaine, marijuana and prescription medicines; as well as substances such as inhalants.

Women for Sobriety, Inc.

215-536-8026

Website: www.womenforsobriety.org

Women for Sobriety, Inc. is a non-profit organization dedicated to helping women overcome alcoholism and other addictions. Our "New Life" program helps achieve sobriety and sustain ongoing recovery.

HOMELESS RESOURCES

Covenant House Pennsylvania

www.covenanthousepa.org or 215-951-5411

- For homeless youth

Emergency Rental Assistance for Philadelphia County

Office of Supportive Housing
MSB-10th Floor, 1401 JFK Boulevard
Philadelphia, PA 19107
215.686.7105

Multi-Color Pearls

<http://www.multicolorpearls.org/home.html>

Resources for Human Development

www.rhd.org or 215-849-7360

- For single mothers over 21 and their children under 18

ADDITIONAL SECURITY MEASURES

Physical security is continually under review to further enhance the physical security of the campus and safety of the College's students, faculty, staff, and administration.

Students, alumni, and visitors entering the Pine or Carlisle Street entrances of College Hall will be required to access the lower level only by way of the elevators at all times. Unusual or suspicious parcels or incoming mail will not be delivered.

Should you need to enter the building after it has been locked down, please call Security at 215-670-9284 or use the exterior intercoms located at the Pine and Carlisle Street entrances. You will need to show

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your Peirce photo ID in order for Security to open the door. When the building is locked, anyone can exit the building by pushing the exit bar on the door.

On occasions when there is a late evening or weekend event or when the College is on a holiday or a reduced schedule, Security we will adjust the lock down times accordingly.

Lock Down Schedule:

- Monday to Friday from 8:00 p.m. to 6:00 a.m.
- Saturday from 3:00 p.m. to 6:00 a.m. Monday

CONFIDENTIAL REPORTING POLICY

Peirce College encourages anyone who is the victim or witness to any crime to report the incident to the local police by dialing 911 promptly. Because police reports are public records under the purposes of inclusion in the annual disclosure of crime statistics can generally be made to campus Security Services. Students may contact campus security by using the telephones located by the elevator on each floor of College Hall, dialing extension 9444 from any telephone on campus, or dialing 215-670-9444 or 215-670-9284 from any other telephone. Confidential reports of crime may also be made to the Chief Auxiliary Services Officer; Assistant Dean, Student Support Services; Vice President, Enrollment Management and Student Services or the Vice President, Academic Affairs and Provost.

IDENTIFICATION CARDS

To enhance the security of our premises and off-site premises, the College requires all students, alumni, officers, employees (including faculty members, administration, and staff), and visitors (including, but not limited to, contractors and vendors) to possess and display while on College owned or leased property, as well as to access College services and events, a valid College-issued Identification Card (ID Card) with a current expiration date. Other premises may require you to obtain their own building Identification Card in addition to a Peirce College Identification Card. All current students, alumni, officers, employees, and visitors are also required to produce proper valid state or federal photo identification upon request from Security or a College official upon entering any Peirce facility. Random identification checks may be made for the safety of the campus community. Moreover, in order to have a College issued ID Card processed, the student must present proof that he or she is currently enrolled.

Graduates will be issued a unique Peirce College alumni photo identification card upon entering the campus after graduation when they identify themselves as a graduate at the Customer Service Desk and Security can confirm their graduation status. Alumni are required to follow the same state or federal photo identification requirements listed above with the exception of a current roster. Security reserves the right to make a copy of their proof of identification submitted. In the event that a graduate cannot produce one of the above forms of identification or their graduation status at Peirce College cannot be confirmed, the graduate will not be permitted in the building.

Students without their Peirce ID or a Government issued ID with their name on it will NOT be permitted to attend class, Library, WCAE or see their Advisor, etc. Students should be informed they will be marked absent and may makeup missed work at the faculty member's discretion. If a student needs a replacement card they have to produce a current roster. Students wishing to borrow Peirce library materials must display a current Peirce ID Card. Alumni are welcome to utilize Library resources in accordance with school policy, but may not check material out of the Library. Students needing new ID Cards may obtain them between 8:00 a.m. and 10:00 p.m., Monday through Friday, and the first Saturday of each new session from 8:00 a.m. to 3:00 p.m. at the Security Command Center located on the first floor in Alumni Hall. There is a \$15.00 replacement fee for any lost ID card. Students who are unable to visit the Peirce campus should contact their Faculty Advisor to obtain a Peirce ID Card.

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NON-VIOLENCE

Although the College cannot eliminate the possibility that violence or other troubling disturbances may occur, Peirce College, with the help of the College community, can minimize the possibility that these types of events will happen. The College has established guidelines to minimize exposure to acts and threats of violence.

All current students, officers, faculty members, managers, supervisors, employees, alumni, and visitors (including, but not limited to, contractors and vendors) are issued Peirce College identification cards for entering campus buildings and events, as well as to access College services. All College students, officers, faculty members, managers, supervisors, employees, alumni, and visitors may be required to produce proper photo identification upon request from Security or a College official when on College premises. Periodic identification checks may be made for the safety of the campus community.

College premises includes all buildings within which the College provides educational and related student services and/or conducts its business operations, whether owned, leased, or provided without charge for use; the grounds and parking areas adjacent to these buildings; and vehicles owned or leased by Peirce College.

All students, as well as all officers, faculty members, managers, supervisors, employees and alumni, contractors, vendors, and suppliers of Peirce College, are prohibited from the following:

- Possessing or concealing a weapon while on the premises of the College locations or while participating in any off-campus College-sponsored activity or event. For the purposes of this policy, a weapon is defined to include guns, rifles, fireworks, firearms, knives, explosives, bombs, including recreational and non-recreational fireworks, and any and all other similar items. In the case of guns, rifles, and “fireworks” and other firearms, it is irrelevant and no defense that the gun, rifle, and “fireworks” and other firearms is not loaded and/or that the person in possession of the firearms or “fireworks” has a license to carry such objects.

Further, you may not convert to a weapon any instrument, tool, or other item regularly used at the College, and such a conversion constitutes a violation of this rule. This policy will be enforced regardless of whether the weapon is in any way licensed. Any weapon, firearm, or fireworks discovered on Peirce College property or at a Peirce College off-campus activity will be promptly confiscated and turned over to the local Police Department.

- **Threatening to harm any student, officer, faculty member, manager, supervisor, employee, or graduate of the College or any other person doing business with and/or associated with the College.** Such threats may be written or oral, expressed, or implied. The fact that a threatening comment may have been made “in jest” is no defense to behavior prohibited by this policy.
- **Physically assaulting, attacking, or otherwise intentionally causing injury to any student, officer, faculty member, manager, supervisor, employee, or graduate of the College or any other person doing business with and/or associated with the College.** As a narrow exception to this rule, an individual may use physical force in self-defense under circumstances in which he/she cannot withdraw safely from a dangerous or threatening situation without the use of such force.
- **Sexually assaulting any student, officer, faculty member, manager, supervisor, employee, or graduate of the College or any other person doing business with and/or associated with the College.** For related information, please refer to the **Sexual Assault Awareness, Prevention, and Response policy.**
- **Threatening to cause damage to property belonging to the College, to any student, officer, faculty member, manager, supervisor, employee, or graduate of the College, or to any**

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other person doing business with and/or associated with the College. Again, the fact that a threatening comment may have been made “in jest” is no defense.

- **Intentionally damaging or destroying property belonging to the College, to any student, officer, faculty member, manager, supervisor, employee, or graduate of the College, or to any other person doing business with and/or associated with the College, regardless of when or where this prohibited behavior occurs.**

The prohibitions set forth above apply to actions directed not only toward students, officers, faculty members, managers, supervisors, employees, and alumni of the College, as well as all other persons doing business with and/or associated with the College, but also toward persons associated with these individuals (for example, members of a student’s or employee’s family). Any student who violates any of the prohibitions set forth above, will be subject to disciplinary action under the Student Disciplinary System. Violations of the Safe Campus Program may be punishable by any of the following penalties: expulsion, suspension, monetary penalty, mandatory counseling, community work, required education program, or other penalties deemed appropriate by the College. In addition, students should be aware that violations may result in the reporting of incident to police or other authorities as well as action. Alumni found in violation of any provisions of this policy may have their alumni privileges revoked.

Students should report immediately to Security any violation of this Policy or other event that results in a dangerous or threatening situation. Students at the 1420 Pine Street campus can reach Security Services by using the telephones located by the elevators on each floor of College Hall or by using the telephones inside the elevators of College Hall and Alumni Hall, or by dialing extension 9444 from any telephone on campus.

Because the responsibility for ensuring the safety and security of the College’s environment is something that is shared, the College needs to be alerted to potential problems. Students should speak immediately with faculty during class or with the College’s Chief Auxiliary Services Officer; the Vice President, Enrollment Management and Student Services; or the Vice President, Academic Affairs and Provost if any of the following happens:

- Students feel intimidated or threatened, verbally or physically, by a fellow student, officer, faculty member, manager, supervisor, employee, graduate of the College, or any person doing business with or associated with the College.
- Students feel intimidated or threatened, verbally or physically, by an individual independent of your relationship with the College but feel that this individual may look for you at the College.
- Students are aware of the presence on or near our premises of an individual who they believe has no appropriate reason for being there.
- Students are aware of any other action, situation, or occurrence in which they believe may threaten personal safety or the well-being of others.
- Students have ideas as to ways to make the College’s environment safer.

The College will disclose information you have reported and which is related to the situations described above to the extent necessary to conduct an adequate investigation and/or to take appropriate corrective measures. Moreover, the College prohibits retaliation against a student who, in good faith, registers a complaint or brings such information to the College’s attention.

For the safety of students, faculty, staff, and administration, the College may determine it necessary to “Lock Down³/Shelter in Place”⁴ access to the building. When this is implemented, all entrances and exits will be locked to prevent intruders from entering and to provide a safe haven for the College community.

³ A process in which all entrances/exits of the College are locked to secure the premises.

⁴ A process in which all occupants are to remain inside the College for their safety. This is typically used when there is a civil disturbance outside the College premises.

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ON CAMPUS WALKING ESCORT SERVICE

Upon availability, Security Services provides a Walking Escort Service for students, staff, faculty, and administration, Monday – Friday from 8:00 a.m. to 10:00 p.m. and on Saturday from 8:00 a.m. to 3:00 p.m. This service is provided within a two-block radius of the 1420 Pine Street campus. Students may request this service by dialing 215-670-9284 or by making a request at the Customer Service Desk in College Hall.

REPORTING POLICY VIOLATIONS OF SAFETY AND SECURITY

As a member of the Peirce College community, students are responsible for reporting violations of the College's safety and security policies as soon as they becomes aware of such violations.

Students should report immediately to Security Services any violation of policy or other event that results in a dangerous or threatening situation. At the 1420 Pine Street campus, students can reach Security Services by using the telephone located by the elevators on each floor of College Hall, or by using the telephones inside the elevators of College Hall and Alumni Hall. In College Hall or Alumni Hall, students can reach Security Services by dialing extension 9444. Students at any site other than the 1420 Pine Street campus should immediately contact the local area police by dialing 911.

Students should report any violation of policy which does not result in a dangerous or threatening situation, but which occurs during a class, to the faculty member responsible for the class, or to the Assistant Dean, Student Support Services. Similarly, if, while in a supervised department setting, students become aware of a policy violation that does not result in a dangerous or threatening situation, he/she should report the violation to the department supervisor or to the Assistant Dean, Student Support Services.

SECURITY BACKGROUND SEARCHES

The College and its affiliated partners at their discretion, may require multi-state criminal background checks, State Child Protective Registry Checks, and FBI fingerprinting checks at the College's expense and/or its affiliated partners expense in order to meet state requirements for attending or working in certain States.

SECURITY SEARCHES

To protect our students and the College community, the College reserves the right to search at any time any person or property on the College's premises, including, but not limited to a student's personal possessions, handbag, back pack, brief case, packages, belongings, files or any other bag or container that the College deems necessary to search.

In addition, the College reserves the right to monitor, access, search, block, copy, review, and disclose at any time (both in real time and after the fact) messages or documents created, sent, stored, or received, as well as any websites visited on (and, for each, regardless of whether accessed remotely or on-premises), any the College's communication systems, including, but not limited to:

- Telephone system
- Fax machines
- Computer software and hardware
- Email system
- Voicemail system
- Internet Server

By using the College's communication systems (with respect to which you have no expectation of privacy), individuals consent to the College's monitoring, accessing, searching, blocking, copying, reviewing and disclosing, both in real time and after the fact, any documents or messages which they

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create, send, store, or receive, as well as websites visited on (and, for each, regardless of whether accessed remotely or on-premises), the College's communications systems.

In addition, the College reserves the right to view, record, play back, and print recorded images from the College security surveillance system to be used for investigative and/or informational purposes. The College also reserves the right to hand search individuals entering the building or use mechanical devices such as a magnetometers and X-ray equipment for heightened screening.

Further, random unannounced searches are the sole discretion of the College. Anyone refusing to have their person or property searched will either be escorted out of the building or not be permitted to enter the building. Furthermore, any student who fails to submit to a search, as required, will be subject to disciplinary action, up to and including expulsion from the College. For purposes of this Policy, the College's premises include all College owned or leased facilities, buildings, parking areas, campus, and surrounding grounds, and motor vehicles.

SEX OFFENDER REGISTRATION

In accordance with the Jeanne Clery Act and the Family Rights and Privacy Act of 1974, the College is required to issue information advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already obligated to register in a State to provide notice to each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

Students and employees of Peirce College seeking law enforcement agency information concerning registered sex offenders can visit www.pameganslaw.state.pa.us, an online listing established by the Pennsylvania State Police to provide timely information to the public on Sexually Violent Predators residing in the Commonwealth.

Students and employees may also refer to sex offender registries for Delaware and New Jersey: Delaware: <https://sexoffender.dsp.delaware.gov/>, New Jersey: <https://www.njsp.org/sex-offender-registry/index.shtml>.

Unlawful use of the information for purposes of intimidating or harassing another is prohibited. If you suspect that a child is being abused or neglected, please contact your local child protective services office or local law enforcement agency. Many States have a toll-free number to report suspected child abuse or neglect. To find out where to call, visit <https://www.childwelfare.gov/topics/responding/reporting/how/>.

HAZING

Peirce College has no tolerance for hazing. Hazing is any activity expected of someone joining or participating in a group, whether on campus or off campus, that humiliates, degrades, abuses, or endangers them mentally or physically regardless of a person's willingness to participate. Hazing is a violation of Pennsylvania law.

Under the Timothy J. Piazza Anti-Hazing Law, hazing is defined as the following:

A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization that causes, coerces, or forces a minor or student to do any of the following:

- (1) Violate Federal or State criminal law.
- (2) Consume any food, liquid, alcoholic liquid, drug or other substance, which subjects the minor or student to a risk of emotional or physical harm.

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- (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- (4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- (5) Endure brutality of a sexual nature.
- (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Hazing is a direct violation of the Peirce College Student Code of Conduct policy and therefore, individuals directly, indirectly, or willingly participating in hazing are subject to disciplinary action, leading up to and including expulsion from the College. Any incidents of hazing may be reported to any Peirce College official.

STUDENT HEALTH SERVICES

Peirce College does not provide student health services on campus. Students in need of medical attention are encouraged to contact their primary care physician or their local community health services department, nearby Urgent Care location or hospital. In the event of medical emergency, students should call 911.

VISITORS

Any visitor to campus, including but not limited to vendors, must be escorted by a member of the host department from the Customer Service Desk to the scheduled meeting place.

Prospective students entering through the College Hall, Pine or Carlisle Street entrances must sign in at the Customer Service desk. They will be permitted to enter only the Admissions Office without an escort. Someone from the host department must escort students going to any other College location.

It is understood that there will be times when a prospective student, current student, or graduate brings a guest or child on campus. Nonetheless, children are not permitted in the buildings unless they are accompanied at all times by their parent or guardian. **Under no circumstances are guests or children permitted in learning environments, including but not limited to classrooms, computer labs, and the Library.**

CONSUMER INFORMATION

The College is required by the U.S. Department of Education to provide consumer information to prospective students, current students, and alumni. The consumer information will provide students with the information necessary for choosing appropriate academic programs and for fully understanding the responsibility of loan repayment.

- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Campus Security/Clery Act) requires an Annual Security Report disclosing the College's security policies (including emergency response and evacuation procedures and timely warnings) and reporting of crime statistics.
- The Student Right-to-Know Act requires disclosure of information on graduation, completion, retention and transfer-out rates of certificate or degree-seeking first-time full-time undergraduate students.
- Financial Aid Information:
 - description of all the federal, state, local, private, and institutional need-based and non-need-based student financial assistance programs available to students
 - how students apply for aid and how eligibility is determined
 - criteria for selecting recipients from the group of eligible applicants
 - criteria for determining the amount of a student's award
 - how and when financial aid will be disbursed
 - rights and responsibilities of students receiving aid
 - how the school provides for Pell-eligible students to obtain or purchase required books and supplies by the seventh day of a payment period and how the students may opt out
 - terms and conditions of any employment that is part of the financial aid package
 - terms of, schedules for, and the necessity of loan repayment and required loan exit counseling
 - criteria for measuring satisfactory academic progress, and how a student who has failed to maintain satisfactory progress may reestablish eligibility for federal financial aid
 - costs of attendance: the costs of attending the school (tuition and fees, books and supplies, room and board, and applicable transportation costs, such as commuting), and any additional costs of the program in which the student is enrolled or has expressed an interest
 - who to contact for information on student financial assistance and for general school issues
 - withdrawal from the College: a statement of the requirements for the return of Federal Student Aid (FSA) program funds when a student withdraws from the College, information about any refund policy with which the College must comply, and the requirements for officially withdrawing from the College
 - entrance and exit counseling
- General Information about Peirce College
 - accreditation and licensing: the names of associations, agencies, and/or governmental bodies that accredit, approve, or license Peirce College and its programs, and the procedures by which a student may receive a copy for review of the College's accreditation, licensure, or approval
 - degree and certificate programs and training, and other education offered
 - services and special facilities for students with disabilities, including intellectual disabilities
 - voter registration information
 - terms and conditions under which students receiving federal education loans may obtain deferments
 - instructional, laboratory, and other physical plant facilities associated with the academic programs
 - a list of the faculty and other instructional personnel
 - any plans by the school to improve academic programs, upon a determination by the school that such a plan exists

CONSUMER INFORMATION

- textbook information
- student body diversity information
- job placement and type of employment information on graduates
- graduate and professional education information on bachelor degree graduates
- description of any written agreements the College has entered into
- net price calculator
- the Financial Aid Shopping Sheet
- gainful employment program information and disclosures
- contact information for filing complaints with the College's accreditors, state approval or licensing entities
- Student Rights under the Family Educational Rights and Privacy Act (FERPA). For related information, please refer to the FERPA policy.
- Drug and Alcohol Abuse Prevention Information. For related information, please refer to the Campus Safety and Security policy.
- IRS Form 1098-T an Internal Revenue Service (IRS) requirement

For more information, please go to <http://www.peirce.edu/About/Compliance.aspx> to find links to other departmental sites that disclose specific information.

CREDIT CARD MARKETING POLICY

According to the Credit Card Accountability and Disclosure Act of 2009, implemented by the Federal Reserve Board, colleges and universities must adopt a policy that regulates credit card marketing on college campuses. As a result, Peirce College has implemented the following policies and procedures to ensure compliance with this regulation:

1. Credit card marketers must be first approved by the Vice President, Finance & Administration with a confirmed agreement before any marketing takes place via mail, email, on campus, or other means deemed appropriate.
2. Credit card marketers may be limited to the amount of time they can market credit card information.
3. Credit card marketers may be limited to specific areas of the campus.
4. Credit card marketers are prohibited from offering tangible items (e.g., gifts, coupons, gift cards, etc.) to any students in exchange for a student applying for or opening a credit card account if such an offer is made on campus, near the campus, or at an event sponsored or related to the College.
5. Credit card marketers must provide credit card debt education literature that the College can provide to students and/or alumni. Violation of the credit card marketing policy may result in breach of a credit card agreement.

Upon request, credit card agreements between the College and any card issuer or creditor for the purpose of marketing a credit card will be provided. To request a copy of the College's credit card agreement(s), please contact the College's Controller at 215-670-9600.

EQUAL OPPORTUNITY

NONDISCRIMINATION

Peirce College is an Equal Opportunity Institution. The College is committed to ensuring equal opportunity in all employment decisions, policies, and practices, and in connection with all educational programs

The College will not engage in or tolerate unlawful discrimination, harassment, or retaliation on the basis of race, gender, ethnicity, religion, a religious group's actual or perceived shared ancestry or ethnic characteristics, age, national origin, color, disability, marital status, familial status, veteran status, ancestry, genetic characteristics, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth, creed, citizenship, sexual orientation, gender identity or expression, military status, or any other protected classifications in its employment, admissions, programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and other applicable statutes and College policies.

The College's Policy on equal opportunity supports and is consistent with the College's commitment to enhancing diversity and inclusiveness.

COMPLAINT PROCEDURE FOR TITLE IX AND EQUAL OPPORTUNITY RELATED CONCERNS

The College encourages the reporting of all incidents of discrimination, harassment (including but not limited to sexual assault and violence), and/or retaliation⁵.

If you believe that you have been unlawfully discriminated against, harassed, or retaliated against by any College officer, employee (including a member of the faculty, administration, or support staff), student, alum, contractor (including a Co-op employer), vendor, or supplier, or other nonemployee with whom you may come into contact and/or interact in connection with your employment with the College, please speak immediately to Assistant Dean, Student Support Services; Dean, Advising and Registrar; Vice President, Academic Affairs and Provost; Vice President, Enrollment Management and Student Services or Vice President, Human Resources/Chief Diversity and Inclusion Officer. The Vice President, Human Resources/Chief Diversity and Inclusion Officer also serves as the Title IX Coordinator is a member of the Human Resources Department and is available at 3R Alumni Hall, 215-670-9328. Please speak with the person with whom you feel most comfortable⁶. Please note that, if you prefer, you may leave an anonymous complaint using Peirce's online system at www.peirce.ethicspoint.com or by calling the hotline phone number (855) 857-5885.

Although not prohibited, the College strongly discourages students from dating (or attempts at dating) or entering into relationships of a romantic or sexual nature with College faculty, administration, or staff who may have the authority to influence, directly or indirectly, any term or condition of their student status. If such a relationship develops, students are encouraged to notify the Assistant Dean, Student Support Services, promptly.

Upon receipt of the complaint, the College will do the following:

- Conduct a prompt and thorough impartial investigation within 60 calendar days, complex cases may take longer.

⁵ *The College makes additional resources available to individuals who believe they have been subjected to an incident of sexual assault/sexual violence. (Please refer to the Sexual Assault Awareness, Prevention, and Response policy for additional information and resources.)*

⁶ *You also may approach the person who is harassing you or treating you unfairly and notify the person that the conduct or behavior is unwelcome. However, the College realizes that in some instances such action may not be appropriate and you are not required to do so.*

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- Use a preponderance of the evidence standard in the investigation (meaning it is more likely than not the sexual harassment or violence occurred.)
- Disclose allegations only to the extent necessary to conduct the investigation/take corrective action⁷.
- Take corrective action with respect to any student, graduate, officer, employee or nonemployee who has engaged in illegal and/or inappropriate behavior, up to and including discipline up to termination of his or her relationship with the College; and
- Neither engage in nor tolerate any unlawful retaliation against anyone who makes a complaint alleging unlawful discrimination, harassment, or retaliation, serves as a witness, or participates in the College's investigation

At times, it may be appropriate to explore whether informal resolution will address a conflict. However, the College does not require that parties participate in the informal resolution process. Moreover, the parties have the right to end the informal resolution process at any time and utilize the formal complaint process at any time. Finally, some reports of discrimination or harassment, such as sexual violence or other forms of physical assault are never appropriate for informal resolution and will require a formal investigation. Regardless of whether a formal complaint is filed, if the College has credible notice – either direct or indirect – of possible discrimination, harassment, or retaliation against a member of the College community, it will take immediate and appropriate steps to evaluate what occurred and determine if further action is required as well as prevent any further recurrence. Any response to such notice may be limited if the events giving rise such notice cannot be verified by independent facts. By way of example, the College will investigate allegations of sexual harassment, and take appropriate action, even if a complainant does not wish to pursue the disciplinary process; however, a complainant should be aware that any response may be hindered by the complainant's wish to anonymity and/or inaction.

NOTE: In connection with complaints of sexual violence/harassment, additional procedures may apply.

Students, who are not entirely satisfied with how their complaint has been handled, should contact the President & Chief Executive Officer of the College in writing so that he/she can look into the concerns.

DISCRIMINATION, RETALIATION, OR HARASSMENT ADVANCED BY NON-EMPLOYEES

The prohibitions set forth in this policy apply not only to the students of Peirce College but also to the College's officers, employees (including faculty members, administration, and staff) and to other nonemployees with whom students may come in contact and/or interact in connection with their educational experience (such as College contractors, including Co-op employers, the College's vendors and suppliers). Consequently, if you feel discriminated against, harassed (sexually or otherwise), or retaliated against by one of the College's officers, employees, or other nonemployee in connection with your educational experience, you should use the procedure set forth below. Conversely, the prohibitions set forth in this policy apply to the student's conduct relative to the College's officers, employees, other students, and other non-employees with whom students may come into contact and/or interact in connection with their educational or student employment experience.

RESOURCES / CONTACT INFORMATION

The Vice President, Human Resources/Chief Diversity & Inclusion Officer has been designated as Title IX Coordinator to handle inquiries regarding nondiscrimination policies (including policies prohibiting harassment and retaliation) and to serve as the overall campus coordinator for purposes of Title IX

⁷ An individual has the option to file a formal criminal complaint with the appropriate law enforcement agency, to pursue the College's internal complaint process or to pursue both processes simultaneously. Where both an external criminal complaint is being investigated as well as an internal complaint is being investigated by the College, the College will proceed with its own internal investigation and will not unduly delay such investigation, even while law enforcement personnel are conducting their investigation.

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compliance, and is available at 3R Alumni Hall, hsgolen@peirce.edu, or 215-670-9328. In addition, the following individuals have been designated as Deputy Title IX Coordinators:

- The Director, Employment & Employee Services will serve as the Deputy Title IX Coordinator for matters related to prospective or current employees, and is available at 3R Alumni Hall, dmjuarez@peirce.edu, or 215-670-9217.
- The Associate Director, Faculty Recruitment & Professional Development will serve as the Deputy Title IX Coordinator for matters related to prospective or current employees, and is available at 2 College Hall, [gamarte1@peirce.edu](mailto:gamate1@peirce.edu), or 215-670-9256.
- The Assistant Dean, Student Support Services will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available at 2 Alumni Hall, tathomas@peirce.edu, or 215-670-9423.
- The Dean, Academic Advising & Registrar will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available at 3 Alumni Hall, svbegley@peirce.edu, or 215-670-9072.
- The Director, Undergraduate Admissions will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available at 1 College Hall, slgauthney@peirce.edu, or (215) 670-9279.
- The Director, Student Financial Services will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available on the lower level of College Hall, rmwyatt@peirce.edu, or (215) 670-9332.
- The Director, Career Development Services will serve as the Deputy Title IX Coordinator for matters related to prospective or current students, and is available at 6 College Hall, lballway@peirce.edu or (215) 670-9292.

The following individuals have been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations:

- The Chief Employee Services/Risk Management Officer who is a member of the Human Resources Department will serve to handle matters related to prospective or current employees, and is available at 3R Alumni Hall, akmurphy@peirce.edu, or 215-670-9277.
- The Facilitator, Perkins Grant/Student Disability Services Coordinator will serve to handle matters related to prospective or current students, and is available at the Mary W. Walker '33 Center for Academic Excellence, 2 Alumni Hall, dsfrank@peirce.edu, or 215-670-9251.

Inquiries concerning the application of antidiscrimination laws may be referred to the Title IX Coordinators or to the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the U.S. Department of Education Office that serves your area, or call 1-800-421-3481.

POLICY PROHIBITING HARASSMENT ON ACCOUNT OF OTHER PROTECTED CATEGORIES

Harassment of an individual on account of other protected categories is unlawful and prohibited by this policy. Such harassment includes any unwelcome or unwanted attention, and other verbal, visual, or physical conduct or other form of offensive behavior directed toward an individual because of or on account of the individual's race, gender, ethnicity, religion, a religious group's actual or perceived shared ancestry or ethnic characteristics, age, national origin, color, disability, marital status, familial status, veteran status, ancestry, genetic characteristics, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth, creed, citizenship, sexual orientation, gender identity or expression, military status, or any other protected classifications when:

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- Submission to or rejection of such conduct by an individual is used as a basis or factor in decisions affecting the terms or conditions of educational instruction, student employment, or status and/or participation in other College program or activity;
- Submission to or rejection of such conduct by an individual is used either explicitly or implicitly as a basis for a decision affecting an individual's educational instruction, student employment, or status and/or participation in other College program or activity; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's, educational experience, student working conditions, and/or participation in a program or activity by creating an intimidating, hostile or offensive academic or student employment environment.

Examples of the types of conduct that are inappropriate and violate this policy, regardless of whether they constitute unlawful harassment on account of other protected categories include, but are not limited to:

- Communication or display of offensive material capable of a stereotypical or discriminatory meaning;
- Offensive remarks containing stereotypical or discriminatory references, including unwelcome comments about an individual's body, appearance, manner, speech or dress capable of a stereotypical or discriminatory meaning;
- Racial, religious, ethnic or other stereotypical or discriminatory jokes or other inappropriate use of racial, religious, ethnic or other discriminatory language capable of a stereotypical or discriminatory meaning;
- The display in the academic or student employment environment of objects, drawings or pictures which create an intimidating or hostile academic or student employment environment; and
- Other unwelcome and unwanted conduct of a stereotypical or discriminatory nature, such as name calling and racial, religious, or ethnic innuendos.

SCOPE OF THE POLICY

It is important to remember that these prohibitions apply not only to oral and written communications, but also to electronic communications via Peirce College Technology, which include, email and voicemail, Internet communications and searches, and other technology-assisted communications. For related information, please refer to the Acceptable Usage of Computer Systems and Facilities policy.

The prohibitions on inappropriate behavior set forth above apply not only on the College campus itself but also to all other academic-related settings, such as on site locations as well as academic-related social functions. If the inappropriate behavior occurred off campus, we have no jurisdiction but will prevent, respond, and correct continuing effects. It is of no defense to inappropriate behavior that there was no bad intent, it was only a joke, or that it was not directed at any person.

POLICY PROHIBITING RETALIATION

The College will neither engage in nor tolerate unlawful retaliation of any kind against any student who makes a complaint of unlawful discrimination, harassment, or retaliation, serves as a witness, or otherwise participates in the investigatory process. As with all other provisions of this policy, all students are protected by this provision as well as restricted in terms of what they do.

Prohibited retaliation includes adverse tangible employment or educational or student employment actions, such as a reduction in a course grade or termination of student employment. Prohibited retaliation also may include adverse actions independent of the educational or student employment environment, such as trying to exclude an individual from membership in an outside professional organization because of a complaint he or she made during the course of his or her academic or student employment experience.

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It is no defense to retaliation that the complaint did not have legal merit. Generally speaking, so long as a student acts in good faith in making a complaint alleging unlawful discrimination, harassment, or retaliation, serving as a witness, or otherwise participating in the investigatory process, no adverse action can be taken against him or her because he or she made the complaint, served as a witness, or otherwise participated in the investigatory process.

Prohibited retaliation will be handled under this policy in the same manner and subject to disciplinary/corrective action to the same degree as any other violation of this policy.

POLICY PROHIBITING SEXUAL HARASSMENT

The College will neither engage in nor tolerate sexual harassment. Consistent with the foregoing, the following behaviors are prohibited, whether by a man or a woman and whether directed at a man or a woman:

- To threaten or insinuate, expressly or implicitly, that any person is required to submit to sexual advances or to provide sexual favors as a condition for or that a person's refusal to submit to sexual advances or to provide sexual favors will affect adversely the person's:
 - Establishing eligibility for or enjoying any term, condition, or benefit associated with any of the College's academic or student services or programs,
 - Satisfying successfully the academic requirements for a course of study, or for continued enrollment and participation as a student of the College, or
 - Qualifying for or continuing in a Work Study program with the College;
- To make any decision or take any academic or student employment action based on a person's submission to or refusal to submit to sexual advances; and
- To engage in unwelcome sexually-oriented or otherwise hostile conduct which has the purpose or effect of interfering unreasonably with another person's academic or student employment performance or of creating an intimidating, hostile, abusive or offensive academic or work environment.

Sexual harassment also includes acts of sexual violence, sexual assault and other sexual misconduct (collectively, "sexual violence") and is prohibited by this policy.

Sexual violence refers to when a person is physically forced to engage in a sexual act against a person's will, is coerced into engaging in such acts or where a person is physically or mentally incapable of giving consent including, for example, due to the use of drugs or alcohol or an intellectual or other disability. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. (For additional information and resources, please refer to the Sexual Violence Policy (Awareness, Prevention, and Response))

Examples of behaviors, communications, etc. that are inappropriate, and as such, prohibited, regardless of whether they constitute unlawful sexual harassment include, but are not limited to:

- Demanding or threatening adverse academic student employment actions if sexual favors are not granted;
- Unwanted and unnecessary physical contact such as pinching, patting, repeated brushing against an individual's body;
- Demands for sexual favors in exchange for favorable treatment or continued student employment;
- Display of pornographic material;
- Excessively offensive remarks, including unwelcome graphic or suggestive comments about an individual's body, appearance or dress;
- Obscene jokes or other inappropriate use of sexually explicit or offensive language;
- Cyber-harassment;

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- The display in the academic or student work environment of sexually suggestive objects or pictures which create an intimidating or hostile academic or student employment environment; and
 - Other unwelcome and unwanted conduct of a sexual nature, such as leering, name calling, and sexual innuendos.
-

REASONABLE ACCOMMODATIONS

The College makes reasonable accommodations for students with respect to disabilities as well as religious observances, practices, or beliefs of which it is aware and which do not impose an undue hardship on the College. If a student believes he or she requires a reasonable accommodation or has a question regarding educational services, activities, programs, or facilities that are accessible to or usable by students with disabilities, please contact the Facilitator, Perkins Grant & Student Disability Services Coordinator, who is available at the Mary W. Walker '33 Center for Academic Excellence, 2 Alumni Hall (215-670-9251). For related information, please refer to the Student Disability Services policy.

Documentation

Students requesting reasonable accommodations with respect to disabilities must obtain and provide to Peirce current documentation of their disability before the start of the session in which they are enrolling and requesting an academic adjustment or services. This documentation must support both that a student has a disability as well as the necessity of the requested academic adjustment or services. The primary purpose of this documentation is to determine a student's eligibility for an accommodation and, if eligible, to help the College work interactively with a student to provide appropriate services. The College is not required, however, to provide accommodations that would result in a fundamental alteration to the nature of the program in which the student is enrolled or seeks to be enrolled, would create an undue financial burden, or which would pose a threat to safety and security.

General documentation requirements include, but are not limited to:

- Documentation must be provided by a licensed or otherwise properly credentialed professional who has no personal relationship (i.e. family member) with the individual but who is knowledgeable about the individual's disability and/or condition.
- Documentation must be typed or printed, dated, signed and legible with the name, title, and professional credentials of the evaluator on official letterhead and clearly define:
 - the description of the disability (Clear statement of the disability)
 - the description, name, and scores of the tests and assessments used, as appropriate
 - how the condition was diagnosed
 - the current existence of the disability and current need for an accommodation
 - functionality of the individual in an educational setting
 - expected progression or stability of the disability
 - rule-out statement that describes what academic and other functions the disability does not affect
 - recommended accommodations related to functional limitations
 - date of observation

The above criteria are general guidelines only; the type of documentation will vary according to the disability. In addition, in some instances, a student may be requested to provide updated or augmented documentation in order to be reviewed more fully before being considered for services.

In addition, in reviewing a student's specific accommodation request or the recommendations of an evaluator, the College may find that while the recommendation is clinically supported, it is not the most appropriate accommodation given the requirements of a particular student's academic program. In

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addition, the College may also propose accommodations that would be appropriate and useful to the student but which neither the student nor the evaluator have requested.

The College appreciates that student disability records contain personal and confidential information. Such documentation is maintained in a confidential file in office of the Facilitator, Perkins Grant & Student Disability Services Coordinator and is considered part of a student's education record and will only be disclosed with a student's permission or as permitted by law (e.g., in the event of a health or safety risk). However, at times, in order to evaluate and/or provide requested or recommended services and accommodations, it may be necessary for the College to disclose disability information provided by a student or a student's healthcare provider to appropriate College personnel participating in the accommodation process.

If documentation provided by a student does not support the existence of a disability or the need for an accommodation, the student will be advised and will be provided an opportunity to supplement the initial documentation with further information from a physician, psychologist or other appropriate specialist. In the event a student's accommodation request is denied, a student may appeal that decision by utilizing grievance procedure found under the Student Disability Services policy.

SOCIAL RELATIONSHIPS WITH OTHERS ASSOCIATED WITH PEIRCE COLLEGE

From time to time, students become involved in social relationships while attending Peirce College. While you have a right to say "yes", you also have an absolute right to say "no".⁸ Consequently, if you feel any unwelcome pressure to become involved with any students, College officers, employees (including faculty members, administration, and staff), or other non-employees with whom you may come into contact and/or interact in connection with your educational experience (such as College contractors, including Co-op employers, the College's vendors and suppliers), we urge you to use the complaint procedure set forth below.⁹

⁸ Although not prohibited, the College strongly discourages students from dating (or attempts at dating) or entering into relationships of a romantic or sexual nature with College faculty, administration, or staff who may have the authority to influence, directly or indirectly, any term or condition of their student status. If such a relationship develops, students are encouraged to promptly notify the Assistant Dean, Student Support Services.

⁹ If you ask a student, employee, or non-employee with whom you come into contact for a date and the person says "no," you cannot ask him or her again. Nor can you retaliate against him or her in any way.

FINANCIAL AID

FINANCIAL AID SERVICES

In order to assist students with their financial planning for graduate school, the Office of Student Financial Services has included some important information regarding your financing options.

1. Students who would like to determine their eligibility for financial aid should complete the Free Application for Federal Student Aid (FAFSA), which can be found online at fafsa.ed.gov.
2. The fastest way to complete the FAFSA is online at www.fafsa.gov. If you are new to this process (meaning you have never filed a FAFSA before in your name) you will need a FSA ID. FSA ID – a username and password – has replaced the Federal Student Aid PIN and must be used to log in to certain U.S. Department of Education websites. Your FSA ID confirms your identity when you access your financial aid information and electronically sign Federal Student Aid documents.

If you do not already have a FSA ID, you can create one when logging in to www.fafsa.gov:

Step 1: Create an FSA ID (Student and Parents (if applicable)).

Step 2: Start the FAFSA - fafsa.gov

Step 3: Student Demographic Information - name, date of birth, etc.

Step 4: School Selection - add Peirce College school code: 003309

Step 5: Visit StudentAid.gov/fsaid

Step 6: Confirm your e-mail address using the secure code, which will be sent to the e-mail address you entered when you created your FSA ID. Once you verify your e-mail address, you can use it instead of your username to log in to the websites. At Peirce College, the Office of Student Financial Services has work stations where you can complete your FAFSA online and we are here to answer any questions while you are filling out the application.

3. If you choose to borrow through the Federal Government's loan programs, please note that you must complete a Master Promissory Note (MPN) and loan entrance counseling online at www.studentloans.gov. You will need to set aside some time (about 30 minutes) to complete both processes. If you have completed the MPN and entrance counseling electronically within the past 5 years, please let the Office of Student Financial Services know and we will retrieve them electronically.

Peirce's Suggested Deadlines

The Office of Student Financial Services suggests you file your Free Application for Federal Student Aid as close to the beginning of the year (October through May) as possible to ensure you are in the running for all forms of funding. Several funds are limited and often run out early in the year.

Graduate students receiving Federal Financial Aid for enrollment in courses in the Graduate Studies programs at Peirce College must be accepted and matriculated into a graduate program and enrolled in at least six (6) graduate studies credits per term as a part-time student. Students who have completed all courses in a Graduate Studies program with the exception of the final two courses, including the Capstone course, may petition for reclassification of enrollment status permitting enrollment in three (3) credits per term for two terms as a half-time student for federal financial aid purposes. This request will be reviewed and approved by the student's Graduate Faculty Advisor in consultation with Student Financial Services as needed. Under no circumstances will the request be considered for terms for students who are not taking their final two courses in the program.

The Verification Process

In some instances students are selected for a process called verification where the Department of Education asks the Office of Student Financial Services to double check the information a student provided on their FAFSA. As a graduate student, this process will only occur if you are selected and are

FINANCIAL AID

interested in the Federal Work Study Program. If you receive an email from the Office of Student Financial Services regarding verification here are a few things to remember:

1. Respond to all requests in a timely fashion as verification must occur prior to your financial aid funds being applied to your billing statements.
2. Please make a copy of all the documents you are being asked to submit or ask your Financial Aid Specialist to make a copy so you can have your originals back.
3. Ask questions if you are unsure what documents are required.
4. Continue to attend your course(s) unless instructed otherwise.

FEDERAL AND STATE AID PENALTIES FOR DRUG VIOLATIONS

Any student who has been convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance shall not be eligible to receive any grant, loan, or work assistance during the period beginning on the date of such conviction and ending after the interval specified in the following table:

IF CONVICTED OF AN OFFENSE INVOLVING:	
The possession of a controlled substance:	Ineligibility period is:
First offense	1 year
Second offense	2 years
The sale of a controlled substance:	Ineligibility period is:
First offense	2 years
Second offense	Indefinite

If the student was convicted of both possessing and selling illegal drugs and the periods of ineligibility are different, the student will be ineligible for the longer period. A student regains eligibility the day after the period of ineligibility ends or when he/she successfully completes a qualified drug rehabilitation program or passes two unannounced drug tests given by such a program. Any further drug convictions will result in a repeated ineligibility status.

Students denied eligibility for an indefinite period can regain it only after successfully completing a rehabilitation program as described below or if a conviction is reversed, set aside, or removed from the student's record so that fewer than two convictions for sale or three convictions for possession remain on the record. In such cases, the nature and dates of the remaining convictions will determine when the student regains eligibility. It is the student's responsibility to certify to the Director, Student Financial Services, that he/she has successfully completed the rehabilitation program. When a student regains eligibility during the award year, Student Financial Services may award Pell, campus-based aid, and Direct and FFEL loans for the current academic term and any future terms.

Standards for a Qualified Drug Rehabilitation Program

A qualified drug rehabilitation program must include at least two unannounced drug tests and must satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state, or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state, or local government agency or court.
- Be administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.

FINANCIAL AID

Students planning to participate in a drug rehabilitation program must ensure that their selected program meets the qualified drug rehabilitation program standards. After completion of a qualified program, a student may submit his/her certification statement to the Director, Student Financial Services, for review. After review, the student will be contacted by the Director, Student Financial Services, to discuss his/her eligibility status for receiving state, federal, and/or campus-based aid.

FINANCIAL AID WARNING, PROBATION, AND APPEALS

Financial Aid Informal Warning

The Financial Aid Informal Warning is a status assigned to a student who fails to make satisfactory academic progress at the end of each fall term. Students will be notified stating that academic performance was not met under the Satisfactory Academic Progress policy. Students may continue to receive financial aid for the following term despite a determination that the student is not meeting the academic requirements. A letter or email will be sent to students informing them of their current status. If after the spring term of the student is not meeting Satisfactory Academic Progress, students will be placed on Financial Aid probation.

Financial Aid Probation

Students who fail to make Satisfactory Academic Progress after two consecutive terms will have their financial aid suspended. Financial aid probation halts all federal, state, and institutional aid. Students will be notified stating that academic performance was not met under the Satisfactory Academic Progress policy. A letter will be mailed or emailed to students informing them of their status and the appeal process.

Appealing Financial Aid Probation

Students placed on financial aid probation status have the right to appeal. To appeal, students with special circumstances and proper documentation (which will vary based upon the each student's situation), may appeal the SAP probation and/or aid eligibility suspension by completing a Satisfactory Academic Progress Appeal Form. This form is available on the student portal at <https://my.peirce.edu> under the My Finances tab.

Financial Aid Appeal Process

A statement in the student's own words explaining why he/she failed to earn the required credits and/or required GPA for two consecutive terms and actions the student will take, or has taken, to correct or prevent the situation from reoccurring. Further, the student must meet with his/her advisor to clearly map out the student's academic plan to get back on track in future terms. If the appeal involves exceeding the maximum timeframe, documentation is required from the student's Faculty Advisor listing the remaining courses needed to complete the degree. If an appeal is not received two weeks prior to the beginning of the fall term, all financial aid will be canceled and a financial aid hold will be placed on the student's account. No exceptions to this policy will be made. Submission of an appeal does not guarantee that financial aid will be reinstated.

Approval of Appeal

Once an appeal is approved, financial aid will be reinstated for one additional term. A student may be required to complete specific courses, reduce course load, and/or complete an education plan when financial aid is reinstated. The student must meet all requirements established to maintain eligibility. Student notification will be forwarded by mail or email with the specific requirements. This information will be provided by a Financial Aid Specialist and/or a Faculty Advisor.

Denial of Appeal/No Appeal Received

If an appeal is denied or no appeal is received, a student must complete the following steps:

FINANCIAL AID

1. Complete a minimum of 6-12 credit hours WITHOUT financial aid from Peirce College. A student should work with his/her advisor to select the appropriate course(s).
 2. Achieve a minimum GPA of 2.0.
 3. Complete 100% of attempted credits. Once a student has successfully completed the above, he/she should contact the office of Student Financial Services for a review to be reinstated. A letter or email will be sent to the student with information about updated status.
-

MARYLAND INSTITUTIONAL REFUND POLICY

Peirce College is registered by the Maryland Higher Education Commission to enroll Maryland students in its fully online distance education programs. The following Refund Policy applies to students resident in the State of Maryland who are enrolled in online courses and programs at Peirce College for the period of July 1, 2019 through June 30, 2020. Peirce College.

- a) Shall provide a refund to any student who has completed 60% or less of a course, term, or program within the applicable billing period,
- b) Shall conform to §11–202.2. (d)(1) and, (2) of the Annotated Code of Maryland, and to COMAR 13B.05.01.10, and
- c) Shall provide for refunds of tuition to Maryland students as provided above

Proportion of Total Course, Program, or Term Completed as of Date of Withdrawal or Termination	Tuition Refund
Less than 10%	90% refund
10% up to but not including 20%	80% refund
20% up to but not including 30%	60% refund
30% up to but not including 40%	40% refund
40% up to but not including 60%	20% refund
More than 60%	No refund

Please refer to the Institutional Refund Policy applicable to non-Maryland residents.

RETURN OF TITLE IV FUNDS POLICY

A statutory schedule is used to determine the amount of Student Financial Aid (SFA) program funds a student has earned when he or she ceases attendance based on the period the student was in attendance. As a result, the order of return of unearned funds includes funds from SFA programs. Students who completely withdraw at or before 60 percent of the term will be processed through a Return of Title IV Funds Calculation. The withdrawal date is the date determined from attendance records. If attendance records are not available, the College will use the following:

- The date the student began the withdrawal process prescribed by Peirce College.
- The date the student otherwise provided official notification to Peirce College of the intent to withdraw.

Calculation of Amount of SFA Program Assistance Earned

Percentage completed equals the number of days completed as of the withdrawal date divided by the number of days in the term or payment period. This percentage is also the percentage of aid earned. Multiply the percentage of aid earned by the total amount of aid that could have been awarded to the student during the term or payment period. The resulting dollar amount is the actual dollar amount of

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earned aid. Compare the actual dollar amount of earned aid to the amount of aid that had been disbursed to the student.

- If the amount disbursed is less than the amount earned, the student must receive a post-withdrawal disbursement of the unpaid earned aid within 120 days of the date of withdrawal. Earned funds in excess posted to the student's account must be provided to the student. Written notification will be sent to the student and/or parent including the information necessary for the student and/or parent to make an informed decision as to whether the student or parent would like to accept any of the disbursement. This notification will be provided for post-withdrawal disbursements of both Title IV grant and loan funds that are available for direct disbursement. Peirce will send the notification as soon as possible, but no later than 45 calendar days after the date that the College determines that the student withdrew. The notice will identify the type and amount of the Title IV funds that make up the post-withdrawal disbursement and explain that the student and/or parent may decline all or a portion of those funds. In the notification, the College will advise the student and/or parent that he/she has 14 calendar days from the date the school sent the notification to accept a post-withdrawal disbursement. If the information is not received, the College may disburse the funds.
- If the amount disbursed to the student is greater than the amount earned, the difference must be paid back to the Title IV programs. The restorations of monies to Title IV programs will be in the following order:
 1. Federal Direct Unsubsidized Stafford Loans
 2. Direct parent or Grad PLUS loans

Return of Title IV Formula Using the Worksheet

A statutory schedule is used to determine the amount of Student Financial Aid (SFA) program funds a student has earned when he/she ceases attendance based on the period the student was in attendance. As a result, the order of return of unearned funds no longer includes funds from sources other than SFA programs. The Return of Federal Funds Worksheet and instructions may be requested from Office of Student Financial Services.

Return of Title IV Frequently Asked Questions

1. What if I am registered for a course in session 1 and session 2 but decide to withdrawal from or drop my session 2 class?

If you withdrawal or drop the session 2 course before the session 1 class is over, then you are not subject to a Return of Title IV (R2T4) calculation, but you may have a balance based upon the charges for your session 1 course. If you withdrawal or drop the session 2 course after session 1 has ended, then an R2T4 will be performed to determine the amount of financial aid you are eligible to receive.

2. What if I am going to withdrawal from my session 1 course but will return for session 2?

You will need to speak with your advisor and complete a withdrawal form. At the bottom of the form, you will need to indicate your return for the next session (in this case session 2). A Return of Title IV calculation will not be performed at this time. Should you cease enrollment in the session 2 course prior to the end of session 2 then an R2T4 will be performed and you may incur a balance.

3. If I am not sure how my financial aid will be affected by a change in my schedule with whom should I speak?

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Please contact the Office of Student Financial Services via email at financialaid@peirce.edu or call 215-670-9370 and a Financial Aid Specialist will assist you.

RETURN OF TITLE IV FUNDS WITHDRAWAL

A student who is receiving any Title IV financial aid funds is subject to the Return of Title IV Fund policy if the student withdraws from Peirce College after the beginning of the term and before the term is completed. This policy is mandated by Federal Regulation (HEA, Section 484B; 34 CFR Part 668; 34 CFR Part 682) and affects those students who received any Title IV funds during the term of withdrawal (Federal Pell Grant, Federal SEOG Grant, Federal Direct Loan, Federal Perkins Loan, and Federal PLUS Loan).

Students who withdraw, stop attending, or drop classes may be required to return all or a portion of their disbursed financial aid. This is true even if a student has received a financial aid refund. This is because students earn financial aid through attendance. The percentage of aid earned is equal to the percentage of the payment period that a student completes.

When a student registers for courses, a seat in one or more courses is reserved for him/her, and tuition and fee costs are incurred. These charges must either be paid by the student, with financial aid or by a combination of the two. It is the responsibility of the student to take advantage of the instructional services that have been reserved. If a student does not want to remain in a particular course and does not want to be liable for the tuition and fees for the course, then he/she must officially drop the course within the drop/add period (100% of tuition will be refunded). If the course is not dropped within the drop/add period, tuition is refunded on the basis of the following schedule:

Drop/Withdrawal Occurring	Percent of Tuition Charged	Percent of Tuition Refund
On or Before First Day of Class	0%	100%
During Drop/Add Period	0%	100%
After Drop/Add Period	100%	0%

SATISFACTORY ACADEMIC PROGRESS

Satisfactory Academic Progress (SAP) is the term used to denote a student's successful completion of coursework toward a certificate/degree. Federal regulations require the Office of Student Financial Services to monitor the progress of each student who matriculates toward certificate/degree program completion. Students who fall behind in their coursework, or fail to achieve minimum standards for grade point average and completion of classes, may lose their eligibility for all types of federal aid administered by the Office of Student Financial Services.

Satisfactory Academic Progress Requirements

There are three components in maintaining satisfactory progress. Failure to comply with any one requirement may result in a loss of Title IV Federal Aid eligibility. Each component is detailed below:

1. Maintain a minimum cumulative grade point average of 3.0.
2. Maintain a minimum completion rate for attempted credit hours.
3. Complete a degree or certificate program in no more than 150% of the average length of the program.

While students are expected to complete all credits attempted for financial aid, each student must complete at least 75 percent of all credit hours attempted each term (fall, spring, and summer).

FINANCIAL AID

Students receiving financial aid are subject to the 150% Rule. According to this rule, students who attempt more than 150% of the credit hours needed to graduate from their program of study will be ineligible to receive financial aid. Under this rule, all credits, taken at Peirce or transferred to Peirce, are counted in this 150% rule calculation. Please note this rule applies to all courses taken regardless of how they were paid for (cash, financial aid, tuition reimbursement, etc.). The formula for the 150% rule calculation is as follows: career credits earned divided by career credits attempted.

At the end of each spring term, the Office of Student Financial Services will review the progress of each graduate student. Students who have not met all three of the requirements listed above will be notified in writing that they have not achieved Satisfactory Academic Progress. For more information about academic progress notifications, please see the Peirce College Academic Progress, Probation, and Dismissal policies.

Satisfactory Academic Progress Appeal Policy:

All students placed on Financial Aid Probation due to failure to meet satisfactory academic progress have a right to appeal. In order for the Office of Student Financial Services to evaluate your appeal, please follow the guidelines below, providing as much detailed information regarding the circumstances of the appeal as possible. The details of the appeal must be thoroughly explained before your appeal will be evaluated. Appeals will be reviewed on a case-by-case basis.

Instructions for Submitting an Appeal

1. Complete the Satisfactory Academic Probation appeal application.
2. Attach a typed and signed letter. The appeal letter must explain the following:
 - a. A description of the unforeseen circumstance which may have prevented the student from meeting the SAP standards
 - b. How the circumstance(s) have been resolved
 - c. How the circumstance(s) will not affect the student's future academic progress
 - d. An academic plan (which has been created with your Peirce faculty advisor and/or a Peirce faculty member)
3. Attach supporting documentation. Documentation of circumstances described in your letter must be included with the written appeal.

NOTE: Additional documentation may be requested after your appeal has been submitted

Appeal of Maximum Time Frame

A student who is close to exceeding the maximum time frame may appeal that status if he/she believes that there are special or extenuating circumstances. Examples of special circumstances would be injury, illness, death of a close relative, or other extenuating circumstances. A student may submit an application for appeal (see procedure above), with supporting documentation, to the Office of Student Financial Services. The Office of Student Financial Services will notify the student of the outcome of the appeal, and if he/she will be eligible for any additional time.

Monitoring the Status of Your Appeal

It may take up to seven business days to review your appeal once it is submitted to the Office of Student Financial Services before a decision is made. All decisions are final. A second review can only be requested if you can provide new information and documentation that may have been omitted from the initial appeal. If you have not submitted your initial or follow-up documentation within the timeframe allotted, typically within seven business days of the date of the decision email, you will be responsible for any potential balance and you can discuss your payment options with the Student Financial Services Office.

FINANCIAL AID

You will receive written electronic mail notification of the decision made on your appeal. You can monitor the status of your appeal on Net Partner.

Below is a listing of the potential appeal statuses:

- **Not Received:** Based upon your current SAP status you are ineligible for federal financial aid and have not submitted an appeal.
- **Received:** Your appeal has been received, but not reviewed.
- **Incomplete:** Your appeal has been reviewed, but the Office of Student Financial Services has deferred a decision on your appeal pending the receipt of additional information. The Office of Student Financial Services will send an email to your Peirce College email address detailing the additional information or documentation needed.
- **Approved:** Your appeal has been approved, and you are on SAP probation. While on probation you must follow the requirements set forth within the terms of your academic plan. The Office of Student Financial Services will monitor your academic progress each term to ensure you are meeting your individualized SAP requirements.
- **Denied:** Your appeal was not approved based on the information you provided. You are not eligible to receive federal financial aid. If you intend to remain enrolled at Peirce College, you must pay your bill with other sources.

Subsequent Appeals

Students who submit appeals for subsequent semesters may not present the same extraordinary or extenuating circumstance more than once, unless it has recurred. The basis for all subsequent appeals must be fully documented in order to be reviewed by the Office of Student Financial Services.

STUDENT LOAN REFUNDS

As a graduate student, you have the ability to borrow loans, which can be used to cover tuition, fees, books, supplies and living expenses. You are only billed for tuition, fees and in some cases books. Once your student loan is applied to your account in the Business Office if a credit balance exists (meaning you have paid for your courses and there is money left over) the college will return these funds to you on a debit card. You can choose to use these funds for living expenses (for travel, rent, and food as an example) or you can return these funds to the college in order to lower your overall loan debt.

The decision is yours but we would suggest borrowing only what you need to make sure you have enough money to complete your degree but not so much that you will have large student loan payments after graduation.

TYPES OF AID

Unsubsidized Federal Direct Loans

Under direct lending, the Federal Government allows eligible students through the higher education institutions they attend to borrow money. At the graduate level, students are eligible to borrow an Unsubsidized Direct Loans for a maximum of \$20,500 per academic year. The student is responsible for paying all the interest on the Unsubsidized Direct Loan as this is an interest bearing promissory note. Six months after the student is no longer enrolled or is less than six credits (or the equivalent of half-time status) the student will enter repayment.

Federal Graduate PLUS

Credit-worthy graduate students can borrow money needed to cover the total educational cost of the academic program, minus other financial aid. These loans are not need-based and are based solely on credit ratings. Please note that a student must borrow the Unsubsidized Direct Loans first. As with any loan, please borrow only what you need since this is money you will have to repay to the Federal Government.

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Federal Work Study

A student enrolled as a graduate student in a degree-seeking program is eligible to receive assistance through the Federal Work Study Program. In order to be considered for the Federal Work Study program, a student must demonstrate financial need, which is determined by completing the FASFA. A student can be a full-time or part-time student at Peirce and be eligible for Federal Work Study. A student can choose to work on campus or at an approved off campus location. The student is paid in the form of a check for the hours he/she works.

NOTIFICATION OF STUDENT RIGHTS UNDER FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

Peirce College complies fully with the Family Educational Rights and Privacy Act (FERPA) of 1974, as amended, and makes public notification of the law. This “official notice” is incorporated into the Peirce College Graduate Academic Catalog and is available in the Office of the Registrar and on the Peirce College website <https://www.peirce.edu/about-peirce/consumer-information>. In addition, a web message directing students to the “official notice” is posted monthly for all students who log on with their unique ID number and password to <https://my.peirce.edu>. Students with questions about this notice or about FERPA should contact the College at info@peirce.edu, 215-670-9380, or direct questions to the U.S. Department of Education, c/o Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Ave., SW, Washington, D.C. 20202-5901, 202-260-3887 (<http://www.ed.gov/policy/gen/guid/fpco>).

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

- **The right to review and inspect his/her own education records**

A student has the right to inspect and review his/her own educational records within forty-five (45) calendar days of the date the College receives a request for access to the records. A student seeking to inspect and review his/her own educational records must make a written request to the College at info@peirce.edu. The written request must identify the record(s) he/she wishes to inspect.

Upon receipt of such written request, the Dean, Academic Advising and Registrar or his/her designee, shall make arrangements for access and shall notify the student of the time and place where the records may be inspected. If the records are not maintained by the Registrar, the Dean, Academic Advising and Registrar, shall advise the student of the correct official to whom the request should be made.

- **The right to request the amendment of his/her own educational records**

If a student believes that his/her own educational records contain inaccurate or misleading information or otherwise violates the student’s privacy rights under FERPA, the student may submit a request, in writing, to the Registrar seeking that the College amend the record as requested. The written request should identify the part of the educational record that the student wants changed and should specify why it is inaccurate or misleading or otherwise violates the student’s privacy rights. Within a reasonable time after receiving such written request, the College shall decide to either amend the educational record as requested or shall notify the student that it has decided not to amend the record and that the student has the right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when he/she is notified of the right to a hearing.

- **The right to provide written consent to the release of personally identifiable information**

A student’s personally identifiable information contained in his/her educational record may not be released to a third party, including family members, without written authorization of the student, except to the extent that FERPA authorizes disclosure without such consent.

- **The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA**

Students may file a written complaint by writing to the Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC, 20202-4605.

NOTIFICATION OF STUDENT RIGHTS UNDER FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

Disclosure to school officials with legitimate educational interests

One exception that permits disclosure without prior written consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the College in an administrative, supervisory, academic or research, or support staff position (including security personnel and health/counseling staff and work study students); a person or company with whom the College has contracted (such as an attorney, auditor, or collection agent); or a person serving on the Board of Trustees.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional duties for the College.

Directory Information ¹⁰

Another exception that permits disclosure without prior written consent is disclosure of student directory information of current students. The primary purpose of directory information is to allow the College to include this type of information in certain College publications.

The College has designated the following information as “directory information”:

- Student’s name
- Address
- Telephone listing
- Electronic mail address
- Date and place of birth
- Photograph
- Major field of study
- Dates of attendance
- Level of education
- Degrees, honors, and awards received
- The most recent previous educational agency or institution attended

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without prior written consent.

A student has the right to advise the College that he/she does not wish the College to disclose any or all of the above-listed directory information without the student’s prior written consent. If a student wishes to exercise that right, the student should contact the College at info@peirce.edu in writing within 30 calendar days of the date of this notification and must specify the type(s) of directory information that the student does not want disclosed without prior written consent.

To obtain a list of all of the circumstances under which disclosure may occur in accordance with FERPA law and regulations, contact info@peirce.edu or visit the U.S. Department of Education, Family Policy Compliance Office (FPCO) website at <http://www.ed.gov/policy/gen/guid/fpcO>.

¹⁰ *These laws are: SECTION 9528 of the ESEA (20 U.S.C. 7908), as amended by the No Child Left Behind Act of 2001 (P.L. 107–110), the education bill, and 10 U.S.C. 503, as amended by SECTION 544, the National Defense Authorization Act for Fiscal Year 2002 (P.L. 107–107), the legislation that provides funding for the Nation’s armed forces*

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

Peirce College does not tolerate any form of sexual violence or sexual harassment including, but not limited to, domestic violence, dating violence, rape, stalking or any other form of sexual offense. These behaviors are more generally addressed in the College's Policy Prohibiting Sexual Harassment, set forth in the Equal Opportunity policy of the Graduate Catalog. Information provided in this Sexual Violence Policy is intended to supplement and reinforce the College's Policy Prohibiting Sexual Harassment.

The College is committed to preventing the occurrence of such sexual offenses which includes any sexual act directed at another person, forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent. The College is also committed to offering educational programs to promote awareness of rape, acquaintance rape, domestic and dating violence, stalking, and forcible and non-forcible sex offenses, as well as taking appropriate actions in the event a sexual assault is reported. Educational programs include but are not limited to: information provided in orientation courses and new student orientation programming, awareness and prevention workshops provided during Sexual Assault Awareness and Prevention month, a community awareness day, and resource materials available throughout the campus. Such offenses may also violate federal, state, and local laws and those who engage in such acts may be subject to criminal prosecution.

ACTIVE BYSTANDER

Active Bystanders play a critical role in the prevention of sexual violence and other sexual offenses. These are individuals who observe violence or conditions that may perpetuate violence and follow the appropriate reporting procedures, such as, calling 911, informing campus security and/or college officials. It is understandable that in many circumstances, the active bystander may be uncomfortable intervening or communicating concerns; however, conveying potential risks to individuals or the college community will help the College maintain a safe environment. As a support, the Walker Center for Academic Excellence provides information on the role of active bystanders. The RAINN website also has other important information on the role bystanders can play in preventing and responding to acts of sexual violence: <https://rainn.org/get-information/sexual-assault-prevention/bystanders-can-help>

CAMPUS DISCIPLINARY ACTION

Allegations of sexual offenses, sexual violence, including but not limited to rape, acquaintance rape, stalking, dating violence, and domestic violence, are subject to disciplinary action under the Student Disciplinary System.

The procedures of the Student Disciplinary System are more fully detailed under the Code of Student Conduct and Student Responsibility policies in the Graduate Catalog. In the case of claims involving sexual offenses, sexual violence, including but not limited to rape, acquaintance rape, stalking, dating violence, and domestic violence, both the accused and the victim will each be allowed to choose one person who has had no formal legal training to accompany them throughout the disciplinary process. In addition, both the victim and the accused will be informed in writing of the outcome of the disciplinary proceedings, specifically, the College's final determination with respect to the alleged sex offense, and any sanctions imposed within 30 calendar days of the decision unless extenuating circumstances as well as the procedures for appeal of the determination. If the alleged victim is deceased as a result of such a crime or offense, the next of kin will be informed in writing of the outcome of the disciplinary proceedings, specifically, the College's final determination with respect to the alleged sex offense, and any sanctions imposed within 30 calendar days of the decision unless extenuating circumstances as well as the procedures for appeal of the determination. For information on the right to appeal, please refer to the Code of Student Conduct and Responsibility policy found in the Graduate Catalog.

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

The standard of proof utilized during an investigation of sexual violence, including but not limited to rape, acquaintance rape, stalking, dating violence, and domestic violence, and other sexual offenses proceeding shall be “preponderance of the evidence”. The investigation shall proceed in a timely manner and every effort will be made to conclude the investigation within 60 days of the College’s receipt of the complaint.

A student found to have engaged in a sexual offense may be suspended and/or expelled for the first offense. The student may also be required to attend mandatory counseling or educational programs or such other penalties deemed appropriate by the College. In addition, students should be aware that independent of any action taken by the College, students may be subject to both civil and criminal authorities (including local police) and may be subject to both civil and criminal prosecution.

CAMPUS RESOURCES

In addition, there are a number of resources available to assist members of the Peirce College community and visitors to the campus who have been, or know someone who has been, the victim of sexual violence. The staff of these offices are available to provide information regarding options for pursuing a complaint as well as counseling and support.

The campus resources that are available to assist are:

- Vice President, Academic Affairs and Provost *
- Vice President, Finance & Administration
- Vice President, Human Resources/Chief Diversity & Inclusion Officer*
- Vice President, Institutional Advancement & Strategic Partnerships
- Vice President, Enrollment Management and Student Services *
- Vice President, Integrated Marketing, Communications & Recruitment Strategies
- Dean, Graduate Studies
- Dean, Academic Operations & Faculty Support*
- Dean, Academic Advising & Registrar
- Assistant Dean, Student Support Services*
- Chief Auxiliary Services Officer*
- Chief Employee Services & Risk Management Officer*
- Chief Information Officer*
- Director, Employment & Employee Services
- Director, Payroll & Employee Services
- Director, Undergraduate Admissions
- Director, Student Financial Services
- Associate Director, Faculty Recruitment & Professional Development
- Supervisor, Auxiliary Services*
- Supervisor, Marketing & Communications
- Supervisor, Physical Plant*
- Facilitator, Perkins Grant/Student Disability Services Coordinator

*The College’s Emergency Response Team serves as the Campus Security Authorities for the purposes of the Jeanne Clery Act reporting.

Campus resources are also available to assist members of the Peirce College community with making an immediate and direct report of suspected child abuse.

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

DEFINITIONS

Domestic Violence - The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

Domestic violence is defined as the US Department of Justice as, “a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner”. It can be physical, sexual, emotional, economic, and psychological. If you or someone you know is experiencing domestic abuse, there is help out there. Call the National Domestic Violence Hotline: 1-800-799-SAFE (7233).

Dating Violence - The term “dating violence” means violence committed by a person: (A) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) Where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (i) The length of the relationship.
- (ii) The type of relationship.
- (iii) The frequency of interaction between the persons involved in the relationship.

Stalking - The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (A) Fear for his or her safety or the safety of others; or
- (B) Suffer substantial emotional distress

Rape - The term rape means a sexual assault involving an act of penetration and includes acquaintance rape (assailant and victim know each other).

Non-forcible sex acts - Includes unlawful sex acts where consent is not relevant, such as sexual contact with an individual under the statutory age of consent as defined by Pennsylvania law.

Consent - Consent is an affirmative decision to engage in mutually acceptable sexual activity, and is given by clear words or actions. It is an informed decision made freely and actively by all parties. Consent may not be inferred from silence, passivity, or lack of resistance alone. Furthermore, consent to one form of sexual activity does not imply consent to other forms of sexual activity and the existence of a current or previous dating, marital, and/or sexual relationship is not sufficient to constitute consent to additional sexual activity. Consent cannot be obtained from someone who is asleep, unconscious, or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. Consent cannot be obtained by threat, coercion, intimidation, isolation, confinement, or force. Agreement given under such conditions does not constitute consent.

COMMUNITY RESOURCES: COUNSELING, MENTAL HEALTH, AND RELATED SERVICES

Although the College does not currently offer on campus counseling or mental health services for victims of sexual violence and other sexual offenses, there are a number of off-campus educational, counseling, and mental health services available and students are encouraged to utilize these resources.

These educational and counseling services include:

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

Episcopal Hospital - Emergency Room - Sexual Assault Services

100 E. Lehigh Avenue
Philadelphia, PA 19125
Phone: 215-427-7000

Description: Provides initial emergency medical treatment and crisis counseling services for sexual assault victims.

Family Based Services: Sexual Abuse

1315 Windrim Avenue
Philadelphia, PA 19141
Phone: 215-456-2626

Description: Provides intensive individual, family, and group sexual abuse therapy with on-call crisis response available 24 hours a day, 7 days a week.

RAINN (Rape, Abuse & Incest National Network)

Phone: 1.800.656.HOPE
Website: <http://www.rainn.org>

Description: The Rape, Abuse & Incest National Network is the nation's largest anti-sexual assault organization. RAINN operates the National Sexual Assault Hotline and carries out programs to prevent sexual assault, help victims, and ensure that rapists are brought to justice.

Sexual Assault Center

10th and Sansom Street
Philadelphia, PA 19107
Phone: 215-955-6840

Description: Provides medical care for injuries, documentation, and evidence collection for legal purposes, prevention, and treatment for possible sexually transmitted infections and pregnancy. Medical follow up is offered in our Sexual Assault Follow Up Clinic along with referral for counseling to reduce emotional trauma.

New Jersey Coalition Against Sexual Assault (NJCASA)

2233 Whitehorse Mercerville Road, Suite J
Trenton, New Jersey 08609
Phone: 1-800-601-7200 (24-hour hotline)
Website: <http://www.njcasa.org>

Description: NJCASA programs provide the following free, confidential services: Twenty-four hour hotline and crisis intervention, information and referral services, short-term crisis counseling, advocacy, accompaniment to the hospital, police department and/or court, support groups, emergency client needs. There are rape crisis centers in 21 New Jersey counties.

Women Organized Against Rape (WOAR)

One Penn Center
1617 John F Kennedy Blvd. Suite 1100
Philadelphia, PA 19103
Phone: 215-985-3333 (24-hour hotline)

Description: Counseling and information about sexual violence are available twenty-four hours a day, seven days a week, through WOAR's hotline. WOAR's staff and experienced volunteers provide counseling and support for victim/survivors receiving medical treatment in the emergency rooms at Episcopal Hospital in North Philadelphia and Thomas Jefferson University Hospital in Center City Philadelphia.

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

Any student needing assistance in contacting any of these off-campus programs or counseling services related to sexual assault and/or prevention may contact the Mary W. Walker Center '33 for Academic Excellence at 888-467-3472, ext. 9251 or WCAE@peirce.edu.

For more information about sexual assault awareness and counseling services, please refer to these other organizations for additional information and support:

- Philadelphia Domestic Violence Hotline: 1-866-723-3014
 - Pennsylvania Coalition Against Rape (PCAR): www.pcar.org
 - National Sexual Violence Resource Center: www.nsvrc.org
 - National Center for Victims of Crime: www.victimsofcrime.org
 - Information on male sexual abuse: www.malesurvivor.org
 - Information for adults on prevention efforts: www.heroproject.org
 - Philadelphia Special Victims Unit: 215-685-3251
 - Office of Emergency Shelter & Services: 215-686-7150
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CONFIDENTIALITY

The College does not currently offer confidential on-campus pastoral, counseling or mental health services for victims of sexual violence and other offenses. However, victims/survivors are encouraged to seek off-campus counseling in order to speak confidentially with a professional and begin the recovery period. A member of the College community may contact any number of local community resources for these counseling services. A list of off-campus counseling, mental health, and other related services is provided within this document, **See Community Resources: Counseling, Mental Health, and Related Services.**

The College respects the rights of victim confidentiality and will honor victims' requests to keep reports confidential to the extent permitted by law, and to the extent consistent with the College's obligation to investigate allegations. Victims are encouraged to inquire about confidentiality when seeking assistance and support from the varying offices.

The College understands and appreciates that, at times, an individual who reports an act of sexual violence or other sexual offense may wish to remain anonymous and may not wish to pursue the internal disciplinary process. In such instances, consistent with its Title IX obligations, if the College has credible notice of a report of an act of sexual violence or other sexual offense against a member of the College community, the College will take immediate and appropriate steps to evaluate what occurred and determine if further action is required as well as prevent any further recurrence. Any response to such notice may be limited if the events giving rise to such notice cannot be verified by independent facts.

Under the Jeanne Clery Act and the College University Security Information Act of the Commonwealth of Pennsylvania, federal and state law mandates the disclosure of certain statistics regarding sexual violence that occurs within the geographic boundaries of an institution of higher education. In accordance with both the Jeanne Clery Act, as well as the Campus Sexual Violence Elimination Act ("Save Act") provisions of the Violence Against Women Reauthorization Act of 2013 ("VAWA"), Jeanne Clery Act reports do not include the names of anyone involved, or any other information that identifies an individual. In addition, consistent with applicable law, the College will take appropriate steps to protect the identity of a victim in connection with any publicly available recordkeeping.

A victim also retains the right to make an anonymous complaint using Peirce's online system at www.peirce.ethicspoint.com or by calling the hotline phone number 855-857-5885. Consistent with applicable law, in connection with issuing a Timely Warning involving an incident of sexual violence, the College will withhold the name of the victim.

SEXUAL VIOLENCE POLICY (AWARENESS, PREVENTION, AND RESPONSE)

INTERIM MEASURES/CHANGES IN ACADEMIC, SUPPORT SERVICES, AND WORK STUDY ARRANGEMENTS

The College will provide written notification to a student who has been a victim of sexual violence of the options to change his or her academic, support services, and work study situations if those changes are requested by the victim and are reasonably available, the College will make such changes for the student. These changes will be made regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Such changes may include, but are not limited to arranging for excused absences, extended periods of time to make up examinations, tutoring or changes in class schedule.

Because the College does not provide residential housing, the College does not have the ability to require either party to change their housing or transportation arrangements, but will assist a victim in identifying alternative off-campus housing or travel arrangements if requested by the victim.

The College will also take such other interim measures so as to protect the victim and the community, such as imposing no contact orders between the respondent and the victim.

NO RETALIATION

The College will neither engage in nor tolerate unlawful retaliation of any kind against any individual who makes a complaint of sexual violence or other sexual offenses, serves as a witness, or otherwise participates in the investigatory process.

OPTIONS FOR REPORTING SEXUAL VIOLENCE

A victim of sexual violence has the right to notify the Philadelphia Police Department (or other local law enforcement office) and pursue criminal charges through the City of Philadelphia (or the local governance in which the incident occurred) and/or to pursue disciplinary action through the College's Student Disciplinary System.

A victim of sexual violence is encouraged to contact Security Services; Vice President, Human Resources/Chief Diversity & Inclusion Officer who also serves as the Title IX Coordinator; or the Assistant Dean, Student Support Services, who will provide information on reporting options. Security Services, the Title IX Coordinator, and/or the Assistant Dean, Student Support Services, or his or her designee, will assist a victim in notifying local police authorities, if the victim wishes to do so. However, a victim retains the right to decline to notify local law enforcement authorities.

PREVENTION AND AWARENESS PROGRAMS

Peirce College is committed to providing on campus and online educational programs to promote the prevention and awareness of sexual violence or sexual harassment including, but not limited to, domestic violence, dating violence, rape, acquaintance rape, stalking or any other form of sexual offense. Such educational programs also address risk reduction and the role of active bystanders in preventing such offenses.

Educational programs include but are not limited to: information provided in orientation courses and new student orientation programming, awareness, risk reduction, and prevention workshops provided during Sexual Assault Awareness and Prevention month, a community awareness day, and resource materials available throughout the campus. Other educational programs are offered by the Mary W. Walker Center '33 for Academic Excellence throughout the year as well as are available to students upon request.

In addition, literature on preventing and awareness of dating and domestic violence, risk reduction, and off-campus counseling and mental health services is available through the Mary W. Walker Center '33 for

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Academic Excellence, located at the main campus, 2 Alumni Hall. Students may also contact the Center at 888-467-3472, ext. 9251 or at WCAE@peirce.edu.

RISK REDUCTION

Risk reduction involves utilizing strategies to reduce one's risk of sexual assault or harassment. The Rape, Abuse, & Incest National Network, www.rainn.org provides the following helpful information on its website:

Avoiding Dangerous Situations:

While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted.

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- **Try to avoid isolated areas.** It is more difficult to get help if no one is around.
- **Walk with purpose.** Even if you don't know where you are going, act like you do.
- **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cab money.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones** in both ears so that you can be more aware of your surroundings, especially if you are walking alone. <https://rainn.org/get-information/sexual-assault-prevention/avoiding-dangerous-situations>

Handling Social Situations:

While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted in social situations.

- **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

The RAINN website also has other important information on safety planning, responding to pressure and computer safety: <https://www.rainn.org/safety-prevention>

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SANCTIONS

A student found to have engaged in a sexual offense, sexual violence, including but not limited to rape, acquaintance rape, stalking, dating violence, and domestic violence, may be suspended and/or expelled for the first offense. The student may also be required to attend mandatory counseling or educational programs or such other penalties deemed appropriate by the College. In addition, students should be aware that, independent of any action taken by the College, perpetrators may be subject to both civil and criminal authorities (including local police) and may be subject to both civil and criminal prosecution.

TITLE IX COORDINATOR

Complaints of sexual violence, including but not limited to domestic violence, dating violence, stalking or rape and other sexual offenses, as well as sexual harassment can also be communicated to the Title IX Coordinator. The Title IX Coordinator is responsible for ensuring the College's compliance with Title IX and overseeing the College's review, investigation, and resolution of allegations of sexual violence and other sexual offenses. The Title IX Coordinator is the Vice President, Human Resources/Chief Diversity and Inclusion Officer and can be reached at 215-670-9328, hsgolen@peirce.edu and is located in Human Resources Department, 3R Alumni Hall.

WHAT TO DO IN THE EVENT OF A SEXUAL ASSAULT

If you believe that you have been a victim of a sexual assault or that a sex offense has occurred, you should, as soon as possible:

Report the incident immediately to campus Security Services using any of following methods:

1. Use the telephones located by the elevator on each floor of College Hall;
2. Dial extension 9444 from any telephone on campus; or
3. Dial 215-670-9444 or 215-670-9284 from any other telephone.

In addition, victims are encouraged to report sexual assault to the local Philadelphia Police Department at 911. The Assistant Dean, Student Support Services, or his or her designee, will assist a student in notifying local police authorities, if the student requests such assistance. Victims should seek medical attention immediately and preserve any evidence (do not shower, bath, eat, drink, smoke or change clothing prior to a medical or legal examination). It is important to have a forensic medical exam to check for internal injuries, receive medication for sexually transmitted infections, discuss options for HIV and pregnancy prevention, and gather forensic evidence. Victims can receive a Forensic Medical Examination at the Philadelphia Sexual Assault Response Center, and can be transported there by campus Security Services. Additional information on the PSARC is available at <http://drexel.edu/medicine/about/departments/emergency-medicine/forensic-emergency-medicine/#Center>

Victims should meet with the Title IX Coordinator or the Assistant Dean, Student Support Services, or his or her designee who will provide information on the availability of Counseling, Mental health and Related Services, Options for Reporting Sexual Violence, Interim Measures and Changes in Academic, Support Services, and Work-Study Arrangements. The College will notify a student who has been a victim of a sexual assault of the options to change his or her academic situations, and if those changes are requested by the victim and are reasonably available, the College will make such changes for the student. Such changes may include, but are not limited to arranging for excused absences, extended periods of time to make up examinations, tutoring or changes in class schedule. Because the College does not provide residential housing, the College does not have the ability to require either party to change their housing arrangements, but will assist a victim in identifying alternative off-campus housing arrangements if requested by the victim.

TRANSCRIPT REQUEST

Peirce College has authorized the National Student Clearinghouse (NSC) to provide transcript ordering via the Web. Transcript orders will be transmitted electronically to Peirce College from NSC and will be processed by the Office of the Registrar. Peirce College official paper transcripts will be sent via standard delivery. Official electronic transcripts are converted into a PDF document and delivered to the recipient using the Clearinghouse GlobalSign certificate or Electronic Transcript Exchange. E-transcripts are available only for students entering the College after 1991. Peirce College will not fax or email official transcripts under any circumstances. The College will not accept requests made by telephone, fax, or electronic mail.

Transcripts are released only with the written permission of the student. All financial obligations must be met in order to receive an official transcript. If there are outstanding financial obligations on a student's record, Peirce will only forward an unofficial transcript until payment has been made. The student will be notified if a financial hold exists. Students can order official transcripts using any major credit card; the credit card will only be charged after the transcript has been sent. The fee per transcript ordered is \$5.00 or \$6.00, depending upon the delivery method chosen. Transcripts can be ordered from Peirce College under the Transcripts Requests portlet on the home page of my.peirce.edu.

Requests made by family for a transcript of a deceased person are honored if proof of death, such as a death certificate, is provided. To make this request, please contact the Office of the Registrar at 215-670-9380.

TUITION PAYMENT

Peirce College offers several different payment options. They are as follows:

- Payment in full prior to the start of each session.
- Payment plan set up through the duration of the semester without a credit card on file. Notification prior to due date is emailed to students. (A \$35 fee is charged for this service.) Students participating in the payment plan option must sign a payment installment agreement.

A valid credit card must be on file in the Student Financial Services as a guarantee of payment for the following options:

- Payment Plan — set up through the duration of a term with a valid credit card. The credit card on file is charged on the agreed upon dates without prior notification.
- Tuition Reimbursement — available to students who have the option of being reimbursed by their employer once they submit a paid receipt and the grade. A valid credit card is charged at the end of each course. A paid receipt is then mailed to the student to submit to their employer for reimbursement.
- Tuition Deferment — available to students who have the option of being reimbursed by their employer once they submit an invoice and the grade. An invoice is mailed at the end of the drop/add period of each session. Payment is made to the College upon receipt of the funds from the employer.
- Direct Billing — available to students who receive tuition assistance from their employers through a voucher system. Tuition vouchers are submitted to the Student Financial Services prior to the start of each session.

Forms for the above mentioned options can be accessed through the following link: <https://my.peirce.edu>.

It should be noted that all payments are to be in U.S. dollars (cash, check, money order, or credit card). It is the policy of Peirce College that all tuition payments are nonrefundable after the Drop/Add period for each session.

Failure to Comply

Peirce College expects its students to honor their financial obligations, repaying tuition balances in accordance with the payment plan to which they have agreed. The College reserves the right to drop students who are delinquent in their payments from upcoming classes. The College also reserves the right to deny access to the online component of classes for students who are delinquent in their payments. Students are financially obligated to pay the costs of any unreturned library materials. In the event that a student fails to satisfy his/her financial obligations to the College by incurring a past due balance, the student must contact the College immediately to make payment arrangements and to sign a promissory note. If a student's past due balance has had no activity for a three-month period, the College reserves the right to financially dismiss the student and to assign the student's account to a collection agency or to an attorney. A student who has been financially dismissed will be eligible for reinstatement only after he/she has paid his/her balance in full. If a student's account is assigned to a collection agency or to an attorney, the student will be liable for the past due balance as well as for accrued interest and any collection or attorney fees that may be incurred. Students will not be permitted to participate in the commencement ceremony or receive official transcripts and diplomas unless all financial obligations are met.

Peirce College will not impose any penalty including the assessment of late fees, the denial of access to classes, libraries, other institutional facilities, or the requirement that a covered student borrow additional funds, on any covered individual because of the student's ability to meet his or her financial obligations to the college due to the delayed disbursement funding from VA under Chapter 31, Vocational Rehabilitation and Employment, Chapter 33, or Post 9/11 GI Bill® benefits.

TUITION PAYMENT

Graduate Tuition and Fees for the 2019-2020 Academic Year

Peirce College offers one of the lowest private college tuition costs in the nation. Moreover, we do not charge additional for our online courses or increase tuition for out-of-state students.

- Graduate courses are 3 credits.
- The cost of each credit is \$772.
- Comprehensive service fee is \$200 per term.

Related Costs

- Course Audit fee \$200
- Graduation fee \$75
- Capstone course extension fee \$750
- Non-refundable application fee \$50
- Payment Plan fee (per term) \$35
- Return Check fee (per check) \$25
- Transcript fee (per transcript) \$5 or \$6, depending upon the delivery method chosen
- Late Payment fee (per month for balance due) 1%



1420 Pine Street, Philadelphia, PA 19102
888.467.3472 ■ www.peirce.edu ■ blog.peirce.edu

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