

# 2022-2023 Graduate Catalog

## Castleton University

Castleton, Vermont 05735  
www.castleton.edu

Castleton University is accredited by the  
New England Commission of Higher Education.

## Location

Castleton is located in an area that has long been recognized for its beauty, tranquility, and abundant four-season recreational resources. The natural environment of Vermont blends easily with the educational environment of Castleton to create the setting for a unique living and learning experience.

The university's 165-acre campus is situated in the village of Castleton. One of Vermont's largest cities, Rutland, lies 12 miles to the east; New York State is six miles to the west. The internationally-known ski resorts of Killington and Okemo are just forty minutes away along the crest of the Green Mountains. Montreal, Boston, Hartford, Albany, and New York City are all within easy driving distance on major highways and are accessible by air, bus, and/or train service.

## Faculty

Castleton is primarily a teaching institution whose faculty is dedicated to the preeminence of student learning in the life of the university. Castleton faculty comprise a community of scholar-teachers whose academic and artistic endeavors enlarge and enrich the lives of their students, their colleagues, and the university. Ninety-four percent of the faculty hold doctoral or appropriate terminal degrees in their fields of academic specialty. In addition, all full-time faculty in the Graduate Programs hold doctoral degrees. The chief beneficiary of faculty scholarship is the Castleton student, whose classroom experience is heightened by the excitement of the professor's own pursuit of knowledge.

## History

Castleton University was founded in 1787 (the same year that the Constitution of the United States was written). We are Vermont's first institution of higher education and the eighteenth oldest college in the United States.

Founding Day was October 15, 1787, when the General Assembly of the Republic of Vermont honored the petition of a group of veterans of the Green Mountain Boys and the Continental Army and chartered the Rutland County Grammar School in the village of Castleton. (In the eighteenth century, a grammar school was the first step in higher education, a link between the local common schools and the few colleges in New England.) In 1818, the Grammar School was joined by a neighbor, the Castleton Medical College, the first medical college in Vermont. Until it closed in 1862, the Medical College conferred some 1400 medical degrees, more than any other New England medical school. Students came from throughout the United States and Canada, and from distant lands including France, Cuba, Ireland, and Brazil. At least two African Americans graduated and went on to distinguished careers. When the Medical College closed, its distinctive cupola-topped building (known today as "The Old Chapel") was absorbed by the original school. Today, the Old Chapel still houses classrooms along with exhibits from the days when it was the anatomical theater of the Medical College. It also features the oldest photograph of medical education taking place in the United States.

Throughout the nineteenth century and beyond, the school in Castleton evolved to meet the needs of society. Over the years, the institution repeatedly benefitted from the vision of several outstanding leaders, including Solomon Foot, principal in the 1820s (and later president pro tempore of the U.S. Senate during the Civil War); the force of nature known as Harriet Haskell, Castleton's first woman principal in the 1860s (and later a nationally known feminist); and Captain Abel Leavenworth, principal in the 1880s (and hailed as the hero who had led the first Union infantry into Richmond in 1865 and personally raised the stars and stripes over the capital of the Confederacy).

Castleton entered its first Golden Age in the 1920s and 1930s under the leadership of Caroline Woodruff, a friend of Eleanor and Franklin Roosevelt and the first woman president of the National Education Association. Woodruff helped save the school after a devastating fire in 1924. Demonstrating the resilience that typifies Castleton, Woodruff vowed that "the glory of the latter house shall be greater than that of the former." And, indeed, under Woodruff's guidance the school flourished. She modernized the curriculum, hired excellent staff, and exposed her students to the wider world through guest speakers like Robert Frost, Helen Keller, Norman Rockwell, and Alexander Woollcott (whose home on a lake in Castleton served as the summer headquarters of the Algonquin Round Table in the Roaring Twenties).

In the 1960s, Castleton entered its second Golden Age under President Richard Dundas, a quiet visionary who doubled enrollment, bolstered the caliber of the faculty, embarked on a building boom, and expanded the curriculum until the school offered a full-fledged liberal arts education. The student population, which traditionally had been rural women, now included significant numbers of men, and Castleton became a national power in men's soccer. In 1962, Castleton became a state college and a member of the newly formed Vermont State Colleges System.

Beginning in 2002, Castleton entered its third Golden Age under the charismatic leadership of President David Wolk. The college invested over \$75 million in infrastructure improvements, increased research opportunities for faculty and students, expanded programming in athletics and the arts, increased the number of international students, pursued a diversified portfolio of entrepreneurial ventures, and added a number of graduate programs. Accordingly, after more than a decade of unprecedented growth and improvements, in 2015 the VSCS Board of Trustees unanimously approved modernizing Castleton's name to Castleton University.

Today, Castleton University has a total enrollment of more than 2,000 students. Vermont residents make up the majority of the student body, though our out-of-state and international populations continue to grow. Per our Mission Statement, a Castleton education is transformational for our students. The University consciously strives to meet their special needs through close faculty-student interactions and by enveloping them with a sense of care, support, and opportunity that we refer to as "The Castleton Way."

When Green Mountain College closed its doors in 2019, Castleton accepted its students with open arms. Later that year, when Southern Vermont College and then the College of St. Joseph ceased operations, Castleton again agreed to teach-out their students. And we continue to stand by, ready to provide New Englanders with the skills, training, and support they need to permanently improve their lives and the lives of their families.

We also expanded our footprint in 2019 by adding new campuses in Killington (for our Resort & Hospitality Management program) and Bennington (for our Nursing program).

We say that "All students can earn straight As at Castleton," because they have unparalleled opportunities to excel in the three "A"s: Academics, Arts, and Athletics. Our alumni regularly state that the four years they spent at Castleton were the best years of their lives. That's not surprising, as our campus is truly an exhilarating place: hundreds of eager young adults studying, learning, debating, going to plays, cheering at football games, starting clubs, performing internships, conducting experiments in our new million-dollar science labs, skiing at Pico Resort (our students ski for free at Pico), working on projects in our state-of-the-art graphic design studio, and, most importantly, preparing to make the world a better place when they graduate.

Although much has changed in 234 years, Castleton retains its historic commitment to our students and to Vermont. Like Ethan Allen and the Green Mountain Boys, who convened in Castleton just twelve years before our founding, we do heroic things with minimal means. The transformative education Castleton provides is needed now more than ever before, as we offer vital programming to educate the future scientists, nurses, social workers, educators, business persons, and thinkers who will tackle the myriad challenges facing our state, our nation, and our planet.

# Mission

The graduate programs at Castleton University recognize their responsibilities to students within an increasingly global society. Their mission is to promote the knowledge, competence, and character necessary for the professional application of skills within their chosen fields.

## Graduate Degree Programs at Castleton University

Graduate degree programs at Castleton University provide students an opportunity to complete an advanced degree within a discipline or professional area. Programs require appropriate faculty credentialing, have benchmarks of student readiness for graduate level work, involve specialized and advanced curriculum, and require graduates to demonstrate specific competencies detailed in the program objectives.

Faculty teaching in graduate degree programs have contemporary expertise and have made scholarly contributions within their fields and/or have exceptional practical or clinical experience which is translated into the classroom.

Students admitted to these programs have demonstrated by undergraduate degree completion and/or examination assessment that they are ready for graduate level work and expectations.

The curriculum of graduate programs includes clear program objectives that are mapped to specific and sequential coursework. The course learning objectives reflect higher ordered skills of analysis and synthesis as applied to more complex, specialized course work inherent in advanced academic programs. The assessments and other professional expectations are designed to challenge students substantially beyond that of a baccalaureate degree program. These programs provide students with curricular mastery of a field of study through an examination of relevant literature, theory, and experimental methods in an effort to hone and develop analytical and professional skills required within the profession.

Students who complete a graduate degree have demonstrated they meet the program objectives.

## NC-SARA

Castleton University has been approved to participate in the National Council for State Authorization Reciprocity Agreements.

The National Council for State Authorization Reciprocity Agreements (NC-SARA) was established to help expand students' access to educational opportunities and ensure more efficient, consistent, and effective regulation of distance learning programs. Two critical components of our mission are:

1. to assure students are well-served in a rapidly-changing education landscape, and
2. to increase the quality and value of higher education credentials earned through distance learning programs.

## NECHE

Castleton University is accredited by the New England Commission of Higher Education (formerly the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges, Inc.).

Accreditation of an institution of higher education by the Commission indicates that it meets or exceeds criteria for the assessment of institutional quality periodically applied through a peer review process. An accredited college or university is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation.

Accreditation by the Commission is not partial but applies to the institution as a whole. As such, it is not a guarantee of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institution.

Inquiries regarding the accreditation status by the Commission should be directed to the administrative staff of the institution. Individuals may also contact:

**New England Commission of Higher Education**  
**3 Burlington Woods Drive, Suite 100, Burlington, MA 01803-4514**  
**(781) 425 7785**  
**E-Mail: [info@neche.org](mailto:info@neche.org)**

## Admissions Policies

### Admissions Standards

Admission to Castleton's graduate programs is selective. In order to be eligible for enrollment in a Castleton course for graduate credit, a prospective student must hold at least a bachelor's degree from either a regionally or nationally accredited institution of higher learning and have earned at least a 3.0 cumulative grade-point average. However, each department establishes its own requirements, so applicants should check their particular program of interest to see whether they are eligible (and, if not, how they can establish eligibility).

For instructions on how to apply for graduate study at Castleton, go to the program you are interested in pursuing and click on the link for "application information."

### Admissions Status

Admission to the university for graduate study is "rolling," meaning that prospective students may apply at any time. (However, individual programs have their own deadlines for consideration in a particular semester, so applicants should check the program in which they want to enroll.)

Students will be notified of the status of their application throughout the process. The applicant will receive written notification of the admission decision, granting admission, denial of admission or wait listing. The option of provisional admission is possible for some applicants.

**Provisional Acceptance:** Applies to a logistical issue such as an official transcript replacing an unofficial one. The University reserves the right to revoke a provisional admission if the final submission differs from what was expected. A student will need to complete a provision prior to matriculation. The Admissions Office cannot have more than one document pending for provisional acceptance.

**Conditional Acceptance:** Applies, if a candidate fails to successfully complete a requirement such as a prerequisite, or does not meet the GPA requirement for matriculation. A student who is accepted with a prerequisite requirement will need to complete the prerequisite as a condition of his/her acceptance prior to matriculation, and will need to complete a GPA requirement of 3.0 or higher after matriculation. In some cases, Castleton University may have concerns about a student's ability to complete his or her program successfully. In this instance, the student will be required to take additional courses. Courses must be completed within two semesters of the date of conditional admission and passed with a grade of "B" or better. If these requirements are met, the condition will no longer apply.

### Credit for Co-Designated Courses

Graduate students may apply no more than nine credits from co-designated undergraduate/graduate courses toward a degree program. Performance-based courses and internships in which graduate and undergraduate students participate at different academic levels are exempt from this restriction.

### Registration

New graduate students will connect with a faculty advisor, discuss their program requirements, and register for their first semester courses.

Course listings can be found online. Students need to register for all courses, including independent studies, field experiences, practicums, written examinations, and theses. Individualized courses also require forms that need to be completed and signed before registration. **Students need to register during the published registration period or risk courses being cancelled due to low enrollment.** Course cancellations may make it difficult to complete a program plan in a timely fashion.

Registration for graduate courses can be done online, by mail, or in person at the Financial & Registration Services Center in Woodruff Hall.

**Late Registration:** A student may be able to register on or after the first day of classes with permission of the instructor and the payment of a late registration fee. Check the website for late registration details.

### Transfer of Courses

With the written permission of the registrar and the department chair in which their program is housed, students may count toward their degree up to 12 graduate credits earned from institutions accredited by a regional accrediting association or by an accrediting agency recognized by both the U.S. Department of Education and the Council for Higher Education Accreditation that are not part of the Castleton graduate program in which they are enrolling (e.g. from a college or university in another state; from another Vermont college or university; from another Castleton program such as the Castleton Center for Schools). Official transcripts must be submitted to the registrar for evaluation and transfer of such graduate credits. Only courses completed within the previous five years for which the student received a grade of "B" (3.0) or better will be accepted for transfer. Pass/Fail courses and courses taken for credit/no credit are not acceptable.

With the approval of the department chair, registrar, and academic dean, students may request advance permission to take graduate courses at other institutions that will be applied to the requirements of their Castleton program. The necessary permissions are indicated through signatures recorded on the Prior Approval of Graduate Course Transfer Form, which students must complete and submit to the registrar before enrolling in any outside-Castleton courses that they intend to transfer into their Castleton program.

### Veterans Benefits and Transition Act

Per Section 103 of the Colmery Act:

Any covered individual, is permitted to attend or participate in the course of education during the period beginning on the date on which the individual provides to the educational institution a certificate of eligibility for entitlement to educational assistance under chapter 31 or 33 (a certificate of eligibility can also include a "Statement of Benefits" obtained from the Department of Veteran Affairs (VA) website - eBenefits, or VA 28-1905 form for chapter 31 authorization purposes) and ending on the earlier of the following dates:

1. The date on which payment from V A is made to the institution,
2. 90 days after the date the institution certified tuition and fees following the receipt of the certificate of eligibility.

Castleton University will not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries, or other institutional facilities, or the requirement that a covered individual borrow additional funds, on any covered individual because of the individual's inability to meet his or her financial obligations to the institution due to the delayed disbursement funding from VA under chapter 31 or 33.

# Academic Policies

It is important that students familiarize themselves with the various academic policies of Castleton. A thorough knowledge of these policies will help students complete their academic experience with the greatest ease.

## Academic Honesty

Castleton University is a learning institution committed to the highest standards of scholarly conduct. The students, faculty, and administration make up a scholarly community whose integrity and success necessarily stem from a mutually agreed upon code of academic standards and principles that promote trust and honesty and prohibit the attempt to gain unfair academic advantage. Membership in the Castleton community means sharing responsibility for upholding and safeguarding these academic standards and principles. Any violation of academic honesty will be considered cheating and will be dealt with accordingly by the appropriate authorities.

**Procedures:** Castleton considers all cases of academic dishonesty serious and encourages all full- and part-time faculty to treat each case with the seriousness it deserves. The recommended course of action in those cases where academic dishonesty is suspected is listed below.

- A faculty member suspecting academic dishonesty should discuss the alleged infraction(s) with the student(s) involved and explain the grounds for concern.
- If after meeting with the student, the faculty member concludes that the university's academic honesty policy has been violated, the faculty member should notify the student in writing of the violation and the penalty that has been levied. Penalties for academic dishonesty levied by the instructor may range from failure on the assignment to failure for the course. (Although the faculty member has authority to issue failing grades without such notification, the establishment of a written record is the only acceptable means of determining whether a student is responsible for repeated misconduct.) In determining penalties, faculty may take into consideration whether or not a student either knowingly or unknowingly committed an infraction. University policy, however, makes *no distinction about whether or not plagiarism has occurred on the basis of a student's intention.*
- Instructors will notify the Dean of Students about all academic honesty infractions. Reports of academic dishonesty should be made using the "Academic Misconduct Referral Form," which can be downloaded from the university's web site.
- If a student feels that the instructor's allegations or penalties are erroneous, then she/he must arrange to meet with the instructor to discuss and attempt to resolve the matter prior to appealing a decision. If a student/instructor conference fails to achieve adequate resolution, any penalty levied by the instructor may be appealed in writing to the Academic Dean or his or her designee within seven days from the date of the instructor's written notice of penalty. Should the instructor fail to give written notice, the student may appeal within seven days of learning of the penalty. In all cases of appeal, the decision of the Academic Dean or designee is final.
- The Dean of Students may, at his or her discretion, levy additional penalties up to and including dismissal from the university for serious or repeated violations. In cases where the Dean of Students concludes that an additional penalty may be necessary, the student will be notified within fifteen days of the receipt of the instructor's notice of imposition of a penalty that a further sanction is being contemplated. If the severity of the offense warrants, the Dean of Students may lodge a complaint against the student in accordance with the Due Process procedures.

**Definitions of Infractions:** The following list is intended to illustrate the types of behaviors that are considered academically dishonest at Castleton. It is only a partial list; other behaviors may, as well, violate the basic principles of academic honesty.

- A. Plagiarizing in any form. Plagiarism is stealing. Castleton University defines plagiarism as the act of submitting someone else's work, words, or ideas (in part or in whole) as if they were one's own, without proper attribution of credit.

Credit must be attributed to both print and online source materials, including books, periodicals, articles, video, music, and images. The Internet has become a powerful research tool, but students should note that its power also has a double effect: the Internet makes committing and detecting and proving plagiarism much easier.

Additionally, Castleton makes no distinction in the definition of plagiarism on the basis of a student's intent. Students are responsible for taking pains to familiarize themselves with the citation standards and practices in their respective disciplines and courses to avoid plagiarizing.

Plagiarism includes, but is not limited to the following:

- *using a source's exact words without putting those words in quotation marks-this is plagiarism whether or not there is a note attributing the material to a source;*
- *putting a source's exact words in quotes but failing to provide an endnote, footnote, parenthetical note, or other appropriate form of citation indicating the original source;*
- *paraphrasing the words of a source but failing to provide an endnote, footnote, parenthetical note, or other appropriate form of citation indicating the original source;*
- *splicing together exact phrasing and/or paraphrases from multiple sources but failing to give credit for each element borrowed ("patchwork" or "mosaic" plagiarism);*
- *copying and pasting information from a website without correctly citing the Internet source from which the material was taken. The Internet is not public domain;*
- *providing only a list of references without properly attributing specific credit for individual quotations or ideas in the body of the text;*
- *creating a paraphrase that does not substantially reword the original text-for example, leaving long phrases of the original wording, substituting synonyms for key words but not rephrasing the material, or simply rearranging the original words;*
- *receiving excessive critical input from others to the extent that the final text can no longer be viewed as the work primarily of the student submitting it.*

- B. Buying, copying/downloading from the Internet, or commissioning term papers, essays, or comparable documents and/or submitting the work of another (including the work of another student) as one's own.
- C. Submitting work that had previously been prepared for another course in fulfillment of the requirements of a subsequent course, except when the student has obtained the explicit prior permission of the current instructor to do so.
- D. Communicating during an examination session with the intent of supplying information to or receiving information from another student.
- E. Receiving aid in taking examinations through such means as crib sheets or supplementary notes (unless expressly permitted by the instructor); through looking at others' examinations and/or allowing others to look at yours; or through the use of electronic devices such as cell phones, calculators, portable hard drives, PDAs, mp3 players, etc.
- F. Soliciting, obtaining, or providing an examination or portions thereof either prior or subsequent to an examination session, except as authorized by the instructor.
- G. Substituting for another student or allowing a different individual to represent oneself in any context, including but not limited to class meetings, exams, and online discussions.
- H. Knowingly assisting any person committing an act of academic dishonesty.
- I. Altering, changing, or forging university academic records for either oneself or another.
- J. Infringing the rights of other students to fair and equal access to university library materials and other academic resources.
- K. Degrading, erasing, or in any way tampering with the computer assignments or computer files of others.
- L. Attempting to prevent other users from having access to the university's computers, computer terminals, or other resources, or degrading the performance of computer equipment.
- M. The unauthorized use or misuse of prescription drugs to enhance academic performance.

Any student who is unsure whether a particular behavior is permissible under Castleton's academic honesty policy should consult either the instructor of the course for which the work is being done, the student's faculty advisor, or the Academic Dean.

#### Adding/Dropping Courses

Students may add and drop courses at the beginning of the semester by following the Registration guidelines found on the Castleton website. Since many graduate courses are not offered every semester it is imperative that students check with their

advisors before making any schedule changes. Dropping courses could impact a student's ability to finish their program in a timely fashion. There will be no adjustment to the account for a student who drops a course after the drop deadline, and a grade of "W" will appear on the student's transcript. Drops may not be permitted after the 60% point in the course. Dropping courses could impact financial aid eligibility.

### Advisors

All matriculated graduate students are assigned faculty advisors at the time of admission to the graduate program. These assignments are made on the basis of the student's major area of study. It is the graduate student's responsibility to contact the advisor on a regular basis to assure progress toward completion of a degree.

### Attendance & Participation

Attendance and participation policies are established and published by the course instructor. Castleton does not make special arrangements for individual students in contradiction to the instructor's policies.

### Course Enrollment Policies

## **Course Prerequisites**

It is the student's responsibility to ensure that he/she meets the prerequisite(s) before enrolling in any course. The instructor or department chair has the authority to waive the prerequisite(s) and must sign the Registration or ADD/DROP form.

## **Exemption and Substitution**

A student wishing to be exempted from certain academic requirements, or to make course substitutions within an academic program, must complete an Exemption/Substitution of Curriculum Requirement Form available at the Student Services Center. Students should not presume approval for exemptions or substitutions. These are granted only in unique circumstances. Students are encouraged to seek substitution approval, from the relevant department chair, prior to taking a course for that purpose.

## **Graduates Enrolling in Undergraduate Courses**

In order for a course to qualify for both an undergraduate and a graduate designation (e.g. HIS 3515/5515), it must clearly delineate the respective learning objectives and requirements for students at the undergraduate and graduate levels. Graduate students must be expected to address the course material at greater depth and breadth than their undergraduate classmates, and they must engage in a substantially more advanced level of activity that reflects the work of professionals in their field.

## **Undergraduates Enrolling in Graduate Courses**

### *Taking courses for undergraduate credit*

An undergraduate student who has achieved senior standing and a cumulative grade-point average of 3.0 or higher may enroll in graduate-level courses for undergraduate credit with the approval of the instructor, the department chair, and the academic dean. Such courses may not be subsequently accepted for graduate credit at Castleton University.

### *Taking courses for graduate credit*

An undergraduate student who has achieved senior standing (90 or more credits earned) and has a cumulative grade-point average of 3.0 or higher may enroll in graduate-level courses for graduate credit with the approval of the instructor, the department chair, and the academic dean. Such students must pay additional tuition to cover the difference between



undergraduate and graduate rates, should the graduate rate be higher, and may not enroll in a combined total of more than fifteen credits. Completion of graduate courses as an undergraduate does not guarantee admission into a graduate program at Castleton.

Graduate courses taken for graduate credit by undergraduate students will be recorded on a post-baccalaureate transcript. Should such courses meet requirements for a Castleton graduate program into which a student is subsequently admitted, these courses will be accepted toward completion of the program.

### Credit Hour Policy

Castleton University defines a credit hour as:

1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks, or the equivalent, constitutes one semester hour of credit.
2. Academic work carrying course credit that does not fit into the in-class and out-of-class structure as described above (e.g., laboratory sections, internships, studio sections, practicums, intensive field courses, etc.) must meet the equivalent per credit work commitment as described in #1 above.

### Grading Policies

*Graduate students need a minimum GPA of 3.0 to earn a graduate degree.*

In the Castleton University graduate programs, a grade of "A" indicates outstanding performance and a grade of "B" indicates good performance. Students do not earn credit toward a degree for a course grade below "B-".

*A graduate student must maintain an overall average of 3.0 in all graduate courses to continue in the graduate programs at Castleton. (At the discretion of the academic dean, a student may be permitted to continue for one semester, on probation, in order to raise the GPA above 3.0.) Students in Education and students in Music Education seeking initial licensure must achieve a grade of "B" or higher in all courses in the education program.*

## **Grading Criteria**

Grades are indicated by letters with a designated "quality point" value assigned to each as follows:

<i>Grade</i>	<i>Point Value</i>	<i>Credit earned toward degree?</i>
A	4.0	Yes
A-	3.7	Yes
B+	3.3	Yes
B	3.0	Yes
B-	2.7	Yes

C+	2.3	No
F	0	No

The following symbols are also used on grade reports but carry no point value and are not considered in calculating the semester or the cumulative GPA:

**AU** - Given when a student is permitted to attend class for audit purposes only. All students auditing graduate courses must have earned a bachelor's degree from an accredited institution and must register and pay tuition as well.

**W** - Given when a student has been permitted to withdraw from a course after the two-week "drop/add" period has passed.

**I** - Incomplete applies to work of acceptable quality in a course when the full requirements have not been completed because of illness or other serious reasons. It is not assigned unless a specific agreement to do so has been reached between instructor and student prior to the end of the semester. The instructor issuing the Incomplete, in consultation with the student, shall specify the length of time, usually not exceeding the end of the seventh week of the following semester, for which the Incomplete will stand. If the instructor has not changed the grade by the deadline the grade will be converted to a non-passing grade, or a default grade assigned by the instructor. An extension of the Incomplete deadline must be approved by the Academic Dean. The grade of "I" will not be used in calculating the GPA. It is the student's responsibility to see that replacement grades are reported to the Registrar prior to the deadline date.

**NP** - Used to signify that a student has failed an "ungraded" course. No course credit will be given.

**P** - Used to signify that a student has passed an "ungraded" course. It is assigned for any work that in the letter grade system would give course credit. Academic credits are used to record the completion of academic work. Generally speaking, students are expected to attend one hour of class each week in the semester for each credit they receive, as well as to complete extensive work outside of class.

Final grade reports are available online following the end of the semester. Final grades for each semester are placed on an academic transcript and become the official record of a student's work at Castleton. Courses taken at other VSC institutions (beginning with summer 2002) will appear on Castleton transcripts and grade reports and will be calculated into credit line averages and summaries. Students can access their grades online through Web Services.

## Mid-semester grades

Mid-semester grades may be issued after the mid-semester point, and before the deadline to drop a class with a late drop fee. Mid-semester grades are not permanently recorded, but can be used as a basis for guidance and developmental work. The grades listed above may be used to indicate the progress of the student at mid-semester.

## Audited Courses

Courses in which space is available may be audited by students who do not wish to receive credit. In place of the grade, transcripts will show "AU." So that those wishing to take courses for credit may be given priority, students who wish to audit courses will be permitted to register only during the add period at the beginning of the semester. To audit courses, students must indicate their intentions on their registration cards or their DROP/ADD forms by designating "AU" as the grade option. All students auditing graduate courses must have earned a Bachelor's degree from an accredited institution. Students are charged for audited courses at half the tuition rate that applies to courses taken for credit. Lab fees if applicable will be charged.

## Grade Appeals

Course grades assigned by instructors are normally final. However, a student who believes a serious grading error has occurred has several options. A student with a complaint about a grade should first speak with the instructor and explain why the student believes an adjustment is in order. If the student is not satisfied with the instructor's response, the student may speak with the chairperson of the department that offered the course, explain his/her point of view on the matter, and ask that the chairperson intervene on the student's behalf. Any student who continues to believe that a serious grading mistake remains uncorrected after these procedures has the right to appeal to the Academic Dean. Students must make such appeals in writing and explain why they believe they earned a grade higher than the one they were awarded. They should also include any evidence they have that supports their position. Absent clear and fully substantiated evidence of error or prejudice, the Academic Dean will not overturn the decision of a faculty member in regard to the assignment of grades.

## Grade Change

Where it is justifiable and necessary, the faculty may change previously assigned grades by filing a Change of Grade form at the Student Services Center. For other than incomplete grades, this form will be forwarded by the Student Services Center to an Academic Dean for approval or disapproval.

## Repeating a Course for Grade Improvement

Students may repeat a course for an improved grade by registering for the course again. The grade received for the repeated course will replace the earlier grade in calculating the GPA; the old grade will remain on the permanent record with a notation. A course previously taken for pass/no pass and failed may be retaken for either pass/no pass or a grade if it is a course that may be graded. A course previously taken for a grade may be repeated for a grade only; it may not be taken pass/no pass. Students should note that if they repeat courses they have already passed, they risk losing credit for any course they fail on their second attempt. A course may not be repeated after a degree has been granted on the basis of the successful completion of the course. With the exception of courses specifically designated repeatable, credits for the course taken more than once are only counted once.

## Probation and Dismissal

Graduate students need a minimum GPA of 3.0 to earn a graduate degree. Graduate students whose cumulative grade point average is less than 3.0 will be placed on probation or dismissed from the university.

**Probation** alerts students to the fact that their academic performance to date has been substandard (e.g. below the minimum required GPA) but advises that with diligence and extra effort they can raise their GPA above the minimum level required to be in good academic standing. However, if a student's cumulative GPA remains below good standing for two semesters of probation the student will be dismissed. The Academic Dean may set other parameters regarding academic probation and extra-curricular eligibility.

At the discretion of the department overseeing a graduate assistant's employment, probation may jeopardize the assistant's continued employment and/or institutional aid. Should continued unsatisfactory performance result in a graduate assistant's dismissal for academic reasons, both the assistant's employment and institutional aid will be terminated.

**Dismissal** from the university occurs when unsatisfactory academic performance is deemed chronic. If a student's cumulative GPA remains below good standing for two semesters of probation the student will be dismissed. A dismissed student may not enroll in any graduate courses offered by the university until after at least one semester of the regular academic year has passed. Following this required period, dismissed students may seek, but are not guaranteed, readmission. Decisions involving dismissal for unsatisfactory performance may be appealed to the academic dean.

A student may be dismissed from a particular graduate program for not meeting its academic standards, even if the student's cumulative GPA does not fall below the minimum required by the university. In such cases, the student may continue to take graduate courses on a non-matriculated basis and may apply for, but is not guaranteed, admission into a different graduate program.

### Independent Study

With the written permission of the proposed instructor, the department chair in which a student's program is housed, and the academic dean, appropriate independent studies may be substituted for course requirements that are designed for the classroom setting in either face-to-face or virtual formats. No student may substitute more than six credits of such independent study toward completion of a Castleton graduate degree. Under no circumstances may a student substitute an independent study for the residency requirement of a program that utilizes a low-residency/online curricular model

### Matriculated Students

A matriculated graduate student is one who has been officially accepted into a graduate program at Castleton. Matriculated students have the advantages of a faculty advisor, opportunity to work directly with faculty, and a program organized to meet their needs. Students who intend to receive a degree must be matriculated and should pursue admittance (and thus matriculation) as soon as possible since only a limited number of credits can be transferred from Castleton or other colleges into a graduate degree program at Castleton. All graduate students, matriculated or non-matriculated, are expected to comply with the policies and procedures of Castleton as identified in this publication and the Student Handbook.

### Place- and Practice-Based Courses

*Examples: Internships and Clinical Placements*

Credit Guideline: 1 credit = 50-80 hours

*(Note: credit assignment guidelines must balance a need to stipulate guidance with the need for flexibility in its application to a wide range of pedagogies and disciplines.)*

### Program Completion

Most graduate programs, including all courses and exit requirements, must be completed within five years of the initial course taken as a matriculated graduate student. (The School Psychology programs must be completed within six years.)

The final responsibility for fulfilling the requirements for any degree granted by Castleton rests with the student. To assist students and their advisors, the Registrar's Office will prepare a degree audit for each student during the semester immediately after he/she submits an Application for Degree. Students should review their degree audits with their academic advisors and report any discrepancies to the Registrar's Office.

## **Application for Degree**

The student must complete and submit an Application for Degree to the Registrar's Office no later than the end of the Add/Drop period in their final semester.

The final responsibility for fulfilling the requirements for any degree granted by Castleton University rests with the student. To assist students and their advisors, the Registrar's Office will prepare a degree audit during the semester immediately after the student submits an Application for Degree.

## **Commencement**

Graduate students are encouraged to join Commencement activities in May. Academic robes and hoods are required for participation and should be obtained through the University Store. Orders must be placed before December 15 to ensure timely delivery.

# Receiving the Diploma

Diplomas are awarded shortly after the May commencement ceremonies. To receive a diploma a student must meet the following requirements:

- Be an admitted student with appropriate continuous progress
- Fulfill all degree requirements
- File an Application for Degree form by the stated deadline
- Satisfy all financial and administrative obligations to Castleton.

## Student Records Review & Release (FERPA)

In conformance with the Family Educational Rights and Privacy Act of 1974, as amended, Castleton University provides students the right to inspect and review their educational records and to challenge the contents of these records to ensure that such records are not inaccurate, misleading, or in violation of the student's privacy or other rights.

In addition, Castleton will not release personally identifiable records of students to any individual agency or organization without the prior written consent of the student, except as provided by the law. The university has a policy of disclosing educational records to Castleton and VSC officials with a legitimate educational interest without prior consent. The VSC has defined directory information as the following: name, home and university address, telephone listing, email address, date of birth, major, enrollment status (full-time or part-time), enrollment level (undergraduate or graduate), dates of attendance, degrees and awards received, weight and height of athletic team members, photographs, most recent and previous educational institutions attended, and participation in officially recognized sports and activities. Castleton will maintain this information and it will be available, at the discretion of university officials, unless the student notifies the university in writing that none of the directory information should be released. Students who wish to restrict access to directory information may do so by completing a Request to Withhold Directory Information form at the Registrar's office. Upon receipt of this form, the VSC shall release no directory information to any third party without prior student consent except as may be otherwise permitted by law.

Castleton University may forward education records to other agencies or institutions that have requested the records and in which the student seeks or intends to enroll or is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer or to the student's dual enrollment.

A complete statement of Castleton policy regarding the Family Educational Rights and Privacy Act is available from the Registrar or on-line at [http://www.castleton.edu/servicecenter/ferpa\\_summary.pdf](http://www.castleton.edu/servicecenter/ferpa_summary.pdf)

## Withdrawing from the University

Students are expected to be enrolled for one or more courses, or on an official leave of absence, every academic semester from the time of matriculation to the completing of degree requirements.

# Leave of Absence

Any student may request a Leave of Absence prior to the start of classes for one or two consecutive semesters. In special circumstances the Leave of Absence may be extended beyond the approved period; an academic dean must approve the extension. A leave of absence does not change the five-year program completion requirement.

To request a Leave of Absence, students should complete an interview at the Associate Academic Dean's Office in Woodruff Hall and then complete a Student Exit Information Form and Student Exit Survey. The leave is not official until the Student Exit Information Form and Student Exit Survey are received and the Academic Dean issues written approval.

A student approved for a Leave of Absence is considered no longer enrolled for federal financial aid purposes. Financial aid recipients considering taking a Leave of Absence should contact the Financial Aid Office to determine the impact of such action on their eligibility for financial aid.

## Academic Status of Returning Castleton Students

Students returning from a **Leave of Absence** retain their academic standing and may continue their education where they left off if they return to Castleton within the terms of the official Leave of Absence. The university will make reasonable efforts to accommodate students in programs that have quotas, are being phased out, or have been dropped from the curriculum. Students on extended leave may encounter difficulty when program course changes have been made. The student retains the right to use either the degree requirements in the catalog in effect at the time of admission or the degree requirements of any other catalog published during the period of active enrollment.

Students who **resign, withdraw, or are dismissed** from Castleton lose their academic status in any program for which they might have been previously accepted. When program approval is required, the student must apply for program acceptance again. The student must then fulfill the degree requirements either of the catalog in effect at the time of readmission or of a subsequent catalog. Readmitted students are responsible for meeting degree requirements in effect at the time of their readmission. If they wish to be permitted to meet requirements in effect for the program in which they were originally enrolled, they must petition their department chair and the academic dean.

A dismissed student returning to Castleton as a result of a favorable appeal must meet with an advisor and file all necessary paperwork. The Academic Dean, however, may, in consultation with the appropriate department chair, agree in writing that the student can retain the academic status in effect at the time of dismissal and can retain his/her right to use the degree requirements in the catalog under which he/she was admitted (or any subsequent catalog).

## Resignation

A student who wishes to resign from the university is required to complete a Student Exit Information Form and Student Exit Survey in the Associate Academic Dean's Office in Woodruff Hall. No resignation is official until the Student Exit Information Form and Student Exit Survey are received and acknowledged. Resident students must also notify their Residence Director of their intention to leave the university.

Grades of "W" will be issued for course withdrawals resulting from resignations received during the first nine weeks of the semester. Resignations after the first nine weeks will normally result in the assignment of the earned grades. Students forced to resign due to circumstances beyond their control may petition the Academic Dean for an exception to this policy. Ceasing to attend classes does not constitute the dropping of classes or resignation from Castleton.

All students considering resigning must meet with Student Services Center to determine the impact on their student tuition account. Once 60% of the semester has passed, there will be no billing adjustments.

The university, with proper documentation, reserves the right to administratively withdraw a student from class and end their program. When a student's physical or mental condition requires services beyond the reasonable scope of the university's capabilities, or when a student's physical condition is deemed by the Dean of Students to present a serious threat to the welfare of the student and/or members of the university community, the student may be required to withdraw, pending resolution of his or her condition. The Dean of Students will act on the basis of reliable information obtained from appropriate professional services.

## Tuition and Fees

Students are responsible for familiarizing themselves with the definition of residency, fee descriptions, payments and refund policies that are detailed in this catalog.

## Annual Tuition

Tuition charges are set each year by the Vermont State Colleges Board of Trustees. Graduate tuition and fees depend upon the number of credits for which a student wishes to enroll:

- No student may enroll for more than 12 graduate credits in a given term without the written permission of both the department chair in which the program is housed and the academic dean. An individual who is permitted to take 13-15 credits must pay a per-credit overload fee.
- Under no circumstances may a student enroll in more than 15 graduate credits in a given term.

## Single Semester Graduate Rates (Summer 2022/ Fall 2022/ Spring 2023)

Students are charged on a per-credit basis:

	In-State	Out-of-State
Tuition per credit	\$662	\$662
Tech/Resource Fee per credit*	18	18
<b>TOTAL PER CREDIT:</b>	<b>\$680</b>	<b>\$680</b>

\*The Technology Fee is used to maintain the university's technological infrastructure.

Matriculated grad students will be charged a Tuition Fee and a Technology Fee per credit with no cap, plus any course fees.

Non-matriculated graduate students will be charged a Tuition Fee per credit with no cap, plus any course fees.

## Payment Options

Castleton does not send out paper bills. Students can view their bill online by logging into the Portal/Web Services.

- Personal Payment: Cash, check, money order. (MasterCard, Visa, Discover, American Express online only with a convenience fee added.)
- Financial Aid, Military Benefits (restrictions apply)
- Monthly Payment Plan available online only
- Third-party payment: If a student's employer is paying for the student's tuition, a Purchase Order is required.
- Non-matriculated students must pay at the time of registration or submit the P.O. to cover the cost.

*Questions? Contact Financial & Registration Services: 802-468-6070 or [financial\\_registrationservices@castleton.edu](mailto:financial_registrationservices@castleton.edu)*

\*\*\*\*RATES SUBJECT to CHANGE\*\*\*\*

## Fees

- If a class is dropped after the first two weeks of classes, there will be no adjustment to the tuition account. If classes are added, the tuition account will be adjusted accordingly.
- Late Degree Application Fee: \$20 (appl. deadline is May 1, Aug 1, or Dec 1 a year prior to graduation)
- International Students: add \$100 International Fee per semester
- Graduation Fee: \$125 (charged to all graduating students, whether or not they attend commencement)
- Transcripts: \$7.50 each
- Grad Application Fee: \$40

- Students who register a vehicle: \$81 Registration Fee per vehicle

### Late Fees

Castleton reserves the right to void all registrations for which satisfactory financial arrangements are not made or honored. All past due balances may be subject to late fees if not paid by the due date. Any balance not paid may also be subject to collection costs, including attorney's fees, and other costs and charges necessary for the collection of the account.

Late fees may be assessed on any student account over \$200 if not paid by the due date. The following are established rates that will be charged on a monthly basis until the end of the semester:

- balances from \$200 to \$2,000 will be charged \$50 monthly
- balances from \$2,001 to \$5,000 will be charged \$100 monthly
- balances from \$5,001 and up will be charged \$200 monthly

### Student Statements

Student account statements will be paperless and may be viewed anytime online. An email will be sent to students' university-issued email address periodically as a reminder to view their bill. Other options available online include: making a payment, setting up authorized users (parents, e.g.) receiving refunds electronically.

### Financial Aid

Students applying for federal financial aid must complete the Free Application for Federal Student Aid (FAFSA) each year. You may apply on-line at [www.Studentaid.gov](http://www.Studentaid.gov). The Castleton University Title IV code is 003683. Matriculated graduate students who are enrolled at least half-time (3 credits) during a regular semester or summer period are eligible to apply for assistance through the Federal Direct Loan (Unsubsidized) and the Federal Work Study programs. You are encouraged to apply as early as possible. Should you have questions about the financial aid application process please contact Financial & Registration Services at 802.468.6070 or email them at [financial\\_registration@castleton.edu](mailto:financial_registration@castleton.edu).

### Full-Time and Half-Time Status

VSCS Policy 111 states that full-time enrollment for graduate students is 6 credits and half-time enrollment for graduate students is 3 credits.

The enrollment status of a graduate student (in a matriculated or non-matriculated graduate program) is reported on a monthly basis. A student is reported as full-time if enrolled for 6 credits (per semester) and half-time if enrolled for 3 credits.

If a student is reported as enrolled as least half-time her/his federal student loans will go into deferment. Students are not required to make loan payments while in deferment but may continue to make payments if they choose to. She/he would need to contact their federal student loan servicer. This would need to be done every month as enrollment is reported each month.

### Health Insurance

Health insurance is required for students enrolled in 9 or more credits if they are not otherwise covered under a comparable plan. Because Castleton uses an opt-out system, an additional charge of \$1,949 will automatically be charged to students' fall semester bills if they do not accept or decline the insurance online by the university's deadline. The annual policy renews each fall semester. If students are only full time in the spring semester, the university will add \$1206 to their spring bill.

Students may be exempted from paying the insurance fee by submitting a selection form electronically through web services certifying that they are covered by a family insurance plan. The deadline for the Fall 2022 semester is September 30. If students are only full time for the Spring 2023 semester, they should submit their selection form by February 15. Insurance brochures are available online from the Financial & Registration Services website.



### International Students

We welcome international students on our campus. International students must give evidence of levels of formal preparation equivalent to those already described. Proficiency in English at a level appropriate for graduate coursework and research is required. Those who are not native speakers of English must submit results of the Test of English as a Foreign Language (TOEFL) unless they have completed undergraduate degrees in the United States.

Before we can process an application for admission we must have assurance that the personal needs of that student will be met as well as the financial obligations to the institution of approximately \$30,000 a year.

- Students must provide a financial statement demonstrating their ability to finance their total cost of attendance. (all funds must be in U.S. dollars)
- IELTS/TOEFL is required if English is not your first language. This can be taken in place of SAT/ACT
- All documents must be in English
- All foreign transcripts must be evaluated by an accredited service

The international student policy regarding financial arrangements does not apply to Canadian citizens.

### Summer Refund Policy

Students dropping a Castleton University summer course prior to the 13.33% class duration point will receive a full refund/billing adjustment for the cost of that course. Once the 13.33% point is met, there will be no refunds issued.

### Tuition Payments by Third Party/Employer

If an employer or other third party is covering the cost of a student's tuition, or tuition and fees, a purchase order must be presented to Financial & Registration Services at the time of registration.

### Veterans: Enrollment Certification

In order to receive benefits, a veteran must be admitted to a degree program. Veterans wishing to have enrollment certification completed and transmitted to the Veterans Administration must contact the Registrar's Office at the beginning of each semester.

## **Academic Departments**

### **Business Administration**

#### **Accounting Certificate**

The Certificate in Accounting is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Accounting.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Accounting (12 cr):

- ACC 5020 - Taxation of Business Entities 3 cr
- ACC 5030 - Governmental and Not-For-Profit Accounting 3 cr
- ACC 5050 - Advanced Auditing and Professional Ethics 3 cr
- ACC 5230 - Fraud Examination and Forensic Accounting 3 cr -or- BUS 5080 - Legal Studies & Ethics 3 cr

## Requirements for the Advanced Graduate Certificate in Accounting (21 cr):

- ACC 5020 - Taxation of Business Entities 3 cr
- ACC 5030 - Governmental and Not-For-Profit Accounting 3 cr
- ACC 5050 - Advanced Auditing and Professional Ethics 3 cr
- ACC 5230 - Fraud Examination and Forensic Accounting 3 cr -or- BUS 5080 - Legal Studies & Ethics 3 cr
- BUS 5030 - Managerial Accounting & Control Concepts 3 cr
- Any two BUS graduate core electives 6 cr

## Analytics Certificate

The Certificate in Analytics is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Business Analytics.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Analytics (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- MAT 5220 - Business Data Analytics 3 cr
- 1 Business graduate elective 3 cr

## Requirements for the Advanced Graduate Certificate in Analytics (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- MAT 5220 - Business Data Analytics 3 cr
- MAT 5230 - Business Experimental Design 3 cr
- MAT 5240 - Data & Business Analytics with R 3 cr

- 1 Business graduate elective 3 cr

## Healthcare Administration Certificate

The Certificate in Healthcare Administration is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Healthcare Administration

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

### Requirements for the Graduate Certificate in Healthcare Administration (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr

### Requirements for the Advanced Graduate Certificate in Healthcare Administration (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- HCA 5130 - Systems Thinking: Healthcare Quality 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- 1 graduate Business elective 3 cr

## Leading Organizational Change Certificate

The Certificate in Leading Organizational Change is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in how to lead organization change.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Leading Organizational Change (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5110 - Leadership & Organizational Behavior 3 cr
- BUS 5130 - Leading Organizational Change 3 cr
- a graduate Business elective 3 cr

## Requirements for the Advanced Graduate Certificate in Leading Organizational Change (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- BUS 5120 - Operations Management for Leaders 3 cr
- BUS 5130 - Leading Organizational Change 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- two graduate Business electives 6 cr

## Master of Business Administration (MBA)

Castleton University's dynamic online MBA Program provides recent college graduates and working professionals with the opportunity to earn a rigorous graduate degree without interrupting their career progression. The flexible and convenient online format allows students to participate in specially-designed courses taught by highly qualified faculty.

The online MBA program is an accelerated degree program. Course modules with concentrated, focused content are six to eight weeks long. This means you can earn your MBA from Castleton University more rapidly than in a typical program.

*This program is offered fully online, but one-on-one collaboration with professors is available at the request of the student.*

### Objectives

The MBA program is designed to promote professional competence; leadership ability; analytical skills; an understanding of social, political and economic forces; and a strong sense of ethics and public purpose. The program focuses on the development of leadership skills and enhanced knowledge in five areas of specialization: Accounting, Analytics, Healthcare Administration, Leading Organizational Change, and Media & Communication.

The MBA from Castleton University will help you accomplish your career objectives:

- The MBA enhances your leadership skills by preparing you for upper management and improves your ability to motivate and to encourage teams to be more productive.
- The MBA enhances your knowledge of vital concepts and practices allowing you to better evaluate data and calculate risks to make informed decisions.
- Studies show that the most practical advantages of an MBA are that the degree can improve retention, promotion and salary growth.

### Graduate Certificates

The MBA program offers graduate certificates in Accounting, Analytics, Healthcare Administration, Leading Organizational Change, and Media & Communication. Certificates may be earned as part of the MBA program (by matriculated students) or as a standalone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

The courses requirements for the certificates are found here:

- Accounting Certificate
- Analytics Certificate
- Healthcare Administration Certificate
- Leading Organizational Change Certificate
- Media & Communication Certificate

### Admissions Requirements

Admission to the MBA program is based on a combination of the applicant's education, professional experience, and previous training. Applicants must have earned a bachelor's degree from a regionally accredited institution with a minimum GPA of 3.0, or equivalent. Acceptance decisions are made on a rolling basis throughout the year. Applicants can apply at any time and get a decision within days of submitting all required materials. To apply, applicants should submit these documents to the Admissions Office:

Your application will be complete when the Admissions Office has received the following:

- A completed application (online or paper) and non-refundable \$40 application fee.
- A candidate's statement (no more than two single-spaced pages) addressing the following questions:
  1. What are your career aspirations?
  2. How will an MBA from Castleton University help you accomplish your career objectives?
  3. How have your education and professional experiences thus far prepared you for graduate studies?
- A current résumé.
- Two current letters of recommendation from an advisor, employer, or faculty member addressing the applicant's scholarship and potential. The letters of recommendation must be submitted directly from the recommending individuals and can be submitted to: [info@castleton.edu](mailto:info@castleton.edu).
- Official final transcripts of undergraduate and graduate work directly from the issuing institution to the Castleton Admissions Office. Transcripts within the Vermont State Colleges System from 2003 forward can be obtained by the Castleton Admissions Office.

GMAT and GRE scores are not required.

If English is not your native language, you will be required to demonstrate proficiency in the English language.

### GPA Requirement

Applicants matriculated into the MBA program must maintain a 3.0 GPA. An MBA student will be placed on academic probation if his/her GPA in any module falls below 3.0. If placed on academic probation, the student must increase the cumulative GPA to 3.0 or above by the time the student registers for the next module. Failure to bring the GPA to 3.0 or higher in the next enrolled academic module will cause the student to be dismissed from the program.

## **MBA Coursework (36 cr):**

To graduate with an MBA degree, a student must maintain at least a 3.0 (B) grade point average and complete the MBA core curriculum and a chosen concentration.

## Complete the Core Curriculum (27 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5020 - Foundations of International Business 3 cr
- BUS 5030 - Managerial Accounting & Control Concepts 3 cr
- BUS 5040 - Strategic Marketing Management 3 cr
- BUS 5060 - Human Resource Management 3 cr
- BUS 5070 - Risk & Financial Management 3 cr
- BUS 5080 - Legal Studies & Ethics 3 cr -or- ACC 5230 - Fraud Examination and Forensic Accounting 3 cr
- BUS 5090 - Strategic Management & Leadership 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr

## And complete 1 of the following Concentrations (9 cr):

### Accounting Concentration (9 cr):

- ACC 5020 - Taxation of Business Entities 3 cr
- ACC 5030 - Governmental and Not-For-Profit Accounting 3 cr
- ACC 5050 - Advanced Auditing and Professional Ethics 3 cr

### Analytics Concentration (9 cr):

- MAT 5220 - Business Data Analytics 3 cr
- MAT 5230 - Business Experimental Design 3 cr
- MAT 5240 - Data & Business Analytics with R 3 cr

### Healthcare Administration Concentration (9 cr):

- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- HCA 5130 - Systems Thinking: Healthcare Quality 3 cr

### Leading Organizational Change Concentration (9 cr):

- BUS 5110 - Leadership & Organizational Behavior 3 cr
- BUS 5120 - Operations Management for Leaders 3 cr
- BUS 5130 - Leading Organizational Change 3 cr

### Media & Communication Concentration (9 cr):

- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- COM 5130 - The Business of Media 3 cr

(Total credits required for the degree: 36)

# Media & Communication Certificate

The Certificate in Media & Communication is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Media & Communication.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Media & Communication (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- 1 graduate Business elective 3 cr

## Requirements for the Advanced Graduate Certificate in Media & Communication (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- COM 5130 - The Business of Media 3 cr
- 2 graduate Business electives 6 cr

# Education

**Welcome to the Education Department at Castleton!**

**Director of Education: Dr. Ric Reardon**

**Department Chair: Dr. Anne Slonaker**

The purpose of the Education Department's instructional programs is to prepare graduate students to engage in the analysis and integration of educational theory, research, and practice for an increasingly diverse society. The department's primary intellectual and practical focus is on fostering equitable and effective schooling for all students. In working toward this goal, the department seeks to understand the profound issues involved in transforming public education so that it better meets the needs of students from various linguistic, ethnic, racial, and class backgrounds.

We are a small department with the large agenda of developing educational leaders and pursuing educational research that will affect the future of teaching and learning both inside and outside of schools. Our commitment lies in three essential and interrelated domains: 1) school, families, and communities; 2) teacher education and development; and 3) educational leadership. Undergirding them all is a focus on the socio-cultural context in which learning and teaching takes place and an understanding of the power of language and literacy in both formal and informal educational settings.

With a reputation for producing scholarship that transforms the nature and the content of education in ways that leads to positive changes in society, Castleton's faculty members support our student-scholars with pedagogy and curricula that respect diversity, value interdisciplinary collaboration, and engage new technology.

We are proud of our graduate programs, which now include master's degrees in Curriculum and Instruction, Special Education, and Mathematics Education (with new Educational Leadership, post baccalaureate, and literacy/reading programs in the planning stages). We constantly revise our programs in light of both new knowledge and new insights into the struggles faced by teachers and administrators in today's schools.

Because Castleton is a small university, all of our programs take a personal approach to providing the highest quality education for our students. Our classes are small; faculty and scholar-practitioners work side-by-side; and we take pride in knowing the personal and professional needs of each one of our students.

### **Diverse Interests**

Faculty in the Education Department have a broad set of interests. They consistently examine best practices in teacher learning and professional development, literacy and English, science education, social studies, English language learners and immigrants, special education, mathematics, and foundational issues like philosophy, history and sociology. They ask questions about curriculum, instruction, teaching, learning, schooling, educational reform, and policy. Approaches to scholarship are equally diverse, and faculty use a wide range of methods to interrogate these important social and education issues.

### **Historical Excellence**

Castleton University has been a leader in Vermont since 1787! Although so much has changed in its nearly 230 years, Castleton retains its historic commitment to students and to Vermont. Our faculty members are expected to be good teachers and good ambassadors to the greater community, and we believe that these two activities are mutually reinforcing. As a liaison to the greater education community, our faculty learn to look for evidence in practice for what we believe is true in theory. This means that we are constantly asking questions and revising our thinking. As teachers, we search for ways to get our students excited and interested in ideas and inquiry. We continually strive to communicate more clearly, listen to alternative perspectives, and see things in a new light. The kinds of people who thrive in this environment—faculty and scholar-practitioners alike—are interested and interesting; they are excited about new challenges and they are ready to do what it takes to help improve education for all children here in Vermont and beyond.

## **Collaboration**

Another foundational aspect of the Education Department is our commitment to collaboration. This is particularly evident in our undergraduate courses in education, all of which are co-planned, co-taught, and co-evaluated through a true team-teaching model. In addition, faculty and scholar practitioners in our graduate programs work side by side. We value and seek out feedback and assistance from our colleagues who work in Vermont's schools through feedback provided by our Teacher Education Advisory Council and through our consistent presence in many schools in our region, and we believe that our work and programs are stronger because we work as a collective.



## Becoming a part of it

We invite you to explore our website to learn more about our distinctive programs. We also look forward to interacting with you directly as you seek to learn more about our programs and services. If your interests are in education research, improving your skills as an educator, or influencing education policy-making at the local, state, or national level, come join us in our work. We are always interested in new ideas, new approaches, and new ways to help teachers teach well and students learn better.

## Castleton Educator Preparation Program (CEPP)

The Castleton Educator Preparation Program (CEPP) is a one-year, 36-credit post baccalaureate licensure program approved by the Vermont Standards Board for Professional Educators and the Agency of Education's Program Approval Committee and provides an alternative certification route for individuals who have already completed a bachelor's degree in a "teachable" field. The certification courses are offered during three full-time semesters: three courses (10 credits) during the summer semester, 3 courses (11 credits) in the fall semester, and 3 courses (15 credits) in the spring semester, which includes a student teaching experience and a student teaching seminar. There may be prerequisite professional education courses, as well as possible content courses, that would need to be completed prior to beginning the spring sequence (see below) if the program committee feels that additional content knowledge must be gained. A transcript evaluation completed by the Education Department's program committee will determine how much, if any, pre-coursework would be required.

## Program Requirements

### **SUMMER**

- EDU 6550 - Foundations and Current Issues In Education **3 cr**
- EDU 5080 - Child and Adolescent Development: Exceptionality and Learning **4 cr**
- EDU 5090 - Curriculum, Instruction, and Assessment **3 cr**

### **FALL**

- EDU 5050 - Developing Literacy K–6: Multiple Perspectives **3 cr**  
-OR- EDU 5370 - Reading and Writing in the Content Areas **3 cr**
- EDU 6420 - Models of Elementary Teaching **4 cr**  
-OR- EDU 5270 - Models of Secondary Teaching **3 cr**
- EDU 6090 - Pedagogical Content Knowledge **4 cr**

### **SPRING**

- EDU 6851 - Student Teaching I **6 cr**
- EDU 6852 - Student Teaching II **6 cr**
- EDU 5740 - Student Teaching Seminar **3 cr**

## Important Information

As a graduate student at Castleton, you will experience the same transformative, relationship-based education that is the hallmark of the Castleton experience.

The Castleton Educator Preparation Program maintains a dedication to excellence in teaching and close student-faculty interaction. Castleton's mission is to cultivate the knowledge, competence, and preparation you need as an emerging professional in your field.

## Request Information

<http://www.castleton.edu/academics/graduate-programs/request-information/>

## Apply now:

<http://www.castleton.edu/admissions/how-to-apply/for-graduate-students#applynow>

## Education: Educational Leadership (School Principal licensure) (MA)

The Masters in Educational Leadership is a 36-credit, field-based program in which candidates earn an MA in Education as well as school principal licensure.

The program combines convenient on-line coursework, exceptional readings, and face-to-face residencies rich with dialogues about transformative leadership. In addition, candidates conduct a closely supervised, two-year project to effect change in their school. The goal is to become exceptional principals who will work in concert with their school's faculty to create schools that allow students to realize their potential as citizens in a complex and changing world.

The program's philosophy is based on the notion that respected leaders engage in a constant process of self-examination and transformation. Leaders transform themselves by questioning their assumptions, acquiring skills and knowledge, enriching their understanding, developing their compassion and realizing their dreams. While doing so, they encourage their staff and students to develop their potential. Simultaneously, their schools undergo transformation as they realize and revisit their School Improvement Plans.

Students completing the master's degree in educational leadership will demonstrate their successful realization of the following learning outcomes in their respective leadership settings (statements in bold italics are from the Interstate School Leaders Licensure Consortium Standards):

*An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.*

- Collaborative development and implementation of a shared vision and mission;
- Collection and use of data to identify goals, assess organizational effectiveness, and promote organizational learning;
- Creation and implementation of plans to achieve goals and promote continuous and sustainable improvement as well as to monitor and evaluate progress and revise plans.

*An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.*

- Nurture and sustain a culture of collaboration, trust, learning, and high expectations;
- Creation of a comprehensive, rigorous, and coherent curricular program and monitor and evaluate the impact of the instructional program;
- Creation of a personalized and motivating learning environment for students;
- Supervision of instruction and development of assessment and accountability systems to monitor student progress;
- Development of the instructional and leadership capacity of staff to maximize time spent on quality instruction, and to promote the use of the most effective and appropriate technologies in support of teaching and learning.

*An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.*

- Monitoring and evaluation of management and operational systems to obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources;
- Promotion and protection of the welfare and safety of students and staff through developing capacity for distributed leadership;
- Direction of teacher and organizational time to focus support on quality instruction and student learning.

*An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.*

- Collection and analysis of data and information pertinent to the educational environment;
- Promotion of understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources;
- Construction of sustained positive and productive relationships with families, caregivers, and community partners.

*An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner*

- Establishment of a system of accountability for every student's academic and social success, which considers and evaluates the potential moral and legal consequences of decision-making;
- Modeling of the principles of self-awareness, reflective practice, transparency, and ethical behavior and safeguard the values of democracy, equity, and diversity;
- Promotion of social justice and a culture in which individual student needs inform all aspects of schooling.

*An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context*

- Advocacy for children, families, and caregivers that effectively influences local, district, state, and national decisions affecting student learning;
- Assessment, analysis, and anticipation of emerging trends and initiatives in order to adapt leadership strategies.

### Principal Endorsement

If a teacher is looking to add the principal endorsement to their current license and they already have a Master's degree in Education, they only need to take certain courses in the program that address the endorsement expectations for principal. See the section below titled "Principal Endorsement."

*This program is approved for licensure by the Vermont Agency of Education's Program Review Team and is framed by both the Core Leadership Standards for Vermont Educators and the Professional Standards for Educational Leaders (PSEL). In addition, through the Mediated Achievement Plan (see EDU 6815), prospective candidates will be assured of meeting the 300-hour internship required by the state. Candidates will successfully complete all coursework and their internship, hold an earned Master's degree, and have 3 or more years of teaching experience as a **licensed** educator in order to be recommended for the principal endorsement.*

For more information, please contact Dr. Ric Reardon, Director of Education, at 802-468-1234 or Richard.reardon@castleton.edu.

## Course Requirements

*The courses were developed using the Interstate School Leadership Licensure Consortium (ISLLC) Policy Standards (which were originally designed for leadership preparation programs and have now been updated and are used for programs emphasizing effective leadership practice). In addition, the courses were designed considering the Vermont Core Leadership Standards. Finally, the courses are specifically designed to meet the rigorous requirements of the Principal endorsement (5440-91) as set forth by the Vermont Agency of Education.*

### **Summer Residency I**

- EDU 5510 - Transformative School Leadership **3 cr**

### **Fall I**

- EDU 6610 - Supervision, Evaluation and Professional Development **3 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

#### **Winter Residency I**

- EDU 5530 - Reculturing the Meaning of Learning in your School **3 cr**

#### **Spring I**

- EDU 6402 - School and Special Education Law **3 cr**
- EDU 5215 - Managing the Learning Environments **2 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

#### **Summer Residency II**

- EDU 6403 - School Finance **3 cr**

#### **Fall II**

- EDU 6022 - Establishing a Culture of Care and High Performance for All Students **3 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

#### **Winter Residency II**

- EDU 5540 - Creating a Vision of an Equitable School **3 cr**

#### **Spring II**

- EDU 5560 - Leading With Integrity **3 cr**
- EDU 6530 - The Larger Context: Community, Policy and Partnerships **2 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

## **Principal Endorsement**

For prospective practitioners interested in adding the principal endorsement to an existing license and who have earned a Master's degree in Education, the following courses would meet the expectations of the Principal Endorsement:

EDU 6610 - Supervision, Evaluation and Professional Development **3 cr**

EDU 6402 - School and Special Education Law **3 cr**

EDU 5215 - Managing the Learning Environments **2 cr**

EDU 6403 - School Finance **3 cr**

EDU 6022 - Establishing a Culture of Care and High Performance for All Students **3 cr**

EDU 5560 - Leading With Integrity **3 cr**

EDU 6530 - The Larger Context: Community, Policy and Partnerships **2 cr**

In addition, those interested in earning the principal endorsement must complete an administrative internship consisting of a minimum of 300 hours of supervised, substantive field experience in two or more types of school settings (see 5150 of the Rules Governing the Licensing of Educators and the Preparation of Educational Professionals for more information).

## **Education: Educational Research (MS)**

The Master of Science in Educational Research is a course of study designed to promote the use of action research to inform classroom practice and educate teachers about research methodologies to activate change in public education.

This degree is intended for candidates who already have their initial licensure and at least 3 years of teaching experience in preK-12 public schools. Candidates who are not planning to obtain a teaching license may also pursue this degree.

The Education Department is committed to developing professional scholar-practitioners who are well-versed in current educational theory and practice. The required courses include an introduction to research methods, specific instruction in framing research questions, and qualitative and quantitative data collection and management. During the program, students acquire the skills to conduct classroom research. They collect and analyze data and present the results of their research. Through the Thesis Seminar (EDU 6601) and Master's Thesis (EDU 7960), faculty offer students individualized support as they write their theses.

In addition to the core research courses, Master's candidates select 21 credits of electives in consultation with an advisor. This flexibility allows candidates to explore topics relevant to their classrooms and schools. The Program Plan of Study shows the required core courses and the plan for completing elective credits and addresses which transfer courses will be accepted.

Castleton Center for Schools courses are considered transfer courses for all students wishing to matriculate into a Castleton graduate program in Education. A total of up to 12 credits of Center for Schools credits and other credits from other regionally accredited institutions may be accepted as transfer credits into the M.S. in Educational Research if approved by the faculty advisor.

## Core Courses (15-18 cr):

- EDU 6100 - Introduction to Graduate Education and Research 3 cr
- EDU 6123 - Qualitative and Quantitative Methods 3 cr
- EDU 6245 - Research Design in Education 3 cr
- EDU 6601 - Thesis Seminar 3 cr
- EDU 7960 - Master's Thesis 3-6 cr

All candidates must write either a 3-credit or a 6-credit thesis. A thesis proposal must be completed and approved by the Director of Education prior to the semester in which the research begins. Graduate students must formally register for EDU 7960 according to the published registration deadlines in the same manner as required for any regular course.

## Electives (18-21 cr):

Additionally, the candidate chooses 18-21 credits of electives in education and the liberal arts relevant to their educational interests. With the permission of the faculty advisor, the candidate may transfer up to 12 credits from the Center for Schools or other regionally accredited universities.

**(Minimum credits required for the degree: 36 cr)**

## **Education: Special Education (MA)**

The Master of Arts in Education with an emphasis on Special Education is designed for teachers who already hold a teaching license in the state of Vermont and wish to add the Special Education endorsement to their existing license; the program is also designed for those currently not licensed but seeking initial licensure in Vermont in Special Education.

The graduate program in Special Education at Castleton prepares special educators who serve students in grades K-12 with diverse strengths, needs, and abilities. The department's goal is to provide educators with the knowledge and skills required to work with students with challenges and to function collaboratively with parents, teachers, administrators, support providers,

and employers. Much of what we emphasize includes evidence-based practices in inclusive settings and high achievement for all students regardless of their disability.

*-Click [here](#) for application information-*

There are three options for earning a M.A. Ed. in Special Education at Castleton:

## Option 1: For those currently licensed in Vermont

CU offers graduate courses in Special Education that, once completed, can be submitted to the Vermont Licensure Board in order to earn the Special Education endorsement through an expedited transcript/academic review process. (Castleton's courses are accepted by the Agency of Education as meeting the requirements of the Special Education endorsement, ensuring that the transcript/academic review process occurs smoothly and quickly.)

Students complete a program that includes both core and Special Education courses (and a 60-hour practicum) designed to address the knowledge and performance standards of the Special Education endorsement. Upon completion, students have earned both a Master's degree and a Special Education teaching endorsement.

Note: those who have already earned a Master's degree in another education field can, in consultation with their advisor, complete 18 credits of Special Education coursework (and a practicum) and use the transcript/academic review process to request the addition of the Special Education endorsement.

### -Complete these core courses (15-18 cr):

- EDU 6100 - Introduction to Graduate Education and Research **3 cr**
- EDU 6123 - Qualitative and Quantitative Methods **3 cr**
- EDU 6245 - Research Design in Education **3 cr**
- EDU 6601 - Thesis Seminar **3 cr**
- EDU 7960 - Master's Thesis **3-6 cr**

### -Complete these Special Education endorsement courses (21-24 cr):

- EDU 5155 - Curriculum in Special Education **3 cr**
- EDU 5220 - Learning Disabilities **3 cr**
- EDU 6220 - Special Education and the Law **3 cr**
- EDU 6331 - Assessment for Instructional Planning in Special Education **3 cr**
- EDU 6463 - Collaboration in Special Education **3 cr**
- EDU 6468 - Cognitive and Emotional Challenges: Low Incidence Disabilities **3**
- EDU 6880 - Graduate Practicum **1-9 cr**

(Total credits required: 36-42 cr)

\* \* \*

## Option 2: For those not licensed in Vermont

CU offers a Master's degree plus licensure program that allows those not licensed in any area in Vermont to earn both the advanced degree and Special Education licensure. Core and Special Education courses and student teaching/seminar are all designed to meet the expectations for licensure of the Vermont Standards Board for Professional Educators. This is a 48-credit program with 15 credits of core courses and 33 credits of Special Education and state-required student teaching/seminar courses.

### **-Complete these core courses (15 cr):**

- EDU 6100 - Introduction to Graduate Education and Research 3 cr
- EDU 6123 - Qualitative and Quantitative Methods 3 cr
- EDU 6245 - Research Design in Education 3 cr
- EDU 6601 - Thesis Seminar 3 cr
- EDU 7960 - Master's Thesis 3-6 cr

### **-Complete these Special Education licensure courses (33 cr):**

- EDU 5155 - Curriculum in Special Education 3 cr
- EDU 5220 - Learning Disabilities 3 cr
- EDU 6220 - Special Education and the Law 3 cr
- EDU 6331 - Assessment for Instructional Planning in Special Education 3 cr
- EDU 6463 - Collaboration in Special Education 3 cr
- EDU 6468 - Cognitive and Emotional Challenges: Low Incidence Disabilities 3
- EDU 6851 - Student Teaching I 6 cr
- EDU 6852 - Student Teaching II 6 cr
- EDU 5740 - Student Teaching Seminar 3 cr

**(Total credits required: 48 cr)**

\* \* \*

## **Option 3: Higher Education Collaborative program**

Castleton has a memorandum of understanding with the Vermont Higher Education Collaborative (VTHEC). Students complete the first 18 credits toward the Special Education endorsement through the Higher Education Collaborative program and work with VTHEC staff to secure the Special Education endorsement through the Peer Review or Transcript Review process. Students then apply to Castleton, where 18 credits in Special Education (all of their coursework except the practicum) are accepted and blended into an M.A. Ed. in Special Education. Students are responsible for completing an additional 18 credits with Castleton to earn that degree.

### **-Complete these Special Education courses with VTHEC (18 cr):**

- Emotional/Behavioral Issues in Special Education (3 cr)
- Meeting the Instructional Needs of All Students: Moderate to Severe Disabilities (3 cr)
- Meeting the Instructional Needs of Students with Learning Disabilities: (LD 1) Reading (3 cr)
- Meeting the Instructional Needs of Students with Learning Disabilities: (LDII) Math (3 cr)

-Assessment in Special Education (3 cr)

-History, Legal Issues, and Support Systems in Special Education (3 cr)

**-Complete these courses at CU (18 cr):**

- EDU 6100 - Introduction to Graduate Education and Research **3 cr**
- EDU 6123 - Qualitative and Quantitative Methods **3 cr**
- EDU 6245 - Research Design in Education **3 cr**
- EDU 6601 - Thesis Seminar **3 cr**
- EDU 7960 - Master's Thesis **3-6 cr**

*Note: Students completing a 3-credit thesis (instead of a 6-credit thesis) will also need to take a 3-credit Special Education elective to meet the 36-credit minimum.*

(Total credits required: 36 cr)

## **Health, Human Movement, & Sport**

### **Athletic Leadership (MS)**

The Master of Science in Athletic Leadership (MS.ATL) prepares students for success in administrative and/or head coaching positions in educational-based athletic organizations through professional and applied studies. Professional positions in high school, university or private youth athletic departments or organizations require specialized and applied training.

This 30-credit, fully online, and professional program contains six required athletic leadership Core Courses (18 credits) and allows students to select an additional two courses (6 credits) in electives. All students must complete a 6-credit culminating experience that consists of an internship or a special project.

Students may complete the degree in one year or in multiple years. Castleton students with an undergraduate major in Sport Management or other majors who meet certain program prerequisites, and who meet selection criteria, may pursue a four plus one (4+1) program that will lead to the MS.ATL.

### **Program Objectives**

Within education-based athletic programs, the student will:

- Demonstrate the ability to apply advanced critical thinking skills.
- Develop the ability to think and plan strategically to properly guide athletic programs.
- Understand basic financial and accounting principles utilized. Students will be able to financially plan for both short-term and the long-term needs within athletic organizations and teams.
- Demonstrate an understanding of revenue-generation techniques and principles.
- Have a clear understanding of legal concepts and issues in athletic organizations and develop risk management strategies.
- Understand the applicability of various national compliance regulations and how to apply such regulations in athletic and coaching leadership positions.
- Demonstrate the ability to analyze and discuss current trends facing the industry.

### **Admissions Requirements**



1. A bachelor's degree from an accredited college or university. Applicants who apply for admissions prior to completion of their undergraduate degrees may be accepted into the program but will not be allowed to register for classes until completion of such degree and a final, official transcript is received by the Admissions Office.
2. A completed admissions application, and an application fee (\$40.00), submitted online or mailed to the Admissions Office, Castleton University, Castleton, Vermont, 05735.
3. An essay that addresses the following:
  - a) Education-based athletic programs are defined to be interscholastic athletic programs found within both public and private K-12 school systems, as well as intercollegiate athletic programs found at both public and private colleges and universities. With this in mind, please identify a current weakness or shortcoming within the industry of education-based athletics.
  - b) Then, please outline any preconceived notions you may have now about how an athletic leader might work to overcome this weakness or shortcoming.
  - c) Finally, please outline how you think your involvement in the MS.ATL will assist you, as an athletic leader, in finding a way to overcome this weakness or shortcoming in the near future.
4. A current résumé.
5. Two letters of reference that speak to the applicant's scholarship and potential to be an exemplary professional in education-based athletics and its study.
6. Official transcripts of all college work, both graduate and undergraduate, sent directly or transferred electronically from the issuing institution to the Castleton University Admissions Office. Admission to the program may be granted if the applicant has an undergraduate G.P.A. of at least 3.0 on a four-point scale and shows an aptitude for graduate studies as reflected in references, writing ability, and personal objectives. On occasion, students with a G.P.A that falls below a 3.0 may be admitted on a provisional basis. (See below)
7. Prerequisites: a) A management theory course. b) An introductory sports management course or five years as a professional in the industry of sport.

#### Provisional Admission:

Provisional admission may be granted if the applicant shows potential for graduate studies but fails to meet one of the stated criteria for admission. In some instances, provisional admission may be due to a routine logistical issue such as official transcripts replacing unofficial ones. In these cases, the University reserves the right to revoke a provisional admission should the final submissions differ from what was expected. In some cases, the Graduate Admissions Committee may have concerns about a student's ability to complete their program successfully. In these instances, students will be required to take two courses from the programs core requirements. Courses must be completed within two semesters of the date of provisional admission and passed with a grade of "B" or better. If these conditions are met, the applicant will be reconsidered for full admission to the program. If these conditions are not met, the student may be dismissed from the program. The Graduate Admissions Committee may admit students provisionally and require completion of other tasks such as submission of exam scores or completion of other courses as determined by the Graduate Admissions Committee.

## Course Requirements

### Complete these Core Courses (18 cr):

- ATL 5010 - Leadership and Management of Athletic Programs 3 cr
- ATL 5020 - Financial Administration of Athletics 3 cr
- ATL 5030 - Athletics Advancement 3 cr

- ATL 5040 - Legal Topics in Athletics 3 cr
- ATL 5050 - Compliance and Governance in Athletics 3 cr
- ATL 6220 - Current Trends and Topics in Athletic Leadership 3 cr

and complete 2 of these courses (6 cr):

*(note that other courses may be added or substituted with permission of the program coordinator)*

- ATL 6210 - Facility Design and Management 3 cr
- ATL 6230 - Advanced Communications in Athletics 3 cr
- ATL 6410 - Psychology of Coaching 3 cr

and successfully complete the Culminating Experience (6 cr):

- ATL 6810 - Internship in Athletic Leadership 3-6 cr
- OR-
- ATL 6890 - Special Project in Athletic Leadership 3-6 cr

(Total credits required for the degree: 30 cr)

## MS.ATL COURSE OFFERINGS BY SEMESTER (subject to change)

*Students may begin the program in the Summer, Fall, or Spring.*

### **Fall:**

*ATL 5020 - Financial Administration of Athletics*  
*ATL 5030 - Athletics Advancement*  
*ATL 5050 - Compliance and Governance in Athletics*  
*ATL 6210 - Facility Design and Management*  
*ATL 6810 - Internship in Athletic Leadership*  
*ATL 6890 - Special Project in Athletic Leadership*

### **Spring:**

*ATL 5010 - Leadership and Management of Athletic Programs - even years*  
*ATL 5040 - Legal Topics in Athletics*  
*ATL 5050 - Compliance and Governance in Athletics - odd years*  
*ATL 6230 - Advanced Communications in Athletics*  
*ATL 6410 - Psychology of Coaching*  
*ATL 6420 - Current Trends and Topics in Coaching Leadership*  
*ATL 6810 - Internship in Athletic Leadership*  
*ATL 6890 - Special Project in Athletic Leadership*

### **Summer:**

*ATL 5010 - Leadership and Management of Athletic Programs*

*ATL 5020 - Financial Administration of Athletics - odd years*  
*ATL 5030 - Athletics Advancement - odd years*  
*ATL 5040 - Legal Topics in Athletics - even years*  
*ATL 6220 - Current Trends and Topics in Athletic Leadership - even years*  
*ATL 6810 - Internship in Athletic Leadership*  
*ATL 6890 - Special Project in Athletic Leadership*

## **Athletic Training (MS)**

The Master of Athletic Training (MAT) program is a two-year graduate program that prepares students to challenge the Board of Certification examination and enter the profession of athletic training.

Applicants to the program must be enrolled in the Castleton University Kinesiology/Pre-Athletic Training bachelor's degree program OR have earned a bachelor's degree from a regionally accredited college or university by the time of matriculation to the MAT program. See below for more specific admissions requirements.

Enrollment in the MAT program is limited and admission is highly selective. New cohorts enter the program annually in the summer and complete a two-year, 67-credit curriculum. The program uses a competency-based approach in both the classroom and clinical settings. A medical model is used to educate students to serve in the role of athletic trainer with emphasis on clinical reasoning skills. The clinical rotations consist of four semesters of extensive experiences that include assignments with men and women's varsity athletic teams, cooperative experiences at other area colleges, high schools, Killington Medical Clinic, and the Vermont Orthopedic Clinic. Students will also work with other health care professionals in the practice settings of emergency medicine, orthopedics, family practice medicine, chiropractic medicine, and physical therapy. Students will complete one immersive clinical experience in which they participate in the full-time experience and day-to-day role of an athletic trainer.

### Program Mission Statement

The mission of the CAATE- accredited Athletic Training Program at Castleton University is to provide a comprehensive and progressive academic and clinical education experience for students. This experience at Castleton will prepare students to pass the Board of Certification (BOC) examination and engage in relevant and meaningful careers. We prepare athletic trainers who promote healthy lifestyles and provide contemporary, quality healthcare to their patients and clients.

The AT Program embraces Castleton University's mission to provide a transformational education within an inclusive, respectful, student-centered learning environment. Students will be provided opportunities for intellectual and personal growth through excellence in teaching, close student-faculty interaction, and numerous outside-the-classroom community partnerships.

### Program Goals

The Master's in Athletic Training Program will prepare students to:

1. Think critically and effectively apply content knowledge to real world situations and tasks.
2. Be professionally and ethically responsible administrators of athletic healthcare.
3. Maintain the highest standards of evidence-based clinical practice by effectively integrating information technology, clinical expertise, and patient values and circumstances.
4. Communicate effectively and respectfully as a healthcare professional.
5. Secure employment in athletic training.

The Master's in Athletic Training Program will continually strive to provide high quality didactic and clinical instruction and learning opportunities for students.

### Admissions Requirements

1. Candidates should be enrolled in the Castleton University Kinesiology/Pre-Athletic Training bachelor's degree program OR have earned a bachelor's degree from a regionally accredited college or university by the time of matriculation to the MAT program.
2. A statement that addresses why you want to pursue a master of athletic training degree, previous experience you have had with an athletic trainer or other healthcare provider, and your professional goals. Limit your statement to 500 words or fewer and include a word count at the end of your statement.
3. Current Résumé.
4. Two letters of reference that address your scholarship and potential as a health care professional.
5. Official transcript of all college/university work, both graduate and undergraduate. It is with your success in mind that we carefully review your academic foundation. We encourage interested students to apply. Admission to the program may be granted if the applicant has an undergraduate cumulative G.P.A. of at least 3.0 on a 4-point scale and shows aptitude for graduate studies as reflected by references, writing ability, and personal objectives.
6. Transcript must verify completion of all of the following prerequisite courses with a grade of "C" or better:
  - Human Anatomy (3-4 cr with lab)
  - Human Physiology (3-4 cr with lab)
  - Chemistry (3-4 cr with lab)
  - Physics (3-4 cr with lab)
  - Biology (3-4 cr with lab)
  - Kinesiology or Biomechanics
  - Physiology of Exercise
  - Nutrition
  - Statistics
  - Introductory Psychology
  - Public Health (or equivalent)
7. Current CPR certification at the professional rescuer level.
8. Students must meet minimum technical standard requirements to be eligible to participate in the MAT Program. A completed Technical Standards form must be submitted as part of the application process.

Students who meet requirements 1-8 as listed above will be contacted after February 1st to schedule an interview.

Prior to matriculation, students must submit:

1. A criminal background check. Castleton uses CastleBranch for the criminal background check.
2. Immunization record. See list of required vaccines on the Castleton University Health Form.

*Application Deadline and Process:*

Students will apply to the program through the Athletic Training Centralized Application Service (ATCAS). Apply now to begin the application process.

The application deadline is February 1st. Program faculty will review completed applications after this deadline. Applications will continue to be accepted and reviewed after this deadline if space in the cohort permits.

#### Program Retention Standards

Once accepted into the MAT Program, students must meet minimum academic and clinical retention standards. The program's Progression, Retention, and Probation policy is available on the MAT website.

### Accreditation Status

The program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE).

### Additional Fees

Additional fees and expenses include, but are not limited to: 1. Equipment, supplies, and select laboratory and curricular technology fees; specific course fees can be viewed within the course descriptions, as listed in the graduate catalog. 2. The purchase of appropriate attire to be worn in the clinical setting. 3. Travel to and from clinical sites.

## COURSE REQUIREMENTS

Complete the following 68-credit course sequence:

### 1st Year Summer (5 cr)

- AHS 5011 - Sports Emergency Care I 2 cr
- AHS 5031 - Therapeutic Interventions I 2 cr
- AHS 5040 - EBP in Athletic Healthcare 1 cr

### 1st Year Fall (16 cr)

- AHS 5012 - Sports Emergency Care II 3 cr
- AHS 5021 - Musculoskeletal Assessment and Diagnosis I 3 cr
- AHS 5025 - Athletic Training Clinical I 4 cr
- AHS 5032 - Therapeutic Interventions II 3 cr
- AHS 5220 - Scientific Foundations of Strength and Conditioning I 3 cr

### 1st Year Spring (16 cr)

- AHS 5022 - Musculoskeletal Assessment and Diagnosis II 3 cr
- AHS 5033 - Therapeutic Interventions III 3 cr
- AHS 5035 - Athletic Training Clinical II 4 cr
- AHS 5050 - Orthopedic Technology 3 cr
- AHS 5221 - Scientific Foundations of Strength and Conditioning II 3 cr

### 2nd Year Summer (3 cr)

- AHS 6020 - Health Evaluation and Intervention 2 cr
- AHS 6035 - Principles of Pharmacology for Athletic Trainers 1 cr

### 2nd Year Fall (16 cr)

- AHS 6010 - Administration in Athletic Training 3 cr
- AHS 6030 - Behavioral Health Strategies for Athletic Trainers 1 cr
- AHS 6040 - Clinical Pathology for Athletic Trainers 3 cr

- AHS 6045 - Athletic Training Clinical III **9 cr**

## 2nd Year Spring (12 cr)

- AHS 6050 - Professional Standards in Athletic Training **3 cr**
- AHS 6055 - Athletic Training Clinical IV **4 cr**
- AHS 6060 - Exercise Prescription for Special Populations **2 cr**
- AHS 6065 - Healthcare Informatics **3 cr**

# Music

**For information about the Music Department, please [click here](#).**

## Music Education (MM)

The only program of its kind in Vermont, Castleton's Master of Music Education (MM.Ed) emphasizes real world application with courses taught by experienced music educators.

The MM.Ed can be completed in one year as a full-time student, or on a part-time schedule tailored to the unique needs of in-service music educators or customized for each individual student. A flexible curriculum is provided with on-site, hybrid, and online courses that occur during the academic year and the summer months.

The 18-credit core curriculum will help students to expand and develop their classroom and musicianship skills and to learn the most current philosophies, methodologies, and technologies in the field.

A wide variety of Topics Courses (12 credits required) enable students to direct their own program, focusing on topics and skills they are most interested in. These courses, or any of the other MM.Ed music offerings at Castleton, will appeal to in-service educators desiring continuing education credits.

Students completing the Master of Music Education degree will demonstrate their realization of the following learning outcomes at a high level:

- advanced, essential knowledge in curriculum development;
- assessment of music learning;
- philosophy of music education;
- research methodology.

Masters candidates must provide transcripts indicating completion of coursework equivalent to that required for the Bachelor of Music at Castleton, which is required of all music education students. If any coursework is determined to be missing, students will be required to take the pertinent BA.MUS courses. Coursework may be found in the undergraduate catalog under BA Music.

Students may transfer up to 12 graduate credits from Castleton Center for Schools or outside workshops/classes. (Transfer credits must be approved by the Music Department.)

## CORE COURSEWORK (suggested timeline)

Summer 1 (6 cr):

- MUS 5010 - Philosophical Approaches and Current Issues in Music Education 3 cr
- MUS 5090 - Research Methods in Music 3 cr

### Fall 1 (3 cr):

- MUS 5460 - Assessment of Music Learning 3 cr

### Summer 2 (6 cr):

- MUS 5160 - Curriculum Development in Music Education 3 cr
- MUS 6740 - Graduate Seminar 3 cr

### Fall 2 or later (must be completed within 5 years of matriculation) (3 cr)

- MUS 7010 - Capstone Thesis Project 3 cr

### Plus Topics Courses (12 cr)

Meet with your advisor to select 12 credits of Music topics courses. Topics courses may be taken during the summer, fall, and/or spring semesters, at your convenience.

(Total credits required for the degree: 30)

## POST-BACCALAUREATE LICENSURE

MM.Ed students who have previously completed a Bachelors degree in music may be recommended for licensure by completing the following undergraduate courses in addition to the 30 credits required for the MM.Ed.

(Courses may be waived if equivalent experience and content from previous coursework or teaching experience can be documented by the Masters candidate.)

### Complete all of these courses (32 cr)

MUS 1080 - Global Music 3 cr

MUS 2030 - Early Field Experience in Music Education 1 cr

MUS 2060 - Introduction to Exceptional Populations in Music Education 3 cr

MUS 2110 - Vocal Pedagogy 2 cr

MUS 2115 - Jazz Pedagogy 2 cr

MUS 3165 - Methods of Teaching General Music preK-12 3 cr

MUS 3166 - Methods of Teaching Choral Music 2 cr

MUS 3315 - Methods of Teaching Instrumental Music 2 cr

MUS 4610 - Seminar in Teaching Music 1 cr

MUS 4720 - Senior Recital 1 cr

MUS 4871 - Directed Student Teaching I 6 cr

MUS 4872 - Directed Student Teaching II 6 cr

### And complete 3 of these courses (6 cr)

MUS 2120 - String Instrument Teaching Methods 2 cr

MUS 2130 - Woodwind Instrument Teaching Methods 2 cr

MUS 2140 - Brass Instrument Teaching Methods 2 cr

MUS 2240 - Percussion Instrument Teaching Methods 2 cr

### And complete 1 of these courses (3 cr)

PSY 1050 - Human Growth and Development 3 cr

PSY 2110 - Educational Psychology 3 cr

PSY 3265 - Child and Adolescent Development 3 cr

(Total credits required for licensure: 41)

## Notes

### **To be accepted into Student Teaching, a student must:**

- Achieve an overall GPA of 3.0; or written certification of intellectual competence by an academic dean.
- Complete all Music and Music Education coursework; or obtain permission of the supervising music education faculty.
- Complete the Music Education Application to Student Teach form.
- Pass the Praxis Core Academic Skills Test for Educators and appropriate Praxis II examinations before teaching.
- Complete a minimum of 60 scheduled hours of field experience through related course work.

*A student may be advised to discontinue the student teaching experience at any time if, in the professional judgment of the university supervisor, the director of field experience and cooperating teacher, the student does not possess the attitudes and competencies noted above.*

### **To be recommended for licensure the student must:**

- Complete all departmental course requirements listed above.
- Pass the Praxis Core Academic Skills Test for Educators and the Praxis II examination.
- Exemplify in conduct and attitude the maturity, judgment, ethical standards, and dedication expected in the teaching profession.
- Receive a grade of "B" or better in Student Teaching I, II, and Student Teaching Seminar.
- Complete all coursework with a cumulative GPA of 3.0



# Nursing

## Nursing (MSN)

The BSN-to-MSN track in the nursing program allows the qualified licensed registered professional nurse a flexible adult learning experience to complete Master's degree requirements completely online. Students take the Core Curriculum and then pursue one of two concentrations: Nursing Education or Clinical Nurse Leader. The program integrates an interdisciplinary grouping of courses that enable students to gain the knowledge, skills, and attitudes necessary to advance their careers.

The Master of Science in Nursing (MSN) at Castleton University has received provisional approval (pending graduation of the first class) from the Vermont Board of Nursing (BON). Email: SOS.OPRLicensing1@Vermont.gov

Office of Professional Regulation, 89 Main Street, 3rd Floor Montpelier, VT 05620-3402. Phone: 802-828-2396

The Master of Science in Nursing (MSN) at Castleton University is undergoing application for accreditation by the Commission on Collegiate Nursing Education (CCNE). CCNE will conduct an on-site accreditation evaluation in February 2023. <http://www.ccneaccreditation.org>

Upon successful completion of all degree requirements, graduates are awarded a Master of Science in Nursing (MSN) and will be prepared to further their careers as a Clinical Nurse Leader or Nurse Educator.

Students in the BSN-to-MSN track are admitted directly into the major and enrolled in a transitional course designed to ease them into the on-line teaching-learning environment. The transitional course exposes students to University and Department resources, on-line learning, and Master teaching-learning expectations.

All courses required for completion of the BSN-to-MSN program are offered through distance-learning methods. Indirect and direct "hands-on" clinical experiences occur under the guidance of qualified and approved preceptors with faculty and agency guidance and support in settings local to the student's place of residence. In the semester prior to graduation, students complete a transitional course (involving on-line course work combined with an internship) designed to showcase their advanced practice knowledge, skills, and attitudes.

## Admission Requirements

All applicants must possess an unencumbered license to practice as a registered professional nurse in the United States. Additional admission requirements for this program include:

- Submission of all post-secondary transcripts.
- A minimum GPA of 3.0.
- Demonstrated successful completion of an accredited baccalaureate degree in nursing
- A resume with job and educational history.
- A letter of recommendation from a current and immediate supervisor; other recommendations may be supplied as well.

## Progression Standards

All nursing courses must be passed with a grade of B- or better. Nursing majors may repeat a maximum of two courses required for the major; each course required for the major may be repeated only one time. Patient safety is our number one priority, thus, students whose health, performance, or behavior is judged unsatisfactory may be withdrawn from the program.

# Additional Fees

The nursing student experience is different than that of other students, thus, additional fees apply including but not limited to fees related to equipment and supplies (name badge, stethoscope, uniforms, lab coat, shoes solely for the clinical setting, pen light and bandage scissors), the conduct of a criminal background check, drug screening, maintenance of records necessary for clearance to practice in the clinical setting, and select laboratory and curricular technology fees. Reasonable attempts are made to communicate new fees and changes in fee structures in a timely manner. A description of fees can be found in the student handbook and/or course syllabi.

# Licensure

Students enrolled in the BSN-to-MSN program must maintain an active, unencumbered license to practice as a registered professional nurse in the United States.

## REQUIRED COURSES

To earn a Master of Science in Nursing, students must have acquired 40 total credits (combined core and concentration requirements) and 500 hours of practicum hours.

### MSN Core Curriculum (26 cr):

- NUR 5011 - Advanced Pathophysiology and Pharmacology for Advanced Practice **4 cr**
- NUR 5012 - Advanced Health Assessment and Health Promotion **4 cr**
- NUR 5013 - Transitions to the Advanced Practice Role **3 cr**
- NUR 5014 - Evidence Based Practice and Research in Healthcare **3 cr**
- AHS 6065 - Healthcare Informatics **3 cr**
- BUS 5130 - Leading Organizational Change **3 cr**
- HCA 5110 - Healthcare and Social Policy **3 cr**
- HCA 5130 - Systems Thinking: Healthcare Quality **3 cr**

### Concentration in Nursing Education (14 cr):

- NUR 5025 - The Nurse Educator Role **3 cr**
- NUR 5026 - Teaching and Active Learning Strategies Seminar & Practicum I **3 cr**
- NUR 5027 - Curriculum Design, Development, & Evaluation - Seminar & Practicum I **4 cr**
- NUR 5028 - Assessment & Evaluation of Nursing Education- Seminar & Practicum II **4 cr**

### Concentration in Clinical Nurse Leader (14 cr):

- BUS 5070 - Risk & Financial Management **3 cr**
- NUR 5109 - Nursing Epidemiology and Biostatistics **3 cr**
- NUR 5110 - Clinical Nurse Leader Immersion-Seminar **3 cr**
- NUR 5111 - Clinical Nurse Leader Capstone-Practicum **5 cr**

## MSN Degree Plan

[Click here to see the MSN degree plan.](#)

## Note

In recognition of the diversity of the educational preparation of students, additional transferrable grades in courses required to meet graduation requirements will be awarded, where appropriate, on a case-by-case basis.

# Psychology

## School Psychology (MA + CAGS)

The School Psychology program at Castleton University prepares students for careers as highly qualified school psychologists. Students graduate from this three-year program with a Masters Degree and a Certificate in Advanced Graduate Study. Graduates will work with children, adolescents, families, and other professionals in schools and related fields. They will provide direct educational, behavioral, and mental health services for-and collaborate with-school administrators, educators, and other professionals to create supportive learning and social environments for students.

This is a residency based program following the training standards provided by the National Association of School Psychologists. The program requires two full years of coursework followed by one year of internship, resulting in a total of 72 credits. The program is grounded in a scientist-practitioner philosophy of training and education. The integration of science and practice is accomplished through a program of study that emphasizes the use of scientific methods to inform prevention and intervention-oriented problem solving approaches.

This program is consistent with the broader Castleton University goals of close student-faculty interactions, outside-the-classroom learning and deep integration with and support for the surrounding community. Fieldwork experience provides opportunities for students to apply their knowledge in a variety of settings that may include, but are not limited to: public or private educational settings, working with at-risk youth involved in the legal system, and community mental health agencies.

As the first School Psychology graduate program in the state of Vermont, we are deeply committed to supporting and improving the state's communities and schools by serving as a local resource to children, families, schools and community agencies.

The Masters program is structured to educate students in accordance with Vermont school psychologist endorsement requirements as administered by the Vermont Agency of Education. The program has been developed using the National Association of School Psychologists training guidelines; therefore, graduates will be eligible to apply for National Certification through the National Association School Psychology Certification System for non-NASP approved program.

The School Psychology program prepares professionals who:

- are capable of providing direct and indirect psychological services to children, parents, and teachers in a variety of education settings;
- possess knowledge within the areas of psychological foundations including development, learning, exceptionalities, psychopathology, and biological, social, and cultural influences;
- are competent in the use of major psychological and educational techniques including consultation, counseling, and assessment with advanced skills in cognitive behavioral approaches;
- are capable of functioning in a professional manner in educational settings and have had successful experiences in working effectively in a variety of school settings, including regular and special education, with preschool and different programs and levels of exceptionality, including referred and non-referred students;
- are knowledgeable of and possess operational competence with specialized school psychology roles and with legal and ethical guidelines;
- are committed to non-traditional services (pre-evaluation interventions, consultation and counseling, intervention-oriented assessment, and alternative delivery systems) as well as competence with traditional services;

- are competent as problem solvers, change agents, and advocates;
- are skilled in demonstrating an orientation as a consultant and mental health resource person in identifying and meeting the mental health, learning, and overall educational needs of individuals and educational systems;
- are knowledgeable about information technology and uses to safeguard work and to enhance the quality of services.

## Course Requirements

### **Summer I**

- EDU 5150 - Survey of Exceptional Children and Young Adults 3 cr
- PSY 5010 - Education Research Methods 3 cr
- MAT 5010 - Quantitative Analysis and Reasoning 3 cr

### **Fall I**

- PSY 5030 - Introduction to School Psychology 1
- PSY 5040 - Tests and Measurements 3 cr
- PSY 5050 - Theories of Counseling 3 cr
- PSY 5211 - Assessment I: Cognitive 3 cr

### **Spring I**

- PSY 5212 - Assessment II: Educational 3 cr
- PSY 5213 - Assessment III: Social and Behavioral 3 cr
- PSY 5250 - Counseling Processes 3 cr
- PSY 5270 - Professional Ethics 3 cr

### **Summer II**

- PSY 6020 - Educational Psychology Applied to Learning 3 cr  
-OR- PSY 6025 - Learning and Cognition 3 cr
- PSY 6160 - Applied Behavior Analysis for School Professionals 3 cr
- PSY 6350 - School Based Assessment and Intervention 3 cr

### **Fall II**

- PSY 6410 - Child and Adolescent Counseling 3 cr  
-OR- PSY 6420 - Working with At-Risk Youth in the Legal System 3 cr
- PSY 6421 - Practicum I 3 cr
- PSY 6430 - Consulting in the Helping Professions 3 cr
- PSY 6440 - Social Justice in Education: Issues and Advocacy 3 cr

### **Spring II**

- PSY 6422 - Practicum II 3 cr
- PSY 6530 - Advanced Human Growth and Development 3 cr
- PSY 6540 - Personality Assessment and Adjustment 3 cr
- PSY 6550 - Physical Basis of Behavior 3 cr

### **Fall III / Spring III**

- PSY 7810 - School Psychology Graduate Internship 6 cr

## Graduate Programs

### Business Administration

### Accounting Certificate

The Certificate in Accounting is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Accounting.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Accounting (12 cr):

- ACC 5020 - Taxation of Business Entities **3 cr**
- ACC 5030 - Governmental and Not-For-Profit Accounting **3 cr**
- ACC 5050 - Advanced Auditing and Professional Ethics **3 cr**
- ACC 5230 - Fraud Examination and Forensic Accounting **3 cr** -or- BUS 5080 - Legal Studies & Ethics **3 cr**

## Requirements for the Advanced Graduate Certificate in Accounting (21 cr):

- ACC 5020 - Taxation of Business Entities **3 cr**
- ACC 5030 - Governmental and Not-For-Profit Accounting **3 cr**
- ACC 5050 - Advanced Auditing and Professional Ethics **3 cr**
- ACC 5230 - Fraud Examination and Forensic Accounting **3 cr** -or- BUS 5080 - Legal Studies & Ethics **3 cr**
- BUS 5030 - Managerial Accounting & Control Concepts **3 cr**
- Any two BUS graduate core electives **6 cr**

## **Analytics Certificate**

The Certificate in Analytics is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Business Analytics.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Analytics (12 cr):

- BUS 5010 - Leadership Theory **3 cr**
- MAT 5210 - Business Analytics: Data, Models & Decisions **3 cr**
- MAT 5220 - Business Data Analytics **3 cr**
- 1 Business graduate elective **3 cr**

## Requirements for the Advanced Graduate Certificate in Analytics (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- MAT 5220 - Business Data Analytics 3 cr
- MAT 5230 - Business Experimental Design 3 cr
- MAT 5240 - Data & Business Analytics with R 3 cr
- 1 Business graduate elective 3 cr

## Healthcare Administration Certificate

The Certificate in Healthcare Administration is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Healthcare Administration

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Healthcare Administration (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr

## Requirements for the Advanced Graduate Certificate in Healthcare Administration (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- HCA 5130 - Systems Thinking: Healthcare Quality 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- 1 graduate Business elective 3 cr

## Leading Organizational Change Certificate

The Certificate in Leading Organizational Change is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in how to lead organization change.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

## Requirements for the Graduate Certificate in Leading Organizational Change (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5110 - Leadership & Organizational Behavior 3 cr
- BUS 5130 - Leading Organizational Change 3 cr
- a graduate Business elective 3 cr

## Requirements for the Advanced Graduate Certificate in Leading Organizational Change (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- BUS 5120 - Operations Management for Leaders 3 cr
- BUS 5130 - Leading Organizational Change 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr
- two graduate Business electives 6 cr

## Master of Business Administration (MBA)

Castleton University's dynamic online MBA Program provides recent college graduates and working professionals with the opportunity to earn a rigorous graduate degree without interrupting their career progression. The flexible and convenient online format allows students to participate in specially-designed courses taught by highly qualified faculty.

The online MBA program is an accelerated degree program. Course modules with concentrated, focused content are six to eight weeks long. This means you can earn your MBA from Castleton University more rapidly than in a typical program.

*This program is offered fully online, but one-on-one collaboration with professors is available at the request of the student.*

### Objectives

The MBA program is designed to promote professional competence; leadership ability; analytical skills; an understanding of social, political and economic forces; and a strong sense of ethics and public purpose. The program focuses on the development of leadership skills and enhanced knowledge in five areas of specialization: Accounting, Analytics, Healthcare Administration, Leading Organizational Change, and Media & Communication.

The MBA from Castleton University will help you accomplish your career objectives:

- The MBA enhances your leadership skills by preparing you for upper management and improves your ability to motivate and to encourage teams to be more productive.
- The MBA enhances your knowledge of vital concepts and practices allowing you to better evaluate data and calculate risks to make informed decisions.
- Studies show that the most practical advantages of an MBA are that the degree can improve retention, promotion and salary growth.

### Graduate Certificates

The MBA program offers graduate certificates in Accounting, Analytics, Healthcare Administration, Leading Organizational Change, and Media & Communication. Certificates may be earned as part of the MBA program (by matriculated students) or as a standalone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

The courses requirements for the certificates are found here:

- Accounting Certificate
- Analytics Certificate
- Healthcare Administration Certificate
- Leading Organizational Change Certificate
- Media & Communication Certificate

### Admissions Requirements

Admission to the MBA program is based on a combination of the applicant's education, professional experience, and previous training. Applicants must have earned a bachelor's degree from a regionally accredited institution with a minimum GPA of 3.0, or equivalent. Acceptance decisions are made on a rolling basis throughout the year. Applicants can apply at any time and get a decision within days of submitting all required materials. To apply, applicants should submit these documents to the Admissions Office:

Your application will be complete when the Admissions Office has received the following:

- A completed application (online or paper) and non-refundable \$40 application fee.
- A candidate's statement (no more than two single-spaced pages) addressing the following questions:
  1. What are your career aspirations?
  2. How will an MBA from Castleton University help you accomplish your career objectives?
  3. How have your education and professional experiences thus far prepared you for graduate studies?
- A current résumé.
- Two current letters of recommendation from an advisor, employer, or faculty member addressing the applicant's scholarship and potential. The letters of recommendation must be submitted directly from the recommending individuals and can be submitted to: [info@castleton.edu](mailto:info@castleton.edu).
- Official final transcripts of undergraduate and graduate work directly from the issuing institution to the Castleton Admissions Office. Transcripts within the Vermont State Colleges System from 2003 forward can be obtained by the Castleton Admissions Office.

GMAT and GRE scores are not required.

If English is not your native language, you will be required to demonstrate proficiency in the English language.

### GPA Requirement



Applicants matriculated into the MBA program must maintain a 3.0 GPA. An MBA student will be placed on academic probation if his/her GPA in any module falls below 3.0. If placed on academic probation, the student must increase the cumulative GPA to 3.0 or above by the time the student registers for the next module. Failure to bring the GPA to 3.0 or higher in the next enrolled academic module will cause the student to be dismissed from the program.

## MBA Coursework (36 cr):

To graduate with an MBA degree, a student must maintain at least a 3.0 (B) grade point average and complete the MBA core curriculum and a chosen concentration.

### Complete the Core Curriculum (27 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5020 - Foundations of International Business 3 cr
- BUS 5030 - Managerial Accounting & Control Concepts 3 cr
- BUS 5040 - Strategic Marketing Management 3 cr
- BUS 5060 - Human Resource Management 3 cr
- BUS 5070 - Risk & Financial Management 3 cr
- BUS 5080 - Legal Studies & Ethics 3 cr -or- ACC 5230 - Fraud Examination and Forensic Accounting 3 cr
- BUS 5090 - Strategic Management & Leadership 3 cr
- MAT 5210 - Business Analytics: Data, Models & Decisions 3 cr

### And complete 1 of the following Concentrations (9 cr):

#### Accounting Concentration (9 cr):

- ACC 5020 - Taxation of Business Entities 3 cr
- ACC 5030 - Governmental and Not-For-Profit Accounting 3 cr
- ACC 5050 - Advanced Auditing and Professional Ethics 3 cr

#### Analytics Concentration (9 cr):

- MAT 5220 - Business Data Analytics 3 cr
- MAT 5230 - Business Experimental Design 3 cr
- MAT 5240 - Data & Business Analytics with R 3 cr

#### Healthcare Administration Concentration (9 cr):

- HCA 5110 - Healthcare and Social Policy 3 cr
- HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis 3 cr
- HCA 5130 - Systems Thinking: Healthcare Quality 3 cr

#### Leading Organizational Change Concentration (9 cr):

- BUS 5110 - Leadership & Organizational Behavior 3 cr
- BUS 5120 - Operations Management for Leaders 3 cr

- BUS 5130 - Leading Organizational Change 3 cr

### Media & Communication Concentration (9 cr):

- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- COM 5130 - The Business of Media 3 cr

(Total credits required for the degree: 36)

## Media & Communication Certificate

The Certificate in Media & Communication is offered by the Business Administration Department.

The certificate may be earned as part of the MBA program (by matriculated students) or as a stand-alone certificate (by nonmatriculated students, in which case the credits from the certificates may be applied towards the MBA degree at a future date should the student choose to matriculate at CU).

Individuals may pursue either the Graduate Certificate or the Advanced Graduate Certificate:

-The **Graduate Certificate** consists of 4 courses designed to enhance your understanding of key concepts in Media & Communication.

-The **Advanced Graduate Certificate** consists of 7 courses designed to further develop your expertise in the field.

### Requirements for the Graduate Certificate in Media & Communication (12 cr):

- BUS 5010 - Leadership Theory 3 cr
- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- 1 graduate Business elective 3 cr

### Requirements for the Advanced Graduate Certificate in Media & Communication (21 cr):

- BUS 5010 - Leadership Theory 3 cr
- BUS 5060 - Human Resource Management 3 cr
- COM 5110 - Media Technology Workshop 3 cr
- COM 5120 - Media, Society, and Communication 3 cr
- COM 5130 - The Business of Media 3 cr
- 2 graduate Business electives 6 cr

## Education

Welcome to the Education Department at Castleton!

**Director of Education: Dr. Ric Reardon****Department Chair: Dr. Anne Slonaker**

The purpose of the Education Department's instructional programs is to prepare graduate students to engage in the analysis and integration of educational theory, research, and practice for an increasingly diverse society. The department's primary intellectual and practical focus is on fostering equitable and effective schooling for all students. In working toward this goal, the department seeks to understand the profound issues involved in transforming public education so that it better meets the needs of students from various linguistic, ethnic, racial, and class backgrounds.

We are a small department with the large agenda of developing educational leaders and pursuing educational research that will affect the future of teaching and learning both inside and outside of schools. Our commitment lies in three essential and interrelated domains: 1) school, families, and communities; 2) teacher education and development; and 3) educational leadership. Undergirding them all is a focus on the socio-cultural context in which learning and teaching takes place and an understanding of the power of language and literacy in both formal and informal educational settings.

With a reputation for producing scholarship that transforms the nature and the content of education in ways that leads to positive changes in society, Castleton's faculty members support our student-scholars with pedagogy and curricula that respect diversity, value interdisciplinary collaboration, and engage new technology.

We are proud of our graduate programs, which now include master's degrees in Curriculum and Instruction, Special Education, and Mathematics Education (with new Educational Leadership, post baccalaureate, and literacy/reading programs in the planning stages). We constantly revise our programs in light of both new knowledge and new insights into the struggles faced by teachers and administrators in today's schools.

Because Castleton is a small university, all of our programs take a personal approach to providing the highest quality education for our students. Our classes are small; faculty and scholar-practitioners work side-by-side; and we take pride in knowing the personal and professional needs of each one of our students.

**Diverse Interests**

Faculty in the Education Department have a broad set of interests. They consistently examine best practices in teacher learning and professional development, literacy and English, science education, social studies, English language learners and immigrants, special education, mathematics, and foundational issues like philosophy, history and sociology. They ask questions about curriculum, instruction, teaching, learning, schooling, educational reform, and policy. Approaches to scholarship are equally diverse, and faculty use a wide range of methods to interrogate these important social and education issues.

**Historical Excellence**

Castleton University has been a leader in Vermont since 1787! Although so much has changed in its nearly 230 years, Castleton retains its historic commitment to students and to Vermont. Our faculty members are expected to be good teachers and good ambassadors to the greater community, and we believe that these two activities are mutually reinforcing. As a liaison to the greater education community, our faculty learn to look for evidence in practice for what we believe is true in theory. This means that we are constantly asking questions and revising our thinking. As teachers, we search for ways to get our students excited and interested in ideas and inquiry. We continually strive to communicate more clearly, listen to alternative perspectives, and see things in a new light. The kinds of people who thrive in this environment—faculty and scholar-practitioners alike—are interested and interesting; they are excited about new challenges and they are ready to do what it takes to help improve education for all children here in Vermont and beyond.

## Collaboration

Another foundational aspect of the Education Department is our commitment to collaboration. This is particularly evident in our undergraduate courses in education, all of which are co-planned, co-taught, and co-evaluated through a true team-teaching model. In addition, faculty and scholar practitioners in our graduate programs work side by side. We value and seek out feedback and assistance from our colleagues who work in Vermont's schools through feedback provided by our Teacher Education Advisory Council and through our consistent presence in many schools in our region, and we believe that our work and programs are stronger because we work as a collective.

## Becoming a part of it

We invite you to explore our website to learn more about our distinctive programs. We also look forward to interacting with you directly as you seek to learn more about our programs and services. If your interests are in education research, improving your skills as an educator, or influencing education policy-making at the local, state, or national level, come join us in our work. We are always interested in new ideas, new approaches, and new ways to help teachers teach well and students learn better.

## Castleton Educator Preparation Program (CEPP)

The Castleton Educator Preparation Program (CEPP) is a one-year, 36-credit post baccalaureate licensure program approved by the Vermont Standards Board for Professional Educators and the Agency of Education's Program Approval Committee and provides an alternative certification route for individuals who have already completed a bachelor's degree in a "teachable" field. The certification courses are offered during three full-time semesters: three courses (10 credits) during the summer semester, 3 courses (11 credits) in the fall semester, and 3 courses (15 credits) in the spring semester, which includes a student teaching experience and a student teaching seminar. There may be prerequisite professional education courses, as well as possible content courses, that would need to be completed prior to beginning the spring sequence (see below) if the program committee feels that additional content knowledge must be gained. A transcript evaluation completed by the Education Department's program committee will determine how much, if any, pre-coursework would be required.

## Program Requirements

### **SUMMER**

- EDU 6550 - Foundations and Current Issues In Education **3 cr**
- EDU 5080 - Child and Adolescent Development: Exceptionality and Learning **4 cr**
- EDU 5090 - Curriculum, Instruction, and Assessment **3 cr**

### **FALL**

- EDU 5050 - Developing Literacy K–6: Multiple Perspectives **3 cr**  
-OR- EDU 5370 - Reading and Writing in the Content Areas **3 cr**
- EDU 6420 - Models of Elementary Teaching **4 cr**  
-OR- EDU 5270 - Models of Secondary Teaching **3 cr**
- EDU 6090 - Pedagogical Content Knowledge **4 cr**

### **SPRING**

- EDU 6851 - Student Teaching I **6 cr**
- EDU 6852 - Student Teaching II **6 cr**
- EDU 5740 - Student Teaching Seminar **3 cr**

## Important Information

As a graduate student at Castleton, you will experience the same transformative, relationship-based education that is the hallmark of the Castleton experience.

The Castleton Educator Preparation Program maintains a dedication to excellence in teaching and close student-faculty interaction. Castleton's mission is to cultivate the knowledge, competence, and preparation you need as an emerging professional in your field.

## Request Information

<http://www.castleton.edu/academics/graduate-programs/request-information/>

## Apply now:

<http://www.castleton.edu/admissions/how-to-apply/for-graduate-students#applynow>

## Education: Educational Leadership (School Principal licensure) (MA)

The Masters in Educational Leadership is a 36-credit, field-based program in which candidates earn an MA in Education as well as school principal licensure.

The program combines convenient on-line coursework, exceptional readings, and face-to-face residencies rich with dialogues about transformative leadership. In addition, candidates conduct a closely supervised, two-year project to effect change in their school. The goal is to become exceptional principals who will work in concert with their school's faculty to create schools that allow students to realize their potential as citizens in a complex and changing world.

The program's philosophy is based on the notion that respected leaders engage in a constant process of self-examination and transformation. Leaders transform themselves by questioning their assumptions, acquiring skills and knowledge, enriching their understanding, developing their compassion and realizing their dreams. While doing so, they encourage their staff and students to develop their potential. Simultaneously, their schools undergo transformation as they realize and revisit their School Improvement Plans.

Students completing the master's degree in educational leadership will demonstrate their successful realization of the following learning outcomes in their respective leadership settings (statements in bold italics are from the Interstate School Leaders Licensure Consortium Standards):

*An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.*

- Collaborative development and implementation of a shared vision and mission;
- Collection and use of data to identify goals, assess organizational effectiveness, and promote organizational learning;
- Creation and implementation of plans to achieve goals and promote continuous and sustainable improvement as well as to monitor and evaluate progress and revise plans.

*An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.*

- Nurture and sustain a culture of collaboration, trust, learning, and high expectations;
- Creation of a comprehensive, rigorous, and coherent curricular program and monitor and evaluate the impact of the instructional program;
- Creation of a personalized and motivating learning environment for students;

- Supervision of instruction and development of assessment and accountability systems to monitor student progress;
- Development of the instructional and leadership capacity of staff to maximize time spent on quality instruction, and to promote the use of the most effective and appropriate technologies in support of teaching and learning.

*An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.*

- Monitoring and evaluation of management and operational systems to obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources;
- Promotion and protection of the welfare and safety of students and staff through developing capacity for distributed leadership;
- Direction of teacher and organizational time to focus support on quality instruction and student learning.

*An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.*

- Collection and analysis of data and information pertinent to the educational environment;
- Promotion of understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources;
- Construction of sustained positive and productive relationships with families, caregivers, and community partners.

*An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner*

- Establishment of a system of accountability for every student's academic and social success, which considers and evaluates the potential moral and legal consequences of decision-making;
- Modeling of the principles of self-awareness, reflective practice, transparency, and ethical behavior and safeguard the values of democracy, equity, and diversity;
- Promotion of social justice and a culture in which individual student needs inform all aspects of schooling.

*An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context*

- Advocacy for children, families, and caregivers that effectively influences local, district, state, and national decisions affecting student learning;
- Assessment, analysis, and anticipation of emerging trends and initiatives in order to adapt leadership strategies.

### Principal Endorsement

If a teacher is looking to add the principal endorsement to their current license and they already have a Master's degree in Education, they only need to take certain courses in the program that address the endorsement expectations for principal. See the section below titled "Principal Endorsement."

*This program is approved for licensure by the Vermont Agency of Education's Program Review Team and is framed by both the Core Leadership Standards for Vermont Educators and the Professional Standards for Educational Leaders (PSEL). In addition, through the Mediated Achievement Plan (see EDU 6815), prospective candidates will be assured of meeting the 300-hour internship required by the state. Candidates will successfully complete all coursework and their internship, hold an earned Master's degree, and have 3 or more years of teaching experience as a **licensed** educator in order to be recommended for the principal endorsement.*

For more information, please contact Dr. Ric Reardon, Director of Education, at 802-468-1234 or [Richard.reardon@castleton.edu](mailto:Richard.reardon@castleton.edu).

## Course Requirements

*The courses were developed using the Interstate School Leadership Licensure Consortium (ISLLC) Policy Standards (which were originally designed for leadership preparation programs and have now been updated and are used for programs emphasizing*

*effective leadership practice). In addition, the courses were designed considering the Vermont Core Leadership Standards. Finally, the courses are specifically designed to meet the rigorous requirements of the Principal endorsement (5440-91) as set forth by the Vermont Agency of Education.*

**Summer Residency I**

- EDU 5510 - Transformative School Leadership **3 cr**

**Fall I**

- EDU 6610 - Supervision, Evaluation and Professional Development **3 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

**Winter Residency I**

- EDU 5530 - Reculturing the Meaning of Learning in your School **3 cr**

**Spring I**

- EDU 6402 - School and Special Education Law **3 cr**
- EDU 5215 - Managing the Learning Environments **2 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

**Summer Residency II**

- EDU 6403 - School Finance **3 cr**

**Fall II**

- EDU 6022 - Establishing a Culture of Care and High Performance for All Students **3 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

**Winter Residency II**

- EDU 5540 - Creating a Vision of an Equitable School **3 cr**

**Spring II**

- EDU 5560 - Leading With Integrity **3 cr**
- EDU 6530 - The Larger Context: Community, Policy and Partnerships **2 cr**
- EDU 6815 - Mediated Achievement Plan **2 cr**

## Principal Endorsement

For prospective practitioners interested in adding the principal endorsement to an existing license and who have earned a Master's degree in Education, the following courses would meet the expectations of the Principal Endorsement:

EDU 6610 - Supervision, Evaluation and Professional Development **3 cr**

EDU 6402 - School and Special Education Law **3 cr**

EDU 5215 - Managing the Learning Environments **2 cr**

EDU 6403 - School Finance **3 cr**

EDU 6022 - Establishing a Culture of Care and High Performance for All Students **3 cr**

EDU 5560 - Leading With Integrity **3 cr**

EDU 6530 - The Larger Context: Community, Policy and Partnerships **2 cr**

In addition, those interested in earning the principal endorsement must complete an administrative internship consisting of a minimum of 300 hours of supervised, substantive field experience in two or more types of school settings (see 5150 of the Rules Governing the Licensing of Educators and the Preparation of Educational Professionals for more information).

## **Education: Educational Research (MS)**

The Master of Science in Educational Research is a course of study designed to promote the use of action research to inform classroom practice and educate teachers about research methodologies to activate change in public education.

This degree is intended for candidates who already have their initial licensure and at least 3 years of teaching experience in preK-12 public schools. Candidates who are not planning to obtain a teaching license may also pursue this degree.

The Education Department is committed to developing professional scholar-practitioners who are well-versed in current educational theory and practice. The required courses include an introduction to research methods, specific instruction in framing research questions, and qualitative and quantitative data collection and management. During the program, students acquire the skills to conduct classroom research. They collect and analyze data and present the results of their research. Through the Thesis Seminar (EDU 6601) and Master's Thesis (EDU 7960), faculty offer students individualized support as they write their theses.

In addition to the core research courses, Master's candidates select 21 credits of electives in consultation with an advisor. This flexibility allows candidates to explore topics relevant to their classrooms and schools. The Program Plan of Study shows the required core courses and the plan for completing elective credits and addresses which transfer courses will be accepted.

Castleton Center for Schools courses are considered transfer courses for all students wishing to matriculate into a Castleton graduate program in Education. A total of up to 12 credits of Center for Schools credits and other credits from other regionally accredited institutions may be accepted as transfer credits into the M.S. in Educational Research if approved by the faculty advisor.

### **Core Courses (15-18 cr):**

- EDU 6100 - Introduction to Graduate Education and Research **3 cr**
- EDU 6123 - Qualitative and Quantitative Methods **3 cr**
- EDU 6245 - Research Design in Education **3 cr**
- EDU 6601 - Thesis Seminar **3 cr**
- EDU 7960 - Master's Thesis **3-6 cr**

All candidates must write either a 3-credit or a 6-credit thesis. A thesis proposal must be completed and approved by the Director of Education prior to the semester in which the research begins. Graduate students must formally register for EDU 7960 according to the published registration deadlines in the same manner as required for any regular course.

### **Electives (18-21 cr):**

Additionally, the candidate chooses 18-21 credits of electives in education and the liberal arts relevant to their educational interests. With the permission of the faculty advisor, the candidate may transfer up to 12 credits from the Center for Schools or other regionally accredited universities.

**(Minimum credits required for the degree: 36 cr)**



## Education: Special Education (MA)

The Master of Arts in Education with an emphasis on Special Education is designed for teachers who already hold a teaching license in the state of Vermont and wish to add the Special Education endorsement to their existing license; the program is also designed for those currently not licensed but seeking initial licensure in Vermont in Special Education.

The graduate program in Special Education at Castleton prepares special educators who serve students in grades K-12 with diverse strengths, needs, and abilities. The department's goal is to provide educators with the knowledge and skills required to work with students with challenges and to function collaboratively with parents, teachers, administrators, support providers, and employers. Much of what we emphasize includes evidence-based practices in inclusive settings and high achievement for all students regardless of their disability.

*-Click [here](#) for application information-*

There are three options for earning a M.A. Ed. in Special Education at Castleton:

### Option 1: For those currently licensed in Vermont

CU offers graduate courses in Special Education that, once completed, can be submitted to the Vermont Licensure Board in order to earn the Special Education endorsement through an expedited transcript/academic review process. (Castleton's courses are accepted by the Agency of Education as meeting the requirements of the Special Education endorsement, ensuring that the transcript/academic review process occurs smoothly and quickly.)

Students complete a program that includes both core and Special Education courses (and a 60-hour practicum) designed to address the knowledge and performance standards of the Special Education endorsement. Upon completion, students have earned both a Master's degree and a Special Education teaching endorsement.

Note: those who have already earned a Master's degree in another education field can, in consultation with their advisor, complete 18 credits of Special Education coursework (and a practicum) and use the transcript/academic review process to request the addition of the Special Education endorsement.

#### -Complete these core courses (15-18 cr):

- EDU 6100 - Introduction to Graduate Education and Research 3 cr
- EDU 6123 - Qualitative and Quantitative Methods 3 cr
- EDU 6245 - Research Design in Education 3 cr
- EDU 6601 - Thesis Seminar 3 cr
- EDU 7960 - Master's Thesis 3-6 cr

#### -Complete these Special Education endorsement courses (21-24 cr):

- EDU 5155 - Curriculum in Special Education 3 cr
- EDU 5220 - Learning Disabilities 3 cr
- EDU 6220 - Special Education and the Law 3 cr
- EDU 6331 - Assessment for Instructional Planning in Special Education 3 cr
- EDU 6463 - Collaboration in Special Education 3 cr
- EDU 6468 - Cognitive and Emotional Challenges: Low Incidence Disabilities 3
- EDU 6880 - Graduate Practicum 1-9 cr

(Total credits required: 36-42 cr)

\* \* \*

## Option 2: For those not licensed in Vermont

CU offers a Master's degree plus licensure program that allows those not licensed in any area in Vermont to earn both the advanced degree and Special Education licensure. Core and Special Education courses and student teaching/seminar are all designed to meet the expectations for licensure of the Vermont Standards Board for Professional Educators. This is a 48-credit program with 15 credits of core courses and 33 credits of Special Education and state-required student teaching/seminar courses.

-Complete these core courses (15 cr):

- EDU 6100 - Introduction to Graduate Education and Research 3 cr
- EDU 6123 - Qualitative and Quantitative Methods 3 cr
- EDU 6245 - Research Design in Education 3 cr
- EDU 6601 - Thesis Seminar 3 cr
- EDU 7960 - Master's Thesis 3-6 cr

-Complete these Special Education licensure courses (33 cr):

- EDU 5155 - Curriculum in Special Education 3 cr
- EDU 5220 - Learning Disabilities 3 cr
- EDU 6220 - Special Education and the Law 3 cr
- EDU 6331 - Assessment for Instructional Planning in Special Education 3 cr
- EDU 6463 - Collaboration in Special Education 3 cr
- EDU 6468 - Cognitive and Emotional Challenges: Low Incidence Disabilities 3
- EDU 6851 - Student Teaching I 6 cr
- EDU 6852 - Student Teaching II 6 cr
- EDU 5740 - Student Teaching Seminar 3 cr

(Total credits required: 48 cr)

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## Option 3: Higher Education Collaborative program

Castleton has a memorandum of understanding with the Vermont Higher Education Collaborative (VTHEC). Students complete the first 18 credits toward the Special Education endorsement through the Higher Education Collaborative program and work with VTHEC staff to secure the Special Education endorsement through the Peer Review or Transcript Review process. Students then apply to Castleton, where 18 credits in Special Education (all of their coursework except the practicum) are accepted and blended into an M.A. Ed. in Special Education. Students are responsible for completing an additional 18 credits with Castleton to earn that degree.

## -Complete these Special Education courses with VTHEC (18 cr):

- Emotional/Behavioral Issues in Special Education (3 cr)
- Meeting the Instructional Needs of All Students: Moderate to Severe Disabilities (3 cr)
- Meeting the Instructional Needs of Students with Learning Disabilities: (LD 1) Reading (3 cr)
- Meeting the Instructional Needs of Students with Learning Disabilities: (LDII) Math (3 cr)
- Assessment in Special Education (3 cr)
- History, Legal Issues, and Support Systems in Special Education (3 cr)

## -Complete these courses at CU (18 cr):

- EDU 6100 - Introduction to Graduate Education and Research **3 cr**
- EDU 6123 - Qualitative and Quantitative Methods **3 cr**
- EDU 6245 - Research Design in Education **3 cr**
- EDU 6601 - Thesis Seminar **3 cr**
- EDU 7960 - Master's Thesis **3-6 cr**

*Note: Students completing a 3-credit thesis (instead of a 6-credit thesis) will also need to take a 3-credit Special Education elective to meet the 36-credit minimum.*

(Total credits required: 36 cr)

# Health, Human Movement, & Sport

## Athletic Leadership (MS)

The Master of Science in Athletic Leadership (MS.ATL) prepares students for success in administrative and/or head coaching positions in educational-based athletic organizations through professional and applied studies. Professional positions in high school, university or private youth athletic departments or organizations require specialized and applied training.

This 30-credit, fully online, and professional program contains six required athletic leadership Core Courses (18 credits) and allows students to select an additional two courses (6 credits) in electives. All students must complete a 6-credit culminating experience that consists of an internship or a special project.

Students may complete the degree in one year or in multiple years. Castleton students with an undergraduate major in Sport Management or other majors who meet certain program prerequisites, and who meet selection criteria, may pursue a four plus one (4+1) program that will lead to the MS.ATL.

## Program Objectives

Within education-based athletic programs, the student will:

- Demonstrate the ability to apply advanced critical thinking skills.
- Develop the ability to think and plan strategically to properly guide athletic programs.

- Understand basic financial and accounting principles utilized. Students will be able to financially plan for both short-term and the long-term needs within athletic organizations and teams.
- Demonstrate an understanding of revenue-generation techniques and principles.
- Have a clear understanding of legal concepts and issues in athletic organizations and develop risk management strategies.
- Understand the applicability of various national compliance regulations and how to apply such regulations in athletic and coaching leadership positions.
- Demonstrate the ability to analyze and discuss current trends facing the industry.

## Admissions Requirements

1. A bachelor's degree from an accredited college or university. Applicants who apply for admissions prior to completion of their undergraduate degrees may be accepted into the program but will not be allowed to register for classes until completion of such degree and a final, official transcript is received by the Admissions Office.
2. A completed admissions application, and an application fee (\$40.00), submitted online or mailed to the Admissions Office, Castleton University, Castleton, Vermont, 05735.
3. An essay that addresses the following:
  - a) Education-based athletic programs are defined to be interscholastic athletic programs found within both public and private K-12 school systems, as well as intercollegiate athletic programs found at both public and private colleges and universities. With this in mind, please identify a current weakness or shortcoming within the industry of education-based athletics.
  - b) Then, please outline any preconceived notions you may have now about how an athletic leader might work to overcome this weakness or shortcoming.
  - c) Finally, please outline how you think your involvement in the MS.ATL will assist you, as an athletic leader, in finding a way to overcome this weakness or shortcoming in the near future.
4. A current résumé.
5. Two letters of reference that speak to the applicant's scholarship and potential to be an exemplary professional in education-based athletics and its study.
6. Official transcripts of all college work, both graduate and undergraduate, sent directly or transferred electronically from the issuing institution to the Castleton University Admissions Office. Admission to the program may be granted if the applicant has an undergraduate G.P.A. of at least 3.0 on a four-point scale and shows an aptitude for graduate studies as reflected in references, writing ability, and personal objectives. On occasion, students with a G.P.A that falls below a 3.0 may be admitted on a provisional basis. (See below)
7. Prerequisites: a) A management theory course. b) An introductory sports management course or five years as a professional in the industry of sport.

### Provisional Admission:

Provisional admission may be granted if the applicant shows potential for graduate studies but fails to meet one of the stated criteria for admission. In some instances, provisional admission may be due to a routine logistical issue such as official transcripts replacing unofficial ones. In these cases, the University reserves the right to revoke a provisional admission should the final submissions differ from what was expected. In some cases, the Graduate Admissions Committee may have concerns about a student's ability to complete their program successfully. In these instances, students will be required to take two courses from the programs core requirements. Courses must be completed within two semesters of the date of provisional admission and passed with a grade of "B" or better. If these conditions are met, the applicant will be reconsidered for full admission to the program. If

these conditions are not met, the student may be dismissed from the program. The Graduate Admissions Committee may admit students provisionally and require completion of other tasks such as submission of exam scores or completion of other courses as determined by the Graduate Admissions Committee.

## Course Requirements

### Complete these Core Courses (18 cr):

- ATL 5010 - Leadership and Management of Athletic Programs 3 cr
- ATL 5020 - Financial Administration of Athletics 3 cr
- ATL 5030 - Athletics Advancement 3 cr
- ATL 5040 - Legal Topics in Athletics 3 cr
- ATL 5050 - Compliance and Governance in Athletics 3 cr
- ATL 6220 - Current Trends and Topics in Athletic Leadership 3 cr

### and complete 2 of these courses (6 cr):

*(note that other courses may be added or substituted with permission of the program coordinator)*

- ATL 6210 - Facility Design and Management 3 cr
- ATL 6230 - Advanced Communications in Athletics 3 cr
- ATL 6410 - Psychology of Coaching 3 cr

### and successfully complete the Culminating Experience (6 cr):

- ATL 6810 - Internship in Athletic Leadership 3-6 cr
- OR-
- ATL 6890 - Special Project in Athletic Leadership 3-6 cr

(Total credits required for the degree: 30 cr)

## MS.ATL COURSE OFFERINGS BY SEMESTER (subject to change)

*Students may begin the program in the Summer, Fall, or Spring.*

### **Fall:**

*ATL 5020 - Financial Administration of Athletics*  
*ATL 5030 - Athletics Advancement*  
*ATL 5050 - Compliance and Governance in Athletics*  
*ATL 6210 - Facility Design and Management*  
*ATL 6810 - Internship in Athletic Leadership*  
*ATL 6890 - Special Project in Athletic Leadership*

### **Spring:**

*ATL 5010 - Leadership and Management of Athletic Programs - even years*

*ATL 5040 - Legal Topics in Athletics*

*ATL 5050 - Compliance and Governance in Athletics - odd years*

*ATL 6230 - Advanced Communications in Athletics*

*ATL 6410 - Psychology of Coaching*

*ATL 6420 - Current Trends and Topics in Coaching Leadership*

*ATL 6810 - Internship in Athletic Leadership*

*ATL 6890 - Special Project in Athletic Leadership*

### **Summer:**

*ATL 5010 - Leadership and Management of Athletic Programs*

*ATL 5020 - Financial Administration of Athletics - odd years*

*ATL 5030 - Athletics Advancement - odd years*

*ATL 5040 - Legal Topics in Athletics - even years*

*ATL 6220 - Current Trends and Topics in Athletic Leadership - even years*

*ATL 6810 - Internship in Athletic Leadership*

*ATL 6890 - Special Project in Athletic Leadership*

## **Athletic Training (MS)**

The Master of Athletic Training (MAT) program is a two-year graduate program that prepares students to challenge the Board of Certification examination and enter the profession of athletic training.

Applicants to the program must be enrolled in the Castleton University Kinesiology/Pre-Athletic Training bachelor's degree program OR have earned a bachelor's degree from a regionally accredited college or university by the time of matriculation to the MAT program. See below for more specific admissions requirements.

Enrollment in the MAT program is limited and admission is highly selective. New cohorts enter the program annually in the summer and complete a two-year, 67-credit curriculum. The program uses a competency-based approach in both the classroom and clinical settings. A medical model is used to educate students to serve in the role of athletic trainer with emphasis on clinical reasoning skills. The clinical rotations consist of four semesters of extensive experiences that include assignments with men and women's varsity athletic teams, cooperative experiences at other area colleges, high schools, Killington Medical Clinic, and the Vermont Orthopedic Clinic. Students will also work with other health care professionals in the practice settings of emergency medicine, orthopedics, family practice medicine, chiropractic medicine, and physical therapy. Students will complete one immersive clinical experience in which they participate in the full-time experience and day-to-day role of an athletic trainer.

### Program Mission Statement

The mission of the CAATE- accredited Athletic Training Program at Castleton University is to provide a comprehensive and progressive academic and clinical education experience for students. This experience at Castleton will prepare students to pass the Board of Certification (BOC) examination and engage in relevant and meaningful careers. We prepare athletic trainers who promote healthy lifestyles and provide contemporary, quality healthcare to their patients and clients.

The AT Program embraces Castleton University's mission to provide a transformational education within an inclusive, respectful, student-centered learning environment. Students will be provided opportunities for intellectual and personal growth through excellence in teaching, close student-faculty interaction, and numerous outside-the-classroom community partnerships.

### Program Goals

The Master's in Athletic Training Program will prepare students to:

1. Think critically and effectively apply content knowledge to real world situations and tasks.
2. Be professionally and ethically responsible administrators of athletic healthcare.
3. Maintain the highest standards of evidence-based clinical practice by effectively integrating information technology, clinical expertise, and patient values and circumstances.
4. Communicate effectively and respectfully as a healthcare professional.
5. Secure employment in athletic training.

The Master's in Athletic Training Program will continually strive to provide high quality didactic and clinical instruction and learning opportunities for students.

### Admissions Requirements

1. Candidates should be enrolled in the Castleton University Kinesiology/Pre-Athletic Training bachelor's degree program OR have earned a bachelor's degree from a regionally accredited college or university by the time of matriculation to the MAT program.
2. A statement that addresses why you want to pursue a master of athletic training degree, previous experience you have had with an athletic trainer or other healthcare provider, and your professional goals. Limit your statement to 500 words or fewer and include a word count at the end of your statement.
3. Current Résumé.
4. Two letters of reference that address your scholarship and potential as a health care professional.
5. Official transcript of all college/university work, both graduate and undergraduate. It is with your success in mind that we carefully review your academic foundation. We encourage interested students to apply. Admission to the program may be granted if the applicant has an undergraduate cumulative G.P.A. of at least 3.0 on a 4-point scale and shows aptitude for graduate studies as reflected by references, writing ability, and personal objectives.
6. Transcript must verify completion of all of the following prerequisite courses with a grade of "C" or better:
  - Human Anatomy (3-4 cr with lab)
  - Human Physiology (3-4 cr with lab)
  - Chemistry (3-4 cr with lab)
  - Physics (3-4 cr with lab)
  - Biology (3-4 cr with lab)
  - Kinesiology or Biomechanics
  - Physiology of Exercise
  - Nutrition
  - Statistics
  - Introductory Psychology
  - Public Health (or equivalent)
7. Current CPR certification at the professional rescuer level.
8. Students must meet minimum technical standard requirements to be eligible to participate in the MAT Program. A completed Technical Standards form must be submitted as part of the application process.

Students who meet requirements 1-8 as listed above will be contacted after February 1st to schedule an interview.

Prior to matriculation, students must submit:

1. A criminal background check. Castleton uses CastleBranch for the criminal background check.
2. Immunization record. See list of required vaccines on the Castleton University Health Form.

*Application Deadline and Process:*

Students will apply to the program through the Athletic Training Centralized Application Service (ATCAS). Apply now to begin the application process.

The application deadline is February 1st. Program faculty will review completed applications after this deadline. Applications will continue to be accepted and reviewed after this deadline if space in the cohort permits.

#### Program Retention Standards

Once accepted into the MAT Program, students must meet minimum academic and clinical retention standards. The program's Progression, Retention, and Probation policy is available on the MAT website.

#### Accreditation Status

The program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE).

#### Additional Fees

Additional fees and expenses include, but are not limited to: 1. Equipment, supplies, and select laboratory and curricular technology fees; specific course fees can be viewed within the course descriptions, as listed in the graduate catalog. 2. The purchase of appropriate attire to be worn in the clinical setting. 3. Travel to and from clinical sites.

## COURSE REQUIREMENTS

Complete the following 68-credit course sequence:

### 1st Year Summer (5 cr)

- AHS 5011 - Sports Emergency Care I 2 cr
- AHS 5031 - Therapeutic Interventions I 2 cr
- AHS 5040 - EBP in Athletic Healthcare 1 cr

### 1st Year Fall (16 cr)

- AHS 5012 - Sports Emergency Care II 3 cr
- AHS 5021 - Musculoskeletal Assessment and Diagnosis I 3 cr
- AHS 5025 - Athletic Training Clinical I 4 cr
- AHS 5032 - Therapeutic Interventions II 3 cr
- AHS 5220 - Scientific Foundations of Strength and Conditioning I 3 cr

### 1st Year Spring (16 cr)

- AHS 5022 - Musculoskeletal Assessment and Diagnosis II 3 cr
- AHS 5033 - Therapeutic Interventions III 3 cr
- AHS 5035 - Athletic Training Clinical II 4 cr
- AHS 5050 - Orthopedic Technology 3 cr
- AHS 5221 - Scientific Foundations of Strength and Conditioning II 3 cr

### 2nd Year Summer (3 cr)



- AHS 6020 - Health Evaluation and Intervention 2 cr
- AHS 6035 - Principles of Pharmacology for Athletic Trainers 1 cr

## 2nd Year Fall (16 cr)

- AHS 6010 - Administration in Athletic Training 3 cr
- AHS 6030 - Behavioral Health Strategies for Athletic Trainers 1 cr
- AHS 6040 - Clinical Pathology for Athletic Trainers 3 cr
- AHS 6045 - Athletic Training Clinical III 9 cr

## 2nd Year Spring (12 cr)

- AHS 6050 - Professional Standards in Athletic Training 3 cr
- AHS 6055 - Athletic Training Clinical IV 4 cr
- AHS 6060 - Exercise Prescription for Special Populations 2 cr
- AHS 6065 - Healthcare Informatics 3 cr

# Music

For information about the Music Department, please [click here](#).

## Music Education (MM)

The only program of its kind in Vermont, Castleton's Master of Music Education (MM.Ed) emphasizes real world application with courses taught by experienced music educators.

The MM.Ed can be completed in one year as a full-time student, or on a part-time schedule tailored to the unique needs of in-service music educators or customized for each individual student. A flexible curriculum is provided with on-site, hybrid, and online courses that occur during the academic year and the summer months.

The 18-credit core curriculum will help students to expand and develop their classroom and musicianship skills and to learn the most current philosophies, methodologies, and technologies in the field.

A wide variety of Topics Courses (12 credits required) enable students to direct their own program, focusing on topics and skills they are most interested in. These courses, or any of the other MM.Ed music offerings at Castleton, will appeal to in-service educators desiring continuing education credits.

Students completing the Master of Music Education degree will demonstrate their realization of the following learning outcomes at a high level:

- advanced, essential knowledge in curriculum development;
- assessment of music learning;
- philosophy of music education;
- research methodology.

Masters candidates must provide transcripts indicating completion of coursework equivalent to that required for the Bachelor of

Music at Castleton, which is required of all music education students. If any coursework is determined to be missing, students will be required to take the pertinent BA.MUS courses. Coursework may be found in the undergraduate catalog under BA Music.

Students may transfer up to 12 graduate credits from Castleton Center for Schools or outside workshops/classes. (Transfer credits must be approved by the Music Department.)

## CORE COURSEWORK (suggested timeline)

### Summer 1 (6 cr):

- MUS 5010 - Philosophical Approaches and Current Issues in Music Education 3 cr
- MUS 5090 - Research Methods in Music 3 cr

### Fall 1 (3 cr):

- MUS 5460 - Assessment of Music Learning 3 cr

### Summer 2 (6 cr):

- MUS 5160 - Curriculum Development in Music Education 3 cr
- MUS 6740 - Graduate Seminar 3 cr

### Fall 2 or later (must be completed within 5 years of matriculation) (3 cr)

- MUS 7010 - Capstone Thesis Project 3 cr

### Plus Topics Courses (12 cr)

Meet with your advisor to select 12 credits of Music topics courses. Topics courses may be taken during the summer, fall, and/or spring semesters, at your convenience.

(Total credits required for the degree: 30)

## POST-BACCALAUREATE LICENSURE

MM.Ed students who have previously completed a Bachelors degree in music may be recommended for licensure by completing the following undergraduate courses in addition to the 30 credits required for the MM.Ed.

(Courses may be waived if equivalent experience and content from previous coursework or teaching experience can be documented by the Masters candidate.)

### Complete all of these courses (32 cr)

MUS 1080 - Global Music 3 cr

MUS 2030 - Early Field Experience in Music Education 1 cr

MUS 2060 - Introduction to Exceptional Populations in Music Education 3 cr

MUS 2110 - Vocal Pedagogy 2 cr

MUS 2115 - Jazz Pedagogy 2 cr

MUS 3165 - Methods of Teaching General Music preK-12 3 cr

MUS 3166 - Methods of Teaching Choral Music 2 cr

MUS 3315 - Methods of Teaching Instrumental Music 2 cr

MUS 4610 - Seminar in Teaching Music 1 cr

MUS 4720 - Senior Recital 1 cr

MUS 4871 - Directed Student Teaching I 6 cr

MUS 4872 - Directed Student Teaching II 6 cr

### And complete 3 of these courses (6 cr)

MUS 2120 - String Instrument Teaching Methods 2 cr

MUS 2130 - Woodwind Instrument Teaching Methods 2 cr

MUS 2140 - Brass Instrument Teaching Methods 2 cr

MUS 2240 - Percussion Instrument Teaching Methods 2 cr

### And complete 1 of these courses (3 cr)

PSY 1050 - Human Growth and Development 3 cr

PSY 2110 - Educational Psychology 3 cr

PSY 3265 - Child and Adolescent Development 3 cr

**(Total credits required for licensure: 41)**

## Notes

### **To be accepted into Student Teaching, a student must:**

- Achieve an overall GPA of 3.0; or written certification of intellectual competence by an academic dean.
- Complete all Music and Music Education coursework; or obtain permission of the supervising music education faculty.
- Complete the Music Education Application to Student Teach form.
- Pass the Praxis Core Academic Skills Test for Educators and appropriate Praxis II examinations before teaching.
- Complete a minimum of 60 scheduled hours of field experience through related course work.

*A student may be advised to discontinue the student teaching experience at any time if, in the professional judgment of the university supervisor, the director of field experience and cooperating teacher, the student does not possess the attitudes and competencies noted above.*

**To be recommended for licensure the student must:**

- Complete all departmental course requirements listed above.
- Pass the Praxis Core Academic Skills Test for Educators and the Praxis II examination.
- Exemplify in conduct and attitude the maturity, judgment, ethical standards, and dedication expected in the teaching profession.
- Receive a grade of "B" or better in Student Teaching I, II, and Student Teaching Seminar.
- Complete all coursework with a cumulative GPA of 3.0

## **Nursing**

### **Nursing (MSN)**

The BSN-to-MSN track in the nursing program allows the qualified licensed registered professional nurse a flexible adult learning experience to complete Master's degree requirements completely online. Students take the Core Curriculum and then pursue one of two concentrations: Nursing Education or Clinical Nurse Leader. The program integrates an interdisciplinary grouping of courses that enable students to gain the knowledge, skills, and attitudes necessary to advance their careers.

The Master of Science in Nursing (MSN) at Castleton University has received provisional approval (pending graduation of the first class) from the Vermont Board of Nursing (BON). Email: [SOS.OPRLicensing1@Vermont.gov](mailto:SOS.OPRLicensing1@Vermont.gov)

Office of Professional Regulation, 89 Main Street, 3rd Floor Montpelier, VT 05620-3402. Phone: 802-828-2396

The Master of Science in Nursing (MSN) at Castleton University is undergoing application for accreditation by the Commission on Collegiate Nursing Education (CCNE). CCNE will conduct an on-site accreditation evaluation in February 2023. <http://www.ccneaccreditation.org>

Upon successful completion of all degree requirements, graduates are awarded a Master of Science in Nursing (MSN) and will be prepared to further their careers as a Clinical Nurse Leader or Nurse Educator.

Students in the BSN-to-MSN track are admitted directly into the major and enrolled in a transitional course designed to ease them into the on-line teaching-learning environment. The transitional course exposes students to University and Department resources, on-line learning, and Master teaching-learning expectations.

All courses required for completion of the BSN-to-MSN program are offered through distance-learning methods. Indirect and direct "hands-on" clinical experiences occur under the guidance of qualified and approved preceptors with faculty and agency guidance and support in settings local to the student's place of residence. In the semester prior to graduation, students complete a transitional course (involving on-line course work combined with an internship) designed to showcase their advanced practice knowledge, skills, and attitudes.

## **Admission Requirements**

All applicants must possess an unencumbered license to practice as a registered professional nurse in the United States. Additional admission requirements for this program include:

- Submission of all post-secondary transcripts.
- A minimum GPA of 3.0.
- Demonstrated successful completion of an accredited baccalaureate degree in nursing

- A resume with job and educational history.
- A letter of recommendation from a current and immediate supervisor; other recommendations may be supplied as well.

## Progression Standards

All nursing courses must be passed with a grade of B- or better. Nursing majors may repeat a maximum of two courses required for the major; each course required for the major may be repeated only one time. Patient safety is our number one priority, thus, students whose health, performance, or behavior is judged unsatisfactory may be withdrawn from the program.

## Additional Fees

The nursing student experience is different than that of other students, thus, additional fees apply including but not limited to fees related to equipment and supplies (name badge, stethoscope, uniforms, lab coat, shoes solely for the clinical setting, pen light and bandage scissors), the conduct of a criminal background check, drug screening, maintenance of records necessary for clearance to practice in the clinical setting, and select laboratory and curricular technology fees. Reasonable attempts are made to communicate new fees and changes in fee structures in a timely manner. A description of fees can be found in the student handbook and/or course syllabi.

## Licensure

Students enrolled in the BSN-to-MSN program must maintain an active, unencumbered license to practice as a registered professional nurse in the United States.

## REQUIRED COURSES

To earn a Master of Science in Nursing, students must have acquired 40 total credits (combined core and concentration requirements) and 500 hours of practicum hours.

### MSN Core Curriculum (26 cr):

- NUR 5011 - Advanced Pathophysiology and Pharmacology for Advanced Practice **4 cr**
- NUR 5012 - Advanced Health Assessment and Health Promotion **4 cr**
- NUR 5013 - Transitions to the Advanced Practice Role **3 cr**
- NUR 5014 - Evidence Based Practice and Research in Healthcare **3 cr**
- AHS 6065 - Healthcare Informatics **3 cr**
- BUS 5130 - Leading Organizational Change **3 cr**
- HCA 5110 - Healthcare and Social Policy **3 cr**
- HCA 5130 - Systems Thinking: Healthcare Quality **3 cr**

### Concentration in Nursing Education (14 cr):

- NUR 5025 - The Nurse Educator Role **3 cr**
- NUR 5026 - Teaching and Active Learning Strategies Seminar & Practicum I **3 cr**
- NUR 5027 - Curriculum Design, Development, & Evaluation - Seminar & Practicum I **4 cr**
- NUR 5028 - Assessment & Evaluation of Nursing Education- Seminar & Practicum II **4 cr**

## Concentration in Clinical Nurse Leader (14 cr):

- BUS 5070 - Risk & Financial Management 3 cr
- NUR 5109 - Nursing Epidemiology and Biostatistics 3 cr
- NUR 5110 - Clinical Nurse Leader Immersion-Seminar 3 cr
- NUR 5111 - Clinical Nurse Leader Capstone-Practicum 5 cr

## MSN Degree Plan

[Click here to see the MSN degree plan.](#)

## Note

In recognition of the diversity of the educational preparation of students, additional transferrable grades in courses required to meet graduation requirements will be awarded, where appropriate, on a case-by-case basis.

# Psychology

## School Psychology (MA + CAGS)

The School Psychology program at Castleton University prepares students for careers as highly qualified school psychologists. Students graduate from this three-year program with a Masters Degree and a Certificate in Advanced Graduate Study. Graduates will work with children, adolescents, families, and other professionals in schools and related fields. They will provide direct educational, behavioral, and mental health services for-and collaborate with-school administrators, educators, and other professionals to create supportive learning and social environments for students.

This is a residency based program following the training standards provided by the National Association of School Psychologists. The program requires two full years of coursework followed by one year of internship, resulting in a total of 72 credits. The program is grounded in a scientist-practitioner philosophy of training and education. The integration of science and practice is accomplished through a program of study that emphasizes the use of scientific methods to inform prevention and intervention-oriented problem solving approaches.

This program is consistent with the broader Castleton University goals of close student-faculty interactions, outside-the-classroom learning and deep integration with and support for the surrounding community. Fieldwork experience provides opportunities for students to apply their knowledge in a variety of settings that may include, but are not limited to: public or private educational settings, working with at-risk youth involved in the legal system, and community mental health agencies.

As the first School Psychology graduate program in the state of Vermont, we are deeply committed to supporting and improving the state's communities and schools by serving as a local resource to children, families, schools and community agencies.

The Masters program is structured to educate students in accordance with Vermont school psychologist endorsement requirements as administered by the Vermont Agency of Education. The program has been developed using the National Association of School Psychologists training guidelines; therefore, graduates will be eligible to apply for National Certification through the National Association School Psychology Certification System for non-NASP approved program.

The School Psychology program prepares professionals who:

- are capable of providing direct and indirect psychological services to children, parents, and teachers in a variety of education settings;

- possess knowledge within the areas of psychological foundations including development, learning, exceptionalities, psychopathology, and biological, social, and cultural influences;
- are competent in the use of major psychological and educational techniques including consultation, counseling, and assessment with advanced skills in cognitive behavioral approaches;
- are capable of functioning in a professional manner in educational settings and have had successful experiences in working effectively in a variety of school settings, including regular and special education, with preschool and different programs and levels of exceptionality, including referred and non-referred students;
- are knowledgeable of and possess operational competence with specialized school psychology roles and with legal and ethical guidelines;
- are committed to non-traditional services (pre-evaluation interventions, consultation and counseling, intervention-oriented assessment, and alternative delivery systems) as well as competence with traditional services;
- are competent as problem solvers, change agents, and advocates;
- are skilled in demonstrating an orientation as a consultant and mental health resource person in identifying and meeting the mental health, learning, and overall educational needs of individuals and educational systems;
- are knowledgeable about information technology and uses to safeguard work and to enhance the quality of services.

## Course Requirements

### **Summer I**

- EDU 5150 - Survey of Exceptional Children and Young Adults 3 cr
- PSY 5010 - Education Research Methods 3 cr
- MAT 5010 - Quantitative Analysis and Reasoning 3 cr

### **Fall I**

- PSY 5030 - Introduction to School Psychology 1
- PSY 5040 - Tests and Measurements 3 cr
- PSY 5050 - Theories of Counseling 3 cr
- PSY 5211 - Assessment I: Cognitive 3 cr

### **Spring I**

- PSY 5212 - Assessment II: Educational 3 cr
- PSY 5213 - Assessment III: Social and Behavioral 3 cr
- PSY 5250 - Counseling Processes 3 cr
- PSY 5270 - Professional Ethics 3 cr

### **Summer II**

- PSY 6020 - Educational Psychology Applied to Learning 3 cr  
-OR- PSY 6025 - Learning and Cognition 3 cr
- PSY 6160 - Applied Behavior Analysis for School Professionals 3 cr
- PSY 6350 - School Based Assessment and Intervention 3 cr

### **Fall II**

- PSY 6410 - Child and Adolescent Counseling 3 cr  
-OR- PSY 6420 - Working with At-Risk Youth in the Legal System 3 cr
- PSY 6421 - Practicum I 3 cr
- PSY 6430 - Consulting in the Helping Professions 3 cr
- PSY 6440 - Social Justice in Education: Issues and Advocacy 3 cr

### **Spring II**

- PSY 6422 - Practicum II 3 cr
- PSY 6530 - Advanced Human Growth and Development 3 cr
- PSY 6540 - Personality Assessment and Adjustment 3 cr
- PSY 6550 - Physical Basis of Behavior 3 cr

### **Fall III / Spring III**

- PSY 7810 - School Psychology Graduate Internship 6 cr

## Course Descriptions

### Accounting

#### **ACC 5010 - Case Studies in Financial Management**

3 cr

This course will use the case study method to examine the major decision-making areas of managerial finance and selected topics in financial theory. Topics will include the economic impact of capital budgeting decisions, decision making under uncertainty, the cost of capital, derivatives, arbitrage, the pricing of selected financial instruments, working capital management, and dividend policy.

*Course offered online*

*Periodically*

#### **ACC 5020 - Taxation of Business Entities**

3 cr

This course examines the tax issues involving partnerships and corporations including but not limited to formation, annual reporting requirements, distribution, redemptions, and liquidations. Tax research and tax return preparation will be required.

*Course offered online*

*Periodically*

#### **ACC 5030 - Governmental and Not-For-Profit Accounting**

3 cr

This course will focus on generally accepted accounting principles specific to state and local governments as well as non-governmental not-for-profit organizations. Emphasis will be placed on the sources of governmental accounting standards, fund and government-wide reporting, fund accounting and budgetary concepts, sources of not-for-profit accounting standards, and types of not-for-profit organizations. Students will be required to perform accounting research, utilize Excel as a problem-solving tool, and Word as a communication tool.

*Course offered online*

*Periodically*

#### **ACC 5050 - Advanced Auditing and Professional Ethics**

3 c

This course expands on the technical knowledge and skills developed in ACC 4050 - Auditing and Assurance Services (or equivalent course). The course also examines auditing theory and research, and their relevance to audit practice. Developments in issues of vital concern to the audit profession will be discussed. These include the audit expectation gap, the auditor's legal liability, professional standards, ethics and corporate governance. Case studies are used for research and instructional purposes.

*Course offered online*

*Periodically*

#### **ACC 5210 - Strategic Cost Management**



**3 cr**

This course focuses on the use of the firm's internal accounting information systems in decision-making, planning and control, and performance evaluation. The course goals are to develop an understanding of the application of strategic cost management principles for business and not-for-profit organizations, and to provide an opportunity to develop skills in applying these principles through problems and cases. Students learn to apply a variety of decision models to areas of cost estimation, pricing and product mix decisions, activity-based costing, measuring opportunity costs for decision-making and transfer pricing. The course emphasizes a cross functional perspective, integrating the links between internal accounting systems and problems confronting managers in the areas of finance, accounting, marketing, operations management, and human resources.

*Course offered online*

*Periodically*

### **ACC 5220 - Accounting for Mergers and Acquisitions**

**3 cr**

This course examines a variety of advanced accounting problems related to consolidations, mergers, acquisitions, branch operations, segment reporting, and interim reporting. Students will become familiar with the financial procedures and information flows that accompany complex investment activities.

*Course offered online*

*Periodically*

### **ACC 5230 - Fraud Examination and Forensic Accounting**

**3 cr**

This course covers fraud examinations, including a discussion of specific procedures used in forensic accounting examinations and the reasoning behind these procedures. Topics examined include investigating theft and concealment, inquiry methods, and fraud reports. Case studies are used to develop a greater understanding of litigation support services, forensic accounting and fraud examination.

*Course offered online*

*Periodically*

### **ACC 5610 - Topics in Advanced Accounting**

**3 cr**

The course includes study of selected advanced topics in financial and tax accounting, including partnerships, accounting for foreign currency transactions, corporate bankruptcy, and accounting for estates and trusts.

*Course offered online*

*Periodically*

### **ACC 5620 - Accounting Research Seminar**

**3 cr**

This capstone course deals with applying research for solving complex accounting and reporting issues. Both financial and tax accounting cases are utilized. Presentations and papers showing results of research are required.

*Course offered online*

*Prerequisite: Instructor consent required*

*Periodically*

## **ACC 5630 - CPA Bootcamp**

**3 cr**

This course creates the opportunity for students to learn and understand the rigor and legal requirements of becoming a Certified Public Accountant (CPA). The course will explore licensure requirements and reciprocity within and among States as well as the application procedures to take the CPA Exam as administered by National Association of State Boards of Accountancy (NASBA). Students will engage in an intensive eight-week instructor lead study program during the course in order to prepare for one of the four parts of the CPA Exam.

*Recommended: Instructor permission required*

*Pass/No Pass only*

*Periodically*

## **Arts Administration**

### **AAD 5010 - Arts Administration and Community in the 21st Century**

**3 cr** This course introduces students to the fundamental principles of leadership in fine and performing arts organizations, and the challenges involved in the development of meaningful community engagement for civic well being and organizational sustainability.

*Course offered on-line.*

### **AAD 5020 - Writing and Research for Arts Administrators**

**3 cr** Research and data analysis are highly important functions of effective administrators. The primary focus of this course is to encourage students to use these two tools to foster organizational development and incisive communications with diverse groups of stakeholders.

*Course offered on-line.*

### **AAD 5030 - Leadership and Strategic Planning**

**3 cr** This course is a broad study of effective principles of leadership and the importance of comprehensive strategic and tactical planning for arts organizations from both short- and long-term perspectives. Particular emphasis will be placed upon developing and communicating a shared vision across a wide range of constituencies.

*Prerequisite: AAD 5010 and AAD 5020*

*Course offered online.*

### **AAD 5040 - Financial and Budget Management for Arts Administrators**

**3 cr** Designed to build upon basic accounting practices, this course introduces students to financial administration within arts organizations. Financial analysis is essential for effective planning and governance, and communicating monetary information to boards of directors is a crucial function of arts administrators; the course seeks to prepare students for success in this area.

*Prerequisite: AAD 5010 and AAD 5020*

*Course offered on-line.*

### **AAD 5050 - Marketing and Media for Arts Organizations**

**3 cr** This course introduces students to basic marketing principles and how they apply to the arts and culture environments, demonstrates techniques for locating and developing earned income resources, and discusses the differences between "inbound" and "outbound" marketing relative to the utilization of diverse media.

*Prerequisite: AAD 5010 and AAD 5020*  
*Course is offered online.*

### **AAD 6010 - Fundraising and Development in the Arts**

**3 cr** As sustainability of arts organizations relies heavily upon the location and procurement of external funding sources, this course requires students to build mastery in modes of effective fundraising in the 21st century and demonstrate how to utilize multifaceted approaches to financial development.

*Prerequisite: AAD 5010 and AAD 5020*  
*Course is offered online.*

### **AAD 6020 - Law, Public Policy and Ethics in the Arts**

**3 cr** This course develops students' knowledge of current legal practices involved in arts organizations, as well of particular ethical challenges faced by leaders in a rapidly changing multicultural landscape.

*Prerequisite: AAD 5010 and AAD 5020*  
*Course is offered online.*

### **AAD 6050 - Entrepreneurship for Arts Administrators**

**3 cr** This course will focus on methods that arts leaders can use to leverage entrepreneurial activities within organizations to refine missions, develop new audiences, and increase revenue streams.

*Prerequisite: AAD 5010 and AAD 5020*  
*Course is offered online.*

### **AAD 6810 - Internship in Arts Administration**

**3-6 cr**

This course involves the student securing an internship with a professional arts organization for the purpose of utilizing his/her developing knowledge and skill set to assist that organization in its endeavors for approximately a 15-week period. Students are evaluated in tandem by their immediate supervisor within the organization, as well as the supervising instructor for the course. Upon completion, students present their experiences in the form of a case study to their peers and faculty. Students may still split the 180 credit hour internship between two semesters or complete it in a single semester.

*Prerequisite: AAD 5010 and AAD 5020*

## **Athletic Leadership**

### **ATL 5010 - Leadership and Management of Athletic Programs**

**3 cr** This course introduces students to the physical and philosophical infrastructure within the landscape of intercollegiate and interscholastic athletics. This course covers such topics as leadership theory as it relates to athletics, intercollegiate and interscholastic staffing structure and organization, and management of athletic programs.

*Course offered online.*

### **ATL 5020 - Financial Administration of Athletics**

**3 cr** Students use a financial lens to explore solutions to a wide variety of issues related to athletic organizations. This course covers such issues as organizational finance structure, taxation, financial analysis and forecasting, budgetary and accounting controls, economic impact studies, insurance, and forms of ownership.

*Course offered on-line.*

### **ATL 5030 - Athletics Advancement**

**3 cr** This course explores various methods and structures for revenue production within athletic organizations, departments and teams. Specific topics to be covered include general fundraising, advancement through alumni giving, alumni relations, and corporate sponsorship development. Connections will be made to field of athletic marketing.

*Course offered on-line.*

### **ATL 5040 - Legal Topics in Athletics**

**3 cr** This course allows students to delve deeply into the law as it pertains to intercollegiate and interscholastic athletics. The depth of this course equips students with the skills and strategies needed to effectively work with business professionals and lawyers to resolve legal issues. Some topics of importance include tort law, risk management, and contract law.

*Course offered on-line.*

### **ATL 5050 - Compliance and Governance in Athletics**

**3 cr** This course investigates the governing bodies in intercollegiate and interscholastic athletics and their role in developing standards that their constituents must follow to maintain their membership. Regulations related to recruiting, eligibility, practice scheduling, and alumni/booster relations are examined. There is a focus on National Collegiate Athletic Association (NCAA) compliance as it relates to both intercollegiate and interscholastic athletics as well as NCAA structure.

*Course offered on-line.*

### **ATL 6210 - Facility Design and Management**

**3 cr** In this course students learn the necessary steps for first designing, and then managing, an athletic facility. Some topics include feasibility, planning, designing, staffing, facility marketing, developing revenue streams, and facility scheduling and operating.

*Course offered on-line.*

### **ATL 6220 - Current Trends and Topics in Athletic Leadership**

**3 cr** Due to the ever-evolving nature of intercollegiate and interscholastic athletics, the content of this course is intended to increase the students' awareness of current trends and topics within the field of athletic administration and the implications thereof. Relevant topics of interest will generally be selected by the instructor, but ethics will also be covered.

*Course offered on-line.*

### **ATL 6230 - Advanced Communications in Athletics**

**3 cr** Students learn how to apply principles and theories of communications to intercollegiate and interscholastic athletics through the use of case studies and the production of a strategic marketing and communications plan. This course also provides students with an understanding of the role of emerging technology, media and social networking outlets, and public relations in intercollegiate and interscholastic athletics. Connections to Marketing will be made.

*Course offered on-line.*

### **ATL 6410 - Psychology of Coaching**

**3 cr** This course examines psychological issues such as motivation, anxiety, development of social and communication skills, and development of team and group cooperation as they pertain to coaching at the intercollegiate and interscholastic levels.  
*Course offered on-line.*

### **ATL 6420 - Current Trends and Topics in Coaching Leadership**

**3 cr** Due to the ever-evolving nature of intercollegiate and interscholastic athletics, the content of this course is intended to increase the students' awareness of current trends and topics within the field of coaching and the implications thereof. Relevant topics of interest will generally be selected by the instructor, but ethics will also be covered.  
*Course offered on-line.*

### **ATL 6430 - Performance and Conditioning for Coaches**

**3 cr** This course is designed to emphasize the importance of proper fitness, sport conditioning, and nutrition in determining both success and safety in an athlete's performance. The specific topics covered in this course include strength, cardiovascular training, flexibility, body composition and injury prevention.  
*Course offered online.*

### **ATL 6810 - Internship in Athletic Leadership**

**3-6 cr** This is an approved, supervised work experience in an organization and position that is related to the student's area of specialization and interest.

### **ATL 6890 - Special Project in Athletic Leadership**

**3-6 cr** This is meant to serve as an alternative to an internship or thesis in athletic leadership. It will involve completing a special project in which the student applies the knowledge they have acquired in a way that is to be approved by the program coordinator.

## **Athletic Training**

### **AHS 5011 - Sports Emergency Care I**

**2 cr** This course is the first in a two-course sequence related to emergencies that occur at athletic venues. Students will learn to evaluate and manage traumatic injuries that occur to the cervical spine, thorax, abdomen and face. Evaluation and management of fractures and dislocations will also be included. Students will learn how to triaging those conditions that are life threatening or otherwise emergent, and to make clinical judgments regarding the treatment or intervention plan.  
*Prerequisite: Students must be matriculated into the MAT program.*

*Fee \$30*

*Graded only*

*Summer*

### **AHS 5012 - Sports Emergency Care II**

**3 cr** This course is the second in a two-course sequence related to emergencies that occur at athletic venues. Students will learn to manage patients who are suffering from environmental illnesses, such as cold, heat, lightning, exertional sickling, rhabdomyolysis, and hyponatremia. Students will also learn to diagnose a brain injury, and to develop and implement a management plan for a person with a brain injury. Students will create and implement policies that pertain to emergencies that occur at athletic venues and other settings.

*Prerequisite: AHS 5011*

*Graded only*

*Fall*

## **AHS 5021 - Musculoskeletal Assessment and Diagnosis I**

**3 cr** An investigation into the anatomy, injury mechanism, evaluation and management of musculoskeletal injuries to the lumbar spine and lower extremity. The student will learn the process of conducting a comprehensive physical exam in order to formulate a clinical diagnosis and treatment or intervention plan.

*Prerequisite: Students matriculated into the MAT program.*

*Graded only*

*Fall*

## **AHS 5022 - Musculoskeletal Assessment and Diagnosis II**

**3 cr** An investigation into the anatomy, injury mechanism, evaluation and management of musculoskeletal injuries to the cervical spine and upper extremity. The student will learn the process of conducting a comprehensive physical exam in order to formulate a clinical diagnosis and treatment or intervention plan.

*Prerequisite: AHS 5021*

*Graded only*

*Spring*

## **AHS 5025 - Athletic Training Clinical I**

**4 cr** This course enables the student to work one-on-one with a preceptor in order to: 1) demonstrate proficiency in previously learned athletic training skills through simulated scenarios and 2) apply clinical athletic training skills to a real patient population. Focused proficiencies in this clinical course include: emergency medical care, protective equipment management, and taping/wrapping/bracing/padding techniques. When demonstrating a clinical proficiency, the student must analyze a problem, consider the facts at hand, and make decisions about the appropriate course of action. During clinical assignments students are expected to practice in an ethical manner and make clinical decisions based on best practice standards. In addition, this course will include a review of the literature and discussion of current evidence based practice for the focused proficiencies assigned.

*Prerequisite: Students must be matriculated into the MAT program.*

*Fee \$50*

*Pass/No Pass only.*

*Fall*

## **AHS 5031 - Therapeutic Interventions I**

**2 cr** This is the first of three courses that investigates therapeutic interventions as it relates to orthopedic injuries. A study of the healing process, pain, and basic science of therapeutic modalities are the primary focus in this first course. Students will also practice the selection and application of current taping, wrapping, bracing and padding techniques in order to minimize risk of injury or re-injury during physical activity.

*Prerequisite: Students must be matriculated into the MAT program.*

*Graded only*

*Summer*

## **AHS 5032 - Therapeutic Interventions II**

**3 cr** This is the second of three courses that investigates therapeutic interventions as it relates to orthopedic injuries. A study of different therapeutic modalities and different components of a therapeutic exercise program are the primary focus in this second course. Practical skills in modality application and therapeutic exercise are incorporated.

*Prerequisite: AHS 5031*

*Graded only*

*Fall*

### **AHS 5033 - Therapeutic Interventions III**

**3 cr** This is the third of three courses that investigates therapeutic interventions as it relates to orthopedic injuries. This course continues the study of therapeutic interventions and studies specific scenario based comprehensive applications. Students will learn to assess patient status, formulate goals, select and apply therapeutic modalities and implement a comprehensive rehabilitation program that restores normal function. Also included is a study of surgical techniques and the therapeutic interventions used following surgery. Practical skills in modality application and therapeutic exercise are incorporated.

*Prerequisite: AHS 5032*

*Spring*

### **AHS 5035 - Athletic Training Clinical II**

**4 cr** This course enables the student to work one-on-one with a preceptor in order to: 1) demonstrate proficiency in previously learned athletic training skills through simulated scenarios and 2) apply clinical athletic training skills to a real patient population. Focused proficiencies in this clinical course include: managing environmental injuries/illnesses and lower extremity injury evaluation and management. When demonstrating a clinical proficiency, the student must analyze a problem, consider the facts at hand, and make decisions about the appropriate course of action. During clinical assignments students are expected to practice in an ethical manner and make clinical decisions based on best practice standards. In addition, this course will include a review of the literature and discussion of current evidence based practice for the focused proficiencies assigned.

*Prerequisite: Students must be matriculated into the MAT program.*

*Fee \$50*

*Pass/No Pass only.*

*Spring*

### **AHS 5040 - EBP in Athletic Healthcare**

**1 cr** This course investigates how evidence based practice is used in athletic training as a foundation for the delivery of patient centered care. Students will read, analyze, interpret, and discuss current literature within the field of athletic training.

*Prerequisite: Students matriculated into the MAT program.*

*Graded only*

*Summer*

### **AHS 5050 - Orthopedic Technology**

**3 cr** This course prepares future athletic trainers for careers in the clinical orthopedic setting. Students will develop clinical skills to include the application of braces and other assistive devices, casting, splinting, and wound care. Students will also learn to identify and describe the necessary and appropriate diagnostic tests and imaging used by healthcare professionals, and how the results are used to make clinical judgments. After completing this course, students will be prepared to challenge the Orthopedic Physician Extender (OPE) credentialing examination through the American Society of Orthopedic Professionals.

*Prerequisite: Students must be matriculated in the MAT program.*

*Fee \$75*

*Graded only*

*Spring*

### **AHS 5220 - Scientific Foundations of Strength and Conditioning I**

**3 cr** This is the first part of a two-course sequence. The content of the fall semester course is designed to provide students with a comprehensive review of muscle and cardiovascular physiology, biochemistry, and endocrinology related to the principles of strength training and conditioning. This course will also assist those students who desire to take the National Strength and Conditioning Association's Certified Strength and Conditioning (CSCS) exam.

*Prerequisite: Students must be matriculated into the MAT program.*

*Graded only*

*Fall*

## **AHS 5221 - Scientific Foundations of Strength and Conditioning II**

**3 cr** This is a continuation of AHS 5220. Emphasis will be placed on sport analysis, program design, and facility management. The final weeks of this course will be spent reviewing and preparing students to sit for the National Strength and Conditioning Association's Certified Strength and Conditioning (CSCS) exam.

*Prerequisite: AHS 5220*

*Graded only*

*Spring*

## **AHS 6010 - Administration in Athletic Training**

**3 cr**

This course will investigate foundational topics in administration and leadership in the Athletic Training profession. The student will gain knowledge in topics related to personnel, basic legal concepts, medical/allied health referral procedures, facility design, pre-participation physical exam, drug testing policies, budget preparation and financial management, ethical practice of athletic training, leadership, insurance and compliance with medical guidelines related to athletic training.

*Prerequisite: AHS 5025*

*Graded only*

*Spring*

## **AHS 6020 - Health Evaluation and Intervention**

**2 cr** This course focuses on promoting healthy lifestyles among various populations. Students will learn to perform a comprehensive health evaluation including but not limited to: vitals, biometrics, body composition, function and fitness level, and nutritional analysis. Students will learn to implement intervention strategies to enhance health including but not limited to: education, disease prevention, nutrition advice, and exercise programs.

*Prerequisite: AHS 5025*

*Graded only*

*Summer*

## **AHS 6030 - Behavioral Health Strategies for Athletic Trainers**

**1 cr** This course will explore strategies that athletic trainers should use to identify, refer, and give support to patients with behavioral health conditions including but not limited to suicidal ideation, depression, anxiety disorder, psychosis, mania, eating disorders, and attention deficit disorders. Students will learn how to facilitate case management, while working with other healthcare professionals, and to monitor a patient's treatment and progress.

*Prerequisite: Students must be matriculated into the MAT program.*

*Graded only*

*Fall (second half of the semester)*

## **AHS 6035 - Principles of Pharmacology for Athletic Trainers**



**1 cr** This course is designed to provide the knowledge, skills, and values in pharmacologic applications the entry-level athletic trainer requires to treat injuries and illnesses that occur among athletes and others involved in physical activity. In addition, students will become conversant with medical terminology.

*Summer*

### **AHS 6040 - Clinical Pathology for Athletic Trainers**

**3 cr** In this course, students will learn to recognize, treat, and refer, when appropriate, the general medical conditions and disabilities of athletes and others involved in physical activity.

*Graded only*

*Fall*

### **AHS 6045 - Athletic Training Clinical III**

**9 cr** Students will participate in a clinical immersion experience where for 8-10 weeks the student's primary responsibility will be to experience the roles and responsibilities of a full time athletic trainer. This course enables the student to work one-on-one with a preceptor in order to: 1) demonstrate proficiency in previously learned athletic training skills through simulated scenarios and 2) apply clinical athletic training skills to a real patient population. Focused proficiencies in this clinical course include: upper extremity evaluation and management, therapeutic interventions implementation, and psychological concerns recognition and management. When demonstrating a clinical proficiency, the student must analyze a problem, consider the facts at hand, and make decisions about the appropriate course of action. During clinical assignments students are expected to practice in an ethical manner and make clinical decisions based on best practice standards. In addition, this course will include a review of the literature and discussion of current evidence based practice for the focused proficiencies assigned.

*Prerequisite: AHS 5035*

*Fee \$50*

*Pass/No Pass only.*

*Fall*

### **AHS 6050 - Professional Standards in Athletic Training**

**3 cr** This final culminating course will focus on the essentials of career development, and preparation for the Board of Certification (BOC) examination. Much of the content is related specifically to competencies in health care administration and professional preparation. Resume writing, interview practice, and public speaking activities will be included.

*Prerequisite: AHS 6045*

*Fee \$30*

*Graded only*

*Spring*

### **AHS 6055 - Athletic Training Clinical IV**

**4 cr** Students will demonstrate their proficiency in all clinical athletic training skills through a practical examination. In addition, students will work intensively to develop and write a critically appraised topic of their choice to be submitted for publication. The critically appraised topic will serve as a capstone project. This course enables the student to work one-on-one with a preceptor in order to: 1) demonstrate proficiency in previously learned athletic training skills through simulated scenarios and 2) apply clinical athletic training skills to a real patient population. Focused proficiencies in this clinical course include: general medical conditions evaluation and management and general health evaluation and intervention. When demonstrating a clinical proficiency, the student must analyze a problem, consider the facts at hand, and make decisions about the appropriate course of action. During clinical assignments students are expected to practice in an ethical manner and make clinical decisions based on best practice standards.

*Prerequisite: AHS 6045*

*Fee \$50*

*Pass/No Pass only.*

*Spring*

## **AHS 6060 - Exercise Prescription for Special Populations**

**2 cr** This service-learning course will allow students to apply acquired knowledge and skills in functional movement assessment and exercise prescription. Students will spend half of the semester working with older clients who have been referred by local healthcare practitioners for an exercise program based on their specific health conditions. The other half of the semester will be spent assisting with exercise programming for clients who have developmental disabilities. Students will work in the gym directly with clients, performing functional movement and balance assessments, implementing exercise plans, and monitoring progress.

*Prerequisite: Students must be matriculated into the MAT program.*

*Pass/No Pass only.*

*Spring*

## **AHS 6065 - Healthcare Informatics**

**3 cr** This course, an integration of cognitive science, computer science, and information science, introduces students to the essential role of informatics in improving patient care outcomes in health sciences, athletic training and nursing practice, and creating a safe care environment. Throughout this course students will have opportunities to organize, evaluate, and use health information and knowledge to critically appraise and use information technology to enhance evidence-based practice. The focus of discussions will include ethical considerations, social networking tools, electronic health records, handheld computers, and e-portfolios in health care environments.

*Prerequisite: AHS 6045*

*Graded only*

*Spring*

## **Business Administration**

### **BUS 5010 - Leadership Theory**

**3 cr** This course explores the major theories and approaches of leadership to prepare individuals to understand, develop, and accept complex leadership roles. This course seeks to bridge leadership concepts to leadership actions by applying leadership theory to case situations.

*Periodically*

### **BUS 5020 - Foundations of International Business**

**3 cr** An examination of business opportunities and threats created by the growth of globalization and how companies must operate in diverse foreign environments. The course emphasizes economic, social, cultural, legal and environmental influences on the formulation and execution of the business policy of firms engaged in multinational business.

*Periodically*

### **BUS 5030 - Managerial Accounting & Control Concepts**

**3 cr** This course focuses on concepts, tools and techniques in financial and managerial accounting and their impact on strategic decision-making and performance improvement. By applying the fundamentals of financial accounting, students understand the significance of the accounting cycle along with internal control best practices. Financial statement review and analysis are emphasized along with the significant role they play in managerial decision-making. Specific applications in areas of cost estimation and budgeting, job costing, activity-based costing, process costing, and cost-benefit analysis are also covered. The

course emphasizes a cross functional perspective, integrating the links between internal accounting systems and issues confronting managers across functional areas of an organization.

*Periodically*

## **BUS 5040 - Strategic Marketing Management**

**3 cr** Strategic Marketing Management is the art and science of creating customer value and market place exchanges that benefit the organization and its stakeholders. Students will acquire the knowledge and skills required to develop, implement, and control successful marketing strategies. Topics include segmentation, targeting, positioning, and marketing mix (product, price, place and promotion) strategies. Students will explore how those strategies contribute to the company's competitive advantage in the marketplace. The strategies and framework presented in this course are applicable to a wide range of organizations, industries, and situations.

*Periodically*

## **BUS 5060 - Human Resource Management**

**3 cr** This course focuses on the strategic importance of Human Resource Management, as well as the development and maintenance of effective human resource policies and practices in the modern organization. Topics include methods and techniques of job analysis, manpower planning, recruiting and selection, training and development, compensation, performance management, employment law, and labor relations.

*Periodically*

## **BUS 5070 - Risk & Financial Management**

**3 cr** All major business decisions have financial implications. Therefore, the manager's role has become increasingly critical in the last decade. This case-based course builds on prior knowledge of financial management by applying concepts and techniques to a broad array of financial issues faced by firms of all sizes. The course reviews the application of concepts and tools necessary to understand the financial decision-making process. Specific topics include: valuation of financial instruments, capital budgeting, an introduction to capital markets, the assessment and pricing of risk, capital structure issues, dividend policy, and working capital considerations.

*Recommended: BUS 5030*

*Periodically*

## **BUS 5080 - Legal Studies & Ethics**

**3 cr** This course focuses on the interdisciplinary study of how legal, regulatory, social, and ethical issues impact businesses. Topics include the constitution commerce clause, Uniform Commercial Code (UCC), restraints on competition, employment, environmental regulation, product quality, and technology. Emphasis is also directed to formulating, negotiating, and implementing business agreements; evaluating the various forms of business ownership; anticipating, neutralizing, defending against liability and the application of legality to the internet and successfully functioning within today's environment of opportunity and constraint.

*Periodically*

## **BUS 5090 - Strategic Management & Leadership**

**3 cr** This course is designed to introduce students to strategic management and to begin integrating their knowledge from previous learning and experience to identify and address strategic concerns of firms in a variety of industries. The goal of this course is to enable students to critically approach issues regarding business and organizations strategically. The emphasis will be on exerting influence through leadership, strategy, organizational design, organizational culture, and leading change efforts.

*Prerequisite: Successful completion of seven MBA core courses (21 credits).*

*Periodically*

## **BUS 5110 - Leadership & Organizational Behavior**

**3 cr** Leadership requires effective management of people and a clear understanding of human behavior and social processes. An understanding of organizational behavior enhances one's ability to choose appropriate leadership styles and managerial practices to increase organizational effectiveness. Students will develop an understanding of and an ability to rigorously evaluate research findings from the field of organizational behavior to identify best organizational practices for leading teams and organizations.

*Prerequisite: BUS 5010*

*Periodically*

## **BUS 5120 - Operations Management for Leaders**

**3 cr** Examines the concepts and methods used in daily control of production and inventory in manufacturing and service organizations. This course addresses the efficient and effective use of resources, systematic direction and control, transformation of input into finished goods, and operational strategy.

*Prerequisite: MAT 5210 and BUS 5010*

*Periodically*

## **BUS 5130 - Leading Organizational Change**

**3 cr** This course focuses on leading organizational change and how to be a change agent in an organization. It emphasizes that the organizational change process is planned change to improve an organization's problem-solving skills and its overall effectiveness within a changing and complex environment. This critical process includes behavioral effects of power and authority, formal organizations, structural variation, and motivation.

*Prerequisite: BUS 5010*

*Periodically*

## **MAT 5210 - Business Analytics: Data, Models & Decisions**

**3 cr** The nucleus of this course features a variety of statistical concepts and analytical methods in an interdisciplinary approach to extract information for making critical decisions in businesses. The cohesion of statistics, computer science and business are paramount for students to develop the core skills necessary to confront the challenging field of data analytics.

*Periodically*

## **Communication**

### **COM 5110 - Media Technology Workshop**

**3 cr** This course is designed to give students the fundamental technological skills necessary for media industry careers. Students will be introduced to industry-standard multimedia applications and software and will learn to produce engaging and aesthetically competitive audiovisual content. Lessons will cover the fundamentals of graphic design, digital photography and image manipulation, shooting and editing video, recording professional audio, and basic web design.

*Periodically*

### **COM 5120 - Media, Society, and Communication**

**3 cr** This is a theory and research-based course that explores the past, present, and future roles of media in society. In looking at the interaction between media and society, lessons will examine how media creates an imagined community, how audiences use media, and what impact media messages have on audiences. Students will learn fundamental research methods in the field of media and communication, as well as professional presentation of findings.

*Periodically*

## **COM 5130 - The Business of Media**

**3 cr** This course offers a detailed examination of business models and economic traits across a variety of contemporary media industries, emphasizing historical trends and emerging strategies. Students will learn about the structure of media industries, managerial roles and responsibilities, the process of content development, ancillary markets and media profitability, the role of government, and the impact of technology on the future of media. The course will culminate with public pitch presentations.

*Periodically*

## **Education**

### **EDU 5050 - Developing Literacy K–6: Multiple Perspectives**

**3 cr** Students will engage in a thoughtful study of theorists and principles associated with three models of reading and Vermont's Writing Assessment and Writing Portfolio Guidelines. In the process, students will understand how to design a balanced literacy program that incorporates interdisciplinary themes, authentic on-going assessment tools, and meaningful materials and experiences that foster both skill and strategies development.

### **EDU 5055 - Language Based Learning Difficulties in Adolescence: A Conceptual Model**

**3 cr** This first course lays the foundation for the study of language based learning difficulties, a 25 credit structured sequence. Course emphasis will be an introduction to a Language Based Learning Model that integrates psycholinguistics, the field of language arts, information processing, and is grounded in contextual factors, both personal and environmental. This will be a one-week, intensive, campus based course with all students and faculty present.

### **EDU 5060 - Diagnosis and Analysis of Reading**

**3 cr** Students will be expected to study current theories and principles associated with literacy development, to learn how to analyze reading difficulties with appropriate forms of formal and informal diagnostic measures, and to develop a variety of remediation strategies and techniques. In a field component for this course, each student will be required to work weekly out in a public school to complete an actual written case study.

*Prerequisite:*

*Fee \$20.*

*Recommended: EDU 6860/EDU 7810 Field Experience in the spring to complete remediation for this case study.*

*Fall only course.*

### **EDU 5065 - Adolescence: Language, Cognition and Emotional Development**

**4 cr** The second course integrates classroom and field based study of typical language, cognitive, and social-emotional development in eleven to eighteen year old students. Course emphasis will use the Language Based Learning Model to explore the relationship between adolescent development and school demands. This course is offered at five interactive sites.

### **EDU 5075 - Literacy: Interaction of Language and Learning in the Middle and Upper Grades**

**4 cr** The third course, again a field and classroom integration, emphasizes instruction in reading and writing skills of students with language based learning difficulties. Participants will learn to translate research into best instructional practice and apply these principles and techniques in a range of school settings. This course is offered at five interactive sites.

## **EDU 5080 - Child and Adolescent Development: Exceptionality and Learning**

**4 cr** This course is an overview of the learning, cognition and development of children and adolescents from an educational perspective. It also includes characteristics and recommended educational practices for students with physical and/or learning challenges.

## **EDU 5090 - Curriculum, Instruction, and Assessment**

**3 cr** This course combines knowledge and skills in curriculum, instruction and assessment. Prospective teachers will become adept at creating, adapting, differentiating, implementing and revising curriculum based on an understanding of students' need and interests, educational standards and subject matter. Candidates will learn to choose and create instructional methods best suited for specific educational goals. Candidates will learn to use multiple assessment strategies to evaluate student growth and to modify instruction to ensure intellectual, social, physical and emotional development of every student. The course will culminate in creating a unit plan for a diverse group of students. This unit plan will synthesize the candidate's understanding of curriculum, instructional practices and assessment.

## **EDU 5145 - Issues in Science Education**

**3 cr** This course is a critical analysis of current research in science education. Topics will include: history of science education, learning theories, reform movements, assessment, equity, school-based issues, and other topics as they relate to current practices. This course is open only to VSI students.

## **EDU 5150 - Survey of Exceptional Children and Young Adults**

**3 cr** This course is a study of the history, philosophy, and current practices relating to education of children and young adults with special needs: the culturally different, visually handicapped, deaf and hearing impaired, learning impaired, emotionally challenged, intellectually gifted, physically handicapped and learning disabled. The course also includes an overview of Public Law 101-476 and its implications for the inclusion of youngsters into regular classroom environments. Required at the beginning of the program if course has not been taken within the last five years.

## **EDU 5155 - Curriculum in Special Education**

**3 cr** Special educators will apply the principles of Universal Design for Learning (UDL) and will differentiate instruction by using effective strategies to promote student learning in elementary and secondary schools. The course focus is special education students with high incidence disabilities. Emphases are collaborative decision making between special and regular educators, research based practices, and current theory in curriculum planning, modification, and evaluation. Thirty field hours are required.  
*Fall*

## **EDU 5158 - Behavior Challenges: Social and Academic Success for all**

**3 cr** The course focus is utilizing positive strategies to reduce problem behavior, increase academic achievement and improve social behaviors across all environments. Students will develop knowledge and skills to prevent problem behavior and to intervene appropriately in crisis situations. The goal is to establish safe, positive classroom and school climates that enhance acceptance of students with behavioral challenges and increase self-management skills and self-esteem.  
*Spring*

## **EDU 5210 - Literature for Young Adults**

**3 cr** This course is designed to help middle and secondary school teachers introduce literature to their students. Guest speakers will present their expertise in using young adult literature. Class discussions will center on current and classic literature for youth.

## **EDU 5215 - Managing the Learning Environments**

**2 cr** High performing school leaders collaboratively manage their organization, facilities, and resources in ways that optimize resource allocation and promote a safe, efficient, legal, and effective learning environment. In this course the theories and principles of organizational development will be examined, and candidates will explore and apply practices consistent with collaborative leadership. Aspiring school leaders will then examine operational procedures at the school and district level, as well as principles and issues relating to school safety and security, fiscal operations, and human resources management and development. Finally, candidates will consider issues relating to school facilities and use of space, legal issues impacting school operations, and current technologies that support management functions.

## **EDU 5220 - Learning Disabilities**

**3 cr** This course will provide an overview of current theoretical and practical issues in the field of learning disabilities. Students will review research regarding the etiology, identification, assessment and treatment of learning disabilities, as well as the challenges students with learning disabilities present to classroom teachers. Emphasis will be placed on evidence based instructional strategies including response to instruction.

## **EDU 5225 - Learning and Attention Difficulties: High Incidence Challenges**

**3 cr** This course focuses on students with learning disabilities, attention deficit hyperactive disorders, and mild/moderate emotional and behavior disorders. Students address characteristics of students, collaborative practice, and strategies used in regular classrooms and in resource rooms. Emphasis is on diagnosis and remediation of literacy difficulties across academic areas, and utilizing assistive technology to accommodate these challenges. The field component of this course is 15 hours based on licensing area.

*Spring*

## **EDU 5270 - Models of Secondary Teaching**

**4 cr** This course introduces the student to an array of approaches to secondary school teaching that could be used to help transform the public schools for the twenty-first century. The course will provide the teacher, curriculum engineer, and administrators with approaches to teaching that create innovative environments for learning. Students will be asked to analyze, compare and contrast these teaching models and determine what instructional purpose they serve for the redesign of schooling for the future.

## **EDU 5320 - Technology in Education**

**3 cr** Students will study and use different applications of computers that enhance a student's ability to learn and to express ideas. Topics will include integrated software packages, subject specific applications, multidisciplinary integration and an introduction to multimedia.

*Fee \$25*

## **EDU 5370 - Reading and Writing in the Content Areas**

**3 cr** This course is designed to meet the needs of current and prospective middle school and secondary content area teachers. Students will study current theories and principles associated with promoting literacy in all content areas, examine alternative and informal types of classroom assessment, and experiment with a variety of cooperative/collaborative strategies that foster critical thinking/reading/writing skills applicable to heterogeneous grouping. Also, each student will be responsible for developing a Unit Plan around a topic/theme that incorporates interdisciplinary webbing

## **EDU 5510 - Transformative School Leadership**

**3 cr**

In this course, students are introduced to the philosophy of the Castleton Institute for School Leaders and the Mediated Achievement Plan (MAP), a tool based on the notion that respected leaders engage in a constant process of self-examination and transformation. Students will also experience several Critical Friends Group (CFG) protocols designed to help leaders and faculty collectively transform practice. Finally, aspiring leaders will become familiar with the Interstate School Leaders Licensure Consortium (ISLLC) Standards for School Leaders, which focus on promoting the success of all students.

### **EDU 5530 - Reculturing the Meaning of Learning in your School**

**3 cr** This offering has an unconventional course structure. Castleton University, in collaboration with the Vermont Principals Association, the Vermont Institutes, and several other organizations, has designed a Summer Leadership Academy for experienced and aspiring school leaders. By combining resources, we are able to bring together experienced principals, aspiring leaders, and extraordinary national figures.

*Spring, odd years*

### **EDU 5540 - Creating a Vision of an Equitable School**

**3 cr** An educational leader promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. This course focuses on equitable school leadership: developing a personal vision, creating and supporting collaborative teams, and designing classroom and school wide support systems for all students. Particular focus is given to the barriers and strategies used to support students who are not experiencing success in school and the role of "special education" and its interface with the "general" school program.

*Even years*

### **EDU 5560 - Leading With Integrity**

**3 cr** This course considers questions of right and wrong, good and bad. Given that the life of an educational leader is unpredictable and chaotic, how can leaders consult a reliable moral compass within a wider culture of profound social change and moral uncertainty? The course views educational leaders as people who promote the success of all students by acting with integrity, fairness, and in an ethical manner. The course presumes that there is a logic to ethical decision-making and that ethical logic can be learned and practiced. We will use a hybrid course model to effectively and efficiently investigate the course content.

### **EDU 5740 - Student Teaching Seminar**

**3 cr** The seminar provides an opportunity for graduate students seeking licensure to discuss their professional experience, link their experience with educational literature and to construct their licensure portfolio. Information on licensure, job opportunities, the professional resume, interviews and professionalism are discussed. Required of all graduate students seeking licensure or additional endorsements.

*Pass/Fail grade.*

### **EDU 5910 - Independent Study**

**1-3 cr** Hours by arrangement; by permission only.



## **EDU 6022 - Establishing a Culture of Care and High Performance for All Students**

**3 cr** This course develops an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional programs conducive to student learning and professional growth. The focus is on planning, implementing, and evaluating educational programs that promote student achievement. Students will analyze standards-based curriculum efforts within and among schools utilizing models of universal design, differentiation instruction, and theories and principles of learning. We will also explore the technology, telecommunications, and information systems that enhance curriculum design, instruction, and assessment. Finally, we will develop strategies for post-school outcomes.

## **EDU 6090 - Pedagogical Content Knowledge**

**4 cr** This course describes the content-specific teaching strategies and assessment tools that promote learning in each discipline. By building pedagogical content knowledge, the prospective teacher acquires and demonstrates the essential knowledge and skills unique to the content area(s) in his or her endorsement as specified by Vermont Standards. As with student teaching, the student's primary contact in PCK is with his or her field mentor. The prospective teacher will practice and demonstrate essential disciplinary knowledge and skills during 100 hours of field work in a school setting appropriate to the student's licensure area. In addition, the candidate will meet at least three times per week with the field mentor. Post-baccalaureate candidates from all disciplines will meet weekly with a supervisor from the education department.

## **EDU 6100 - Introduction to Graduate Education and Research**

**3 cr** This course is designed to provide an overview of the major discussions and debates in the area of education and research. The main questions this course addresses are: What is education research and what kinds of education research are possible? Objectives of this course include: To develop a deeper understanding of issues surrounding education research; to understand the process of conducting research; to consider the ethics and politics of research; to gain an understanding of the production of knowledge; and to generate potential areas of interest to pursue in the field of education.

*Fall*

## **EDU 6123 - Qualitative and Quantitative Methods**

**3 cr** This course combines both the qualitative and quantitative methods that may be applied in an authentic action research project. Through the completion of a semester-long research project, students will explore quantitative survey design and analysis as well as qualitative research traditions including action research, case study, grounded theory, and other methodologies as applicable to individual research projects. Ethical considerations and solutions will be considered throughout research development.

*Prerequisite: EDU 6100*

*Spring*

## **EDU 6140 - School Law**

**3 cr** This course is a first course in law and its relationship to individuals operating within the educational context. A study of the legal principles reflected in selected cases involving decision making, power, rights and responsibilities from varied perspectives of student, teacher, administration, and public will be included.

## **EDU 6220 - Special Education and the Law**

**3 cr** This dialogue will review the social and political contexts of special education law, review current practices in schools, and explore the rights of students with special needs and the corresponding responsibilities of schools and school districts. The course will emphasize how schools and school districts can avoid unnecessary litigation by serving special needs students according to legal mandates.

## **EDU 6245 - Research Design in Education**

**3 cr** Research Design in Education will build on EDU 6123 Qualitative and Quantitative Methods leading to refinement of research protocols, methodology, and analysis that will be incorporated in thesis research. The process for permission via the Human Subjects Institutional Review Board and additional ethical considerations will be emphasized. The final research proposal will be completed during this semester.

*Prerequisite: EDU 6100, and EDU 6123*

*Fall*

## **EDU 6331 - Assessment for Instructional Planning in Special Education**

**3 cr** Assessment is the cornerstone of instructional practice in special education, providing the necessary information to identify appropriate services for students with learning challenges. This course provides participants with an introduction to the evaluation planning process, standardized and authentic measures for assessing student strengths and needs, and the use of assessment data to inform individual education plans. Thirty hours of fieldwork are required.

*Fall.*

## **EDU 6402 - School and Special Education Law**

**3 cr** U.S. schools operate within a complex legal framework. In this dialogue, students will be introduced to the basic principles of school law and special education law. Candidates will expand their knowledge of school law and special education law as it pertains to students, teachers, and schools. Students will explore how the legal system functions within schools and school districts and how it is used to protect student and teacher rights and to improve student opportunities.

## **EDU 6403 - School Finance**

**3 cr** In this course, aspiring principals learn how to create and manage a school budget that supports the school's priorities and students' needs. Candidates will learn how to procure and manage Federal and State grants and complete required state reporting systems including Service Plans, Expenditure Reports, and Medicaid Health Services. Using their School Assessment Profile (SAP), candidates will examine their school and supervisory budgets and make comparisons with similar school districts.

## **EDU 6404 - Managing Change: Special Education Finance**

**3 cr** In this dialogue, facets of school, program and district budgeting will be discussed with particular emphasis on special education finance. Students will examine their school, program and district budgets as part of their Mediated Achievement Plan. School Finance will address policy issues and legal mandates. The impact of special education legal decisions on school finance policy will be explored.

## **EDU 6410 - Public School Finance**

**3 cr** This dialogue will emphasize how schools can use their budget as a tool for school change. Students will propose a change in their school or district's program, represent this change in their budget, and develop a plan to promote the programmatic and budgetary change. Various facets of school budgeting will be discussed with particular emphasis on program budgeting. The course will contain a strong laboratory component with participants expected to develop program budgets for a school system. Various systems of financing public education will be explored. Legal issues will also be addressed.

## **EDU 6420 - Models of Elementary Teaching**

**4 cr** This course introduces the student to an array of approaches to elementary teaching that could be used to help transform the public schools for the twenty-first century. The course will provide the teacher, curriculum engineer, and administrators with

approaches to teaching that create innovative environments for learning. Students will be asked to analyze, compare and contrast these teaching models and determine what instructional purpose they serve for the redesign of schooling for the future.

*Recommended:*

### **EDU 6463 - Collaboration in Special Education**

**3 cr** A course designed to provide students with skills in the area of collaborative teaming and collaborative assessment/teaching in order to promote best inclusionary practices for the inclusion of students with special needs in the regular classroom.

### **EDU 6468 - Cognitive and Emotional Challenges: Low Incidence Disabilities**

**3**

This course focuses on students with severe and multiple disabilities, autism, moderate-severe learning impairments, sensory disabilities, and severe emotional and behavioral disabilities. Topics are characteristics of the disabilities, and strategies for improving academic and social skills in regular classrooms, in resource rooms, and separate classrooms. Intervention and assessment in functional academics are blended with life-skills and adaptive technology. The 15-hour field placement targets the candidate's licensing area.

### **EDU 6530 - The Larger Context: Community, Policy and Partnerships**

**2 cr** This course investigates the relationship between student success in school and collaboration with teachers, families, and community members. It examines leaders' responses to diverse community interests and needs and the mobilizing of community resources. Focus will include diversity, collaboration, and communication with stakeholders, media relationships, and links to state and federal initiatives. Students will demonstrate understanding of community involvement in schools and the role of the larger political, social, economic, legal, and cultural context of the school.

### **EDU 6550 - Foundations and Current Issues In Education**

**3 cr** This course focuses on the historical and philosophical foundations of education; an understanding of the teaching profession; political, economic, legal, and social concerns; and current issues in education in today's world. Students will develop position papers on various topics from a broad, interdisciplinary viewpoint. Lectures, videotapes/films, and presentations by graduate faculty are employed. Required of all entering graduate students.

*Offered fall, spring, and summer sessions.*

### **EDU 6560 - Curriculum Development**

**3 cr** In this course students will study curriculum development concerning state requirements contained in the Vermont Public School Approval Standards. New innovations in curricular design will be explored with the aid of area resource people. The findings of recent research and reports on teaching and learning will also be studied. The impact of such social issues as the back-to-basics movement, child abuse and sexual abuse, alcohol and drug use, and changes in federal government priorities will be discussed. Each student will complete a multi-grade curriculum development project in a field of his or her choice (e.g. language arts, science, math, social studies, health, vocational education, the fine arts).

### **EDU 6601 - Thesis Seminar**

**3 cr** This course supports Masters of Education students in their final semester of the program as they complete their thesis research and writing. The course provides a structure and support for students to come together to analyze data, as well as to write, re-write, and organize the final stages of the thesis project. Students gain valuable research techniques related to

qualitative and quantitative analysis and share opportunities to fine-tune their thesis writing and organization. Students read each other's work, offer suggestions for revision, and act as a community of researchers, committed to each other's larger thesis projects and purposes. The course meets bi-monthly for three hours a session.

*Prerequisite: EDU 6245, Instructor permission required.*

*Spring*

## **EDU 6610 - Supervision, Evaluation and Professional Development**

**3 cr** This course focuses on developing skills for successful school-wide supervision. Three aspects of work are closely intertwined: supervision, evaluation, and professional development. This dialogue will treat these three facets as inseparable aspects of the learning community. Students will demonstrate understanding of a developmental approach to supervision and professional development. Students will examine supervision strategies for both groups and individuals from different perspectives and for different purposes. Students will distinguish between supervision of teaching and supervision for learning. Students will compile resources to create their own Supervision, Evaluation and Professional Development Toolkit.

## **EDU 6650 - Exhibition, Portfolio, and Program Evaluation**

**1 cr** This course will reexamine each of the Woodruff dialogues including internships and Mediated Achievement Plans. Candidates Will engage in a comprehensive program evaluation. The content of the course will be devoted to reflection and self-evaluation. Students will prepare a formal evaluation of their MAP using the literature they have studied throughout the Woodruff Institute as well as any specialized references pertinent to their topic(s). They will use this evaluation as part of a presentation of their MAP in a relevant professional setting. This course will build upon the work of the taking stock sessions and will focus on reconciling leadership theory and practice.

*Prerequisite: enrollment in the Woodruff Institute and successful completion of previous cohort courses.*

## **EDU 6670 - Special Education Law II**

**3 cr** Special Education Law II is an advanced special education law class, addressing the implications of the current and proposed revisions of Federal laws and regulations (IDEIA, No Child Left Behind, and Section 504)) and Vermont laws and regulations, as they impact special education practices. Other topics include but are not limited to Disciplinary rules, independent schools, home schooling, homelessness, least restrictive environment decisions, and independent evaluations. The focus of this course is on the application of laws and regulations as they are applied in school policy and procedures. The development of training modules for administrators, teachers, special educators, and parents are addressed.

## **EDU 6810 - Internship in Education**

**3-6 cr**

## **EDU 6815 - Mediated Achievement Plan**

**2 cr**

The leadership program is the laboratory in which aspiring principals develop into leaders with support from school personnel, college supervisors, theoretical readings, and their cohort. This course incorporates a total of a 100-hour practicum each fall and spring semester.

-First, aspiring leaders will create a Mediated Achievement Plan (MAP) focusing on one aspect of creating, managing and sustaining school improvement linked to student achievement. The MAP requires 80 hours a semester and will reconcile theory and practice, requiring candidates to continually reflect and revise their implementation plans.

-Additionally, candidates will work with their school-based mentor for a minimum of 20 hours each semester focusing on role responsibilities and management.

(Candidates enroll in this course every semester. It is a 2-cr course for a total of 8 credits.)

### **EDU 6851 - Student Teaching I**

**6 cr** *Prerequisite: Admission to graduate education program for initial licensure and permission of director of field experiences. Students must also have passed the applicable Praxis I and II examinations. Taken concurrently with EDU 6852*

### **EDU 6852 - Student Teaching II**

**6 cr** Extension of Student Teaching.  
*Corequisites: EDU 6851*

### **EDU 6860 - Field Experience**

**1-5 cr** An opportunity to apply background in theory and course work to the public school setting, the Field Experience is proposed, planned and undertaken in close association with the candidate's advisor to a maximum of 5 credits per semester. By permission only.  
*Recommended: EDU 6920*

### **EDU 6880 - Graduate Practicum**

**1-9 cr** The practicum provides graduate students with the opportunity to accomplish extensive work in a specific area. The practicum may be used for advanced clinical work in reading or special education, or an internship in educational administration. Hours by arrangement. By permission only.  
*Recommended: EDU 6920*

### **EDU 6930 - Independent Study**

**1-3 cr** Hours by arrangement; by permission only.

### **EDU 7010 - Professional Research Symposium**

**3 cr** By permission of Director of Education.

### **EDU 7810 - Field Experience**

**1-5 cr** An opportunity to apply background in theory and course work to the public school setting, the Field Experience is proposed, planned and undertaken in close association with the candidate's advisor to a maximum of 5 credits per semester. By permission only.

### **EDU 7910 - Independent Study**

**1-3 cr** Hours by arrangement; by permission only.

### **EDU 7920 - Advanced Educational Research**

**3 cr** This course is designed to support aspiring school leaders to become adept consumers of educational research. Current research will be used to make informed decisions that will promote student and teacher learning. Students will support their

Mediated Achievement Plan by utilizing comprehensive research methods for the selection, evaluation, and delineation of their plan. Library resources will be used for literature reviews, interpretation, and reporting of research results.

## **EDU 7960 - Master's Thesis**

**3-6 cr** The thesis is the final project for graduate students. Each student addresses his/her own research question, concludes the writing of a five chapter thesis including the introduction to the hypotheses, literature review, methodology used, results, and discussion of the research and implications for practice and further research. The student will choose and work with a two-reader review panel, revise, and conduct the research with their guidance. A thesis manual is provided. The completed thesis is presented at a symposium to faculty, peers, and invited guests. Each thesis will be bound and housed in the library.

*Prerequisite: EDU 6245, By permission only.*

## **Healthcare Administration**

### **HCA 5110 - Healthcare and Social Policy**

**3 cr** Analysis of key contemporary issues in health and social policy will provide students with a deeper understanding of the design and structure of the US government, the US health care system, the policy initiatives that have shaped it, and the roles of the government, the private sector, and consumers and advocacy groups in setting the policy agenda. Seminars will examine the origins of each issue, the policies enacted and their effects, both intended and unintended, and will propose and debate the merits of alternative policy solutions. The role of health services and policy research in informing the policy debate and directions will be highlighted.

*Periodically*

### **HCA 5120 - Healthcare Informatics: Clinical Data Management & Analysis**

**3 cr**

Integrating knowledge of healthcare, health care systems, information literacy, and computer and information science, students are introduced to the essential role of information technologies, tools, and reliable information and data in improving healthcare outcomes, practices and systems of care. Students will organize, evaluate and use health information and data to complete projects.

*Prerequisite: MAT 5210*

*Periodically*

### **HCA 5130 - Systems Thinking: Healthcare Quality**

**3 cr** Integrating principles of systems thinking, interprofessional competencies, and evidence-based practice with the science of safety and quality improvement, students will examine and address issues in quality improvement and patient safety. Using various theories and models, students assess healthcare practices and identify human and systems factors that contribute to quality and safety issues. Lessons learned from the science of safety and quality improvement will be used to develop strategies to enhance patient safety and systems of care.

*Periodically*

## **Mathematics**

### **MAT 5010 - Quantitative Analysis and Reasoning**

**3 cr** Advanced descriptive and inferential statistics including parametric and nonparametric procedures to assist in decision making. This course presents the logic of quantitative analysis using computer technology and software for data description, presentation and analysis.

*Summer*

### **MAT 5020 - Mathematics Education Theory and Practice I**

**4 cr** An integrated approach to mathematics education is covered in this course. The focus of the course is applying theory into practice. Topics may include frames of reference, creation and usage of manipulatives in the classroom, and multiple forms of assessment in a mathematics classroom. Various forms of technology, including graphing calculators and computers are discussed and integrated into a mathematics curriculum.

### **MAT 5040 - Data Analysis**

**4 cr** Main topics include data representation, collection, analysis, modeling and making inference. The proper techniques, procedures and technology will be applied to real world scenarios.

*Prerequisite: MAT 2022 Statistics II or MAT 3230 Mathematical Statistics or equivalent.*

### **MAT 5110 - History of Mathematics and Math Education**

**3 cr** This course covers selected topics in mathematics and mathematics education from ancient to modern times. A few of these topics may include: the Greek Period, Early and Medieval Europe, the Renaissance, the history of mathematics education in the United States and the work of Pascal.

### **MAT 5220 - Business Data Analytics**

**3 cr** Data analytics is incorporated by companies to assist in formulating decisions. Students will experience and train in various applications for collecting data, data representation, storing, modeling, analyzing and making inferences. The content for this core course focuses on the subject matter from the field of business. The proper techniques, procedures and technology will be applied to real world scenarios. Students will develop the necessary problem solving and critical thinking skills in the field of data analytics.

*Prerequisite: MAT 5010*

*Periodically*

### **MAT 5230 - Business Experimental Design**

**3 cr** In this technology-oriented world, data is considered the new international currency. The design, implementation and limitations of experiments are explored in this course. Modern techniques for the analysis and modeling of data are investigated through inquiry in research related to business. The course is the culmination of students visualizing data, sharing data in real time, and ultimately using this information to formulate accurate and quick decisions grounded in data analytics.

*Prerequisite: MAT 5010*

*Periodically*

### **MAT 5240 - Data & Business Analytics with R**

**3 cr** Students will utilize the R Programming software environment to develop coding and conceptual skills for advanced analytical models. Programming language concepts are covered within the context of hands-on projects, business applications and implementing organizational analysis goals. Concepts such as reading data into R, writing functions, debugging, and documentation in R will be covered.

*Prerequisite: MAT 5210*

*Periodically*

### **MAT 5810 - Internship in Mathematics**

**1-12 cr** Signed contract required at time of registration. May be repeated for credit.

*P/NP only.*

### **MAT 5820 - Graduate Mathematics Tutorship**

**1-3 cr** A supervised experience in individual instruction. To include reading and discussion of individualized instructional systems as well as an actual tutorial experience in a Mathematics course.

*Prerequisite: Invitation of the Mathematics Department.*

### **MAT 5910 - Independent Study**

**1-4 cr** Open on a limited basis. A personal interview with the mathematics Department faculty is required prior to registration. Hours by arrangement. May be repeated for credit.

*Prerequisite: Consent of the Department Chair.*

### **MAT 6010 - Multivariate Statistics**

**3 cr** This course focuses on the study of multivariate analysis. Students will apply matrix algebra to the field of statistics. Topics include: characterizing and displaying multivariate data, the multivariate normal distribution, multivariate analysis of variance and multiple regression.

### **MAT 6020 - Mathematics Education Theory and Practice II**

**3 cr** A continuation of Mathematics Education Theory and Practice I course. This course promotes inquiry into communication, literacy and current issues in mathematics curriculum and instruction.

### **MAT 6030 - Geometry for Teachers**

**4 cr** The properties, history, concepts and principles of geometry are discussed and integrated into a mathematics curriculum in this course. Topics may include: Euclidean and Non-Euclidean geometry in two and three dimensions, analyze characteristics and relationships of geometric structures and shapes, and the role of axiomatic systems.

### **MAT 6040 - Number Theory for Teachers**

**4 cr** The properties and history of numbers are discussed and integrated into a mathematics curriculum in this course. Topics may include: elementary number theory, analytic number theory, algebraic number theory and geometry of numbers.

### **MAT 6210 - Graduate Mathematics Research Seminar**

**3 cr** In this graduate research seminar students spend the first half of the semester studying and presenting graduate research in mathematics and/or mathematics education. In the second half, students investigate their own topics, prepare a written project, and present their research.

*Prerequisite: Invitation of the Mathematics Department.*



## **MAT 6720 - Graduate Mathematics Teaching Seminar**

**3 cr** Implementing teaching theory, course management, teacher preparation, and critique(s) on teaching experience. A semester-long teaching experience is a requirement for this course. *May be repeated for credit.*

*Prerequisite: Invitation of the Mathematics Department.*

## **MAT 6740 - Advanced Topics in Mathematics and Mathematics Education**

**3 cr** Advanced topics in mathematics offered on a rotating basis. Example of topics include: complex analysis, real analysis, graph theory and partial differential equations. *May be repeated for credit as topics change.*

## **MAT 6810 - Internship in Mathematics**

**1-12 cr** *Signed contract required at the time of registration. May be repeated for credit.*

*P/NP only.*

## **MAT 6910 - Independent Study**

**1-4 cr** Open on a limited basis. A personal interview with the Mathematics faculty is required prior to registration. Hours by arrangement. *May be repeated for credit.*

*Prerequisite: Consent of Department Chair.*

## **Music**

### **MUS 5010 - Philosophical Approaches and Current Issues in Music Education**

**3 cr** This course is a study of various rationales and approaches to music education, including the examination of recent trends and issues in music education.

*Summer*

### **MUS 5090 - Research Methods in Music**

**3 cr** Topics covered include an introduction to research design, research methodology, and qualitative analysis. Students will learn to use standard reference materials and electronic resources for music education.

*Summer*

### **MUS 5160 - Curriculum Development in Music Education**

**3 cr** This course will focus on the study and preparation of curriculum and the various components including philosophy, goals, objectives, best practices, resources, and units of study appropriate to the student's teaching emphasis.

*Summer*

### **MUS 5460 - Assessment of Music Learning**

**3 cr** This course examines current research, trends and thought on assessment in music education.

*Fall*

### **MUS 5710 - Topics in Music**

**1-6 cr** These courses are the strength and focus of the Master's in Music Education program at Castleton. The Master's candidates are able to direct their programs to their individual interests. Topics courses can be in music areas such as: theory, history, world cultures, conducting and performance ensembles. These courses will include Castleton's ongoing graduate summer opportunities in music such as: KOSA, Music-COMP, Music and Multimedia Summer Institute, Conversational Solfege™, and First Steps in Music™.

*Summer, Fall, Spring*

### **MUS 5740 - Topics in Music Theory**

**3 cr** Concentrated study of designated topics in music theory. Topics will vary such as music periods, jazz theory, and others.  
*Spring*

### **MUS 6740 - Graduate Seminar**

**3 cr** This seminar will explore contemporary topics in music education. It will include guest lectures, group discussion, and presentations. Course content will be structured to stimulate the master's candidate in selecting, researching and producing their capstone or thesis proposal.

*Fall*

### **MUS 7010 - Capstone Thesis Project**

**3 cr** The capstone project is the scholarly construction and presentation of a culminating research project completed in the student's final semester. All capstone projects will require a proposal to be approved by the candidate's advisor and/or primary reader prior to registration for the course. Students will undertake a project that is to substantively contribute to the body of knowledge in the field of music education.

*Prerequisite: MUS 6740*

*Every semester*

## **Nursing**

### **NUR 5011 - Advanced Pathophysiology and Pharmacology for Advanced Practice**

**4 cr** This course builds on previous knowledge of physiology, pathophysiology, and pharmacology. Students focus on advanced physiology, pathophysiology, and pharmacologic principles to learn to interpret changes in normal function which indicate illness. Students will analyze the relationship between physiologic/pathologic responses and pharmacologic agents using evidence-based research. Other topics include: safe and effective medication administration, assessment of patient medication regime, patient compliance with medication regime, and more.

*Prerequisite: Undergraduate Pathophysiology and Pharmacology*

*Periodically*

### **NUR 5012 - Advanced Health Assessment and Health Promotion**

**4 cr** This course builds on previous health assessment knowledge and offers both theoretical and clinical foundations for assessing biopsychosocial health status of patients across the life span. Students will investigate the concepts of health, health promotion, illness prevention, and maintenance of health. Students will analyze common abnormal findings using comprehensive virtual laboratory modules and will be demonstrated mastery of advanced skills via video.

*Prerequisite: NUR 5011*

*Periodically*

## **NUR 5013 - Transitions to the Advanced Practice Role**

**3 cr** This course provides students the foundation for advanced practice nursing. The role of the advanced practice nurse as a member of the profession will be emphasized. Students will be introduced to nursing theories and theories from the natural, social, biological and organizational sciences to inform future nursing practice. Other important topics to be introduced include: cultural diversity, ethical practice, civility, and competence to assure the delivery of culturally competent care, minimization of health disparities, and reduce professional burnout.

*Periodically*

## **NUR 5014 - Evidence Based Practice and Research in Healthcare**

**3 cr** This course builds on foundational critical appraisal and research utilization knowledge and skills. Students investigate the relevance and applicability of evidence and research to selected health care settings and populations. Students will examine advanced research processes and models for applying evidence in clinical practice to support nursing care and quality standards. This course will foster students to analyze systems to reduce the variations in patient care.

*Periodically*

## **NUR 5025 - The Nurse Educator Role**

**3 cr** Learners examine the multidimensional tripartite faculty role of teaching, service, and scholarship. Learners also analyze nurse educator competencies and the professional development activities that are responsibilities associated with functioning as a nurse educator in an academic or health care environment. External issues and trends that impact nursing education will be explored including ethical and legal considerations.

*Periodically*

## **NUR 5026 - Teaching and Active Learning Strategies Seminar & Practicum I**

**3 cr** This course introduces the learner to research-based educational theory, teaching strategies, and concepts of learning domains and learning styles. Learners relate this knowledge to the classroom, the Simulation Lab, virtual environments, and in clinical settings. Theories will be examined for their application to various settings, education levels, and teaching-learning styles for the adult learner. Various classroom management strategies will also be explored. Communication strategies and skills will be addressed to facilitate effective and collaborative interactions between learners and colleagues.

*Prerequisite: NUR 5025*

*Periodically*

## **NUR 5027 - Curriculum Design, Development, & Evaluation - Seminar & Practicum I**

**4 cr** This course allows learners to examine, apply, and analyze curriculum models and frameworks commonly used in nursing education. The seminar portion of the course permits learners to explore the curriculum development and evaluation process through seminar discussions and readings. Congruently, learners will begin to develop an evidence based teaching project during a 60 hour instructor led practicum to demonstrate competency of course objectives.

*Prerequisite: NUR 5026*

*Corequisites: NUR 5028*

*Periodically*

## **NUR 5028 - Assessment & Evaluation of Nursing Education- Seminar & Practicum II**

**4 cr** In this final nursing education course, learners probe strategies used to assess and evaluate student learning in the classroom, online, the Simulation Center, and in clinical settings, as well as within all domains of learning. Learners consider how current and advancing technology is integrated into nursing education. Students apply and analyze the theories, competencies, and concepts of the previous nurse educator courses in a 60-hour instructor-led practicum experience. Learners develop and

demonstrate the skills required to use assessment and evaluation data to improve the teaching-learning process, measure the achievement of learning outcomes, and evaluate program effectiveness.

*Corequisites: NUR 5027*

*Periodically*

### **NUR 5109 - Nursing Epidemiology and Biostatistics**

**3 cr** Epidemiology is the basic science of public health. This course is designed to introduce learners to the background, basic principles, and methods of public health epidemiology. This course also introduces learners to the basic collection, analysis, and dissemination of public health data. Topics covered in this course include: measures of disease frequency, epidemiologic study designs, and outbreak investigations. Learners will develop ability to read, interpret, and evaluate public health information from evidence-based epidemiologic research.

*Periodically*

### **NUR 5110 - Clinical Nurse Leader Immersion-Seminar**

**3 cr** The Clinical Nurse Leader Immersion Seminar experience provides the opportunity for in-depth analysis of the CNL role within various health care settings and specialties. The immersion seminar experience prepares the learner for their 420 hour immersion practicum. The course explores the focus of the clinical nurse leader as a clinician who is responsible for system outcomes, client safety, client care, client advocacy, staff/client education, information, systems analysis, and risk reduction. Integration of prior coursework related to advanced assessment and pathophysiology, pharmacology, information systems, ethics, research, evidence-based practice and health care systems is demonstrated in robust online discussion.

*Periodically*

### **NUR 5111 - Clinical Nurse Leader Capstone-Practicum**

**5 cr** In this 400 hour immersion practicum, learners are paired with a nurse leader in the community to guide and support the CNL immersion experience. Learners will demonstrate CNL skills and core competencies during this valuable immersion experience. Integration of prior coursework related to advanced assessment and pathophysiology, pharmacology, information systems, ethics, research, evidence-based practice, risk management, finance, and health care systems management occurs clinical role practice.

*Prerequisite: NUR 5110*

*Periodically*

## **Psychology**

### **PSY 5010 - Education Research Methods**

**3 cr** Analysis of educational research methods. Focus on conceptual, methodological and practical issues addressing both quantitative and qualitative methodologies as related to current educational issues.

*Summer*

### **PSY 5030 - Introduction to School Psychology**

**1** This is a course designed to acquaint graduate students to the history and field of school psychology and contemporary issues and trends in the profession. During this course, students must pass an assessment before they can register for an internship.

*Fee 100*

*Fall*

### **PSY 5040 - Tests and Measurements**

**3 cr** Overview of statistical foundations of psychological measurement (e.g., test development, norms, reliability, validity). Survey of commonly used assessment instruments (e.g., intelligence/aptitude, personality, academic achievement tests) and applications of psychological testing in different settings (e.g., clinical, industrial/ organizational, school, forensic/legal settings). Introductory study of major principles underlying psychometric theory including true score models, reliability, validity, norms, scaling, item analysis, and instrument construction. Fundamentals of classical test theory supply background for topics in modern test theory such as item-response models. Introductory study of major principles underlying psychometric theory including true score models, reliability, validity, norms, scaling, item analysis, and instrument construction. Fundamentals of classical test theory supply background for topics in modern test theory such as item-response models.

*Fall*

### **PSY 5050 - Theories of Counseling**

**3 cr** Introduction to counseling theories and psychological processes involved in individual counseling with children and adolescents.

*Fall*

### **PSY 5211 - Assessment I: Cognitive**

**3 cr** Administration, interpretation, and analysis of individual measures of cognitive functioning. Administration, scoring, interpretation, and report writing with major measures of intelligence. Includes theory and research with practicum experience.

*Fee \$50*

### **PSY 5212 - Assessment II: Educational**

**3 cr** Introduction to norm-references and curriculum-based assessment of achievement with a focus on intervention, planning, implementation, and evaluation. Emphasis on discussion of empirically-based instructional techniques

*Fee \$50*

*Spring*

### **PSY 5213 - Assessment III: Social and Behavioral**

**3 cr** Theory, administration, scoring and interpretations of social, behavioral, and personality assessment instruments such as rating scales, personality inventories, projective techniques, etc. used with children and adolescents. Emphasizes diagnosis and written case reports.

*Fee \$50*

*Spring*

### **PSY 5250 - Counseling Processes**

**3 cr** Introduces counseling skill development, emphasizing counseling of normal individuals with developmental concerns. Includes 15-hour practicum.

*Spring*

## **PSY 5270 - Professional Ethics**

**3 cr** Current professional problems and ethics in the helping professions, including issues related to certification, licensure, confidentiality, forensic concerns, values, responsibilities, and professional and legal standards.

*Spring*

## **PSY 5371 - Applied Behavior Analysis I**

**3 cr**

This course is an introductory course that will provide students with a strong foundation in the history and philosophical assumptions of behavior analysis, the basic concepts and principles of applied behavior analysis, the distinction between verbal and non-verbal operants, as well as measurement concepts. Upon completion of the course, students will be able to differentiate between experimental analysis of behavior and applied behavior analysis, apply the dimensions of applied behavior analysis for evaluating interventions, and become fluent with the lexicon of applied behavior analysis.

*Spring*

## **PSY 6020 - Educational Psychology Applied to Learning**

**3 cr** Survey of major issues in the psychology of education. Among the topics considered were the memory and nature of information processing systems, behavioral and environmental approaches to learning, the relationship between learning theory and instructional design, the development of cognition, motivation and its influence on learning, and the adjustment of instruction based on individual differences among learners. A balance will be maintained between theory and practice, the emphasis will be on an understanding of psychological theory as it relates to educational practice.

*Summer*

## **PSY 6025 - Learning and Cognition**

**3 cr** Focus on central issues in the study of cognitive development, which aims to provide a review of the major theoretical approaches, classic tasks, and paradigms for studying and understanding cognitive development as well as an understanding of the strengths and shortcomings of each theory. Various research strategies for investigating the central questions of cognitive development will also be discussed.

*Summer*

## **PSY 6130 - Learning Theory and Human Development**

**3 cr** This course is an overview of learning, cognition, and development of children and adolescents from an educational perspective. Topics include: the biological, psychological, and neurological basis of learning; information processing and cognitive development; the origins, nature and development of thought and language; the operation of sensory and memory systems; and the implications of brain science to teaching and learning.

## **PSY 6160 - Applied Behavior Analysis for School Professionals**

**3 cr** Students will develop applied knowledge of basic concepts in Applied Behavioral Analysis through research, in-class and online activities, online discussion, and completion of a basic FBA and Behavior Support Plan. As part of this work, students will

explore the factors that may affect the application of behavior analysis principles in school settings. Contexts of consideration in this course will include family patterns, trauma histories, developmental diagnoses, school culture, and culture diversity  
*Fall*

## **PSY 6250 - Research Methods in Applied Behavior Analysis**

**3 cr**

Students will demonstrate competencies in the areas of single-subject experimental designs, identifying functional relationships, and selecting the appropriate treatment designs. Course content will include methods for observing and recording data, methods for displaying data; and making decisions based upon interpretation and visual analysis of data, and understanding of reliability and validity as it relates to data collection and experimental integrity. Students will be required to conduct literature reviews to supplement their knowledge of research-based practices.

*Fall*

## **PSY 6330 - Evaluating Academic Characteristics**

**3 cr**

This course examines the needs of exceptional children. The roles of teachers, parents, and other relevant "others" will be investigated in relationship to current practices, which include mainstreaming, inclusion, least-restrictive environment, and individual education programs.

*Spring*

## **PSY 6350 - School Based Assessment and Intervention**

**3 cr** This course focuses on both assessments and interventions for children and adolescents with behavioral and social/emotional issues related to disability and life-issues. The course emphasizes best practice in assessment, diagnosis, and evidence-based interventions with social/emotional and behavioral problems for school-based interventions for children and adolescents. Issues related to cultural and social factors are integrated into the curriculum.

*Summer*

## **PSY 6372 - Applied Behavior Analysis II**

**3 cr**

This course examines the behavior theory, principles, and procedures related to modifying existing behaviors and acquiring new behaviors. Students will begin to understand behavior modification techniques, such as reinforcement, punishment, extinction, discrimination training, generalization, shaping, classical conditioning, conditioned reinforcement, and schedules of reinforcement, by applying these behavior principles to real-world scenarios. Students will examine how behavior management can be used in various career fields.

*Prerequisite: PSY 5371*

*Fall*

## **PSY 6373 - Applied Behavior Analysis III**

**3 cr**

This course will familiarize students with the ethical guidelines required for conducting applied behavior analysis in a professional manner. The course content focuses on the importance of practicing within one's competency limits, obtaining consent, utilizing research-based methods and protecting confidentiality as it relates to the behavior analytic field. This course emphasizes the necessity of protecting a client's dignity, health, and safety in the applied field.

*Prerequisite: PSY 5371 and PSY 6372*

*Spring*

### **PSY 6390 - Instructional Methods in Applied Behavioral Analysis**

**3 cr** The primary focus of this course is to provide graduate students with exposure to evidence-based systematic instruction methods that are used within school/agency settings. This course will review functional assessment procedures used to identify appropriate educational programs for students/clients. This course will emphasize instruction and practice in implementing instructional methods (e.g., shaping, chaining, discrete trial teaching, task analysis, incidental teaching, functional communication training, among others). This course emphasizes the dynamic relationships of social-emotional, academic, behavioral, and adaptive behavior functioning of students within educational and clinical settings, including ones that serve students with suspected and identified disabilities.

### **PSY 6410 - Child and Adolescent Counseling**

**3 cr** Theory and techniques for treating psychological disorders in children and adolescents. Includes approaches to treatment, efficacy research, and treatment evaluation.

*Fall*

### **PSY 6420 - Working with At-Risk Youth in the Legal System**

**3 cr** Focus on major psychological theories of behavior as they relate to at-risk youth. Viewpoints from cognitive, psychodynamic, psychoanalytic, behavioral, social learning, descriptive, and developmental psychologies are discussed and compared with current psychodiagnostic classification systems.

*Fall*

### **PSY 6421 - Practicum I**

**3 cr** Supervised administration and interpretation of tests applicable to the practice of school psychology; supervised experience with consultative, in-service, and direct interventions in educational settings. Two hundred practicum hours per semester. Course is pass/no pass only.

*Fee \$25*

*Fall*

### **PSY 6422 - Practicum II**

**3 cr** Supervised administration and interpretation of tests applicable to the practice of school psychology; supervised experience with consultative, in-service, and direct interventions in educational settings. Two hundred practicum hours per semester. Pass/no pass only.

*Fee \$25*

*Spring*

### **PSY 6430 - Consulting in the Helping Professions**

**3 cr** A conceptual understanding of effective consultation and its relevance to the helping professional. Demonstration of knowledge and skills necessary to deliver effective consultative services in schools regarding the school learning environment, classroom management and individual student concerns including learning and behavioral concerns, school violence, anger management, bullying, discipline, crisis intervention.



*Fall*

### **PSY 6440 - Social Justice in Education: Issues and Advocacy**

**3 cr** Theoretical and skill development course designed to strengthen awareness, knowledge, and skills in the competencies necessary to evaluate presenting problems brought by ethnically and culturally diverse children and families.

*Fall*

### **PSY 6530 - Advanced Human Growth and Development**

**3 cr** This course covers human development throughout the lifespan, including emotional, physical, and cognitive development, and emphasizes personal adjustment and achievement. The course will examine major theories of human development while discussing and critiquing them in terms of application to educations and school psychology practices. Special attention will be given to multi-cultural issues and the implications and influences of these issues to the understanding of human development.

*Spring*

### **PSY 6540 - Personality Assessment and Adjustment**

**3 cr** This course provides a comprehensive overview of personality theories, models, and approaches. It also provides an overview of personality assessment and the diagnosis and treatment of personality disorders.

*Spring*

### **PSY 6550 - Physical Basis of Behavior**

**3 cr** This course examines the biological bases of behavior and learning, including the fundamentals, neuroanatomy, brain development, neuropsychology, neurophysiology, neurochemistry, psychopharmacology and temperament. Interactions between genes, brain, environment and lifestyle (including effects of diet, exercise, and sleep) will be emphasized and how these impact brain development, learning and memory and mental health. Principles and theories of learning, motivation, and neuropsychologically based interventions will also be discussed.

*Spring*

### **PSY 6925 - Ethical Considerations in ABA Principles**

**3 cr** This course provides in-depth preparation for ethical practices in behavior analysis. Drawing from the ethical standards of the Behavior Analyst Certification Board (BACB), the course includes readings and application of ethical standards for clinical and school settings, including the BACB Guidelines for Responsible Conduct and the Professional Disciplinary and Ethical Standards.

*Summer*

### **PSY 7810 - School Psychology Graduate Internship**

**6 cr** Post-practicum experience providing supervised, on-the-job experience in assessment and intervention in the schools. 1200 clock hours, including 600 hours in a school setting, typically completed over the course of a school-year. Instructor's consent required. Pass/no pass only.

*Spring, Fall*

## **Services and Facilities**

### The Calvin Coolidge Library

The library is central to the intellectual and cultural life of the University. It provides information and services to the academic community in support of teaching and research. The collection contains over 750,000 items in a variety of formats. Library electronic systems take advantage of full internet access and a wireless network to provide researchers with opportunities to use a rapidly expanding variety of resources. For material not held in the Castleton Library, interlibrary loan service is generally fast and efficient. Librarians regularly offer instruction in research methods and tools in introductory and upper-level courses.

Castleton is a member of several regional and national library networks. The library has an integrated online system that is shared with the other four Vermont State Colleges. The library home page ([www.castleton.edu/library](http://www.castleton.edu/library)) is the gateway to most library services and collections, including a number of databases that include full text of articles and books.

Students have access to a variety of media, including streaming video and DVDs that can be checked out or watched in individual viewing carrels or group study rooms in the library.

The present library building was constructed in 1965 with a major addition doubling its size in 1979. Approximately 260 readers can be accommodated in individual or group seating, carrels, and conference areas. The library also houses the Student Gallery and Lounge, the Vermont Room and the University Archives.

### Information Literacy in Graduate Programs

Faculty teaching graduate courses are aware their students may need to learn new, updated research tools if they are returning to academia after an absence. All graduate students will need enhanced information literacy skills for graduate level research.

Accordingly, faculty incorporate library staff into instruction early in graduate coursework. In addition to helping students learn to locate and access local and non-local resources, librarians help students manage their research process with bibliographic management tools. Furthermore, librarians can be embedded into the Moodle site of graduate courses so students have immediate and personalized assistance from information experts.

### Career Engagement

The Office of Career Engagement, in collaboration with the Director of Community Engagement, coordinates services and programs to enhance opportunities for career exploration, preparation and educational offerings to students and alumni. Through a range of services and resources offered both in person and on-line, the office helps students apply their education in workplace learning experiences compatible with their career interests and goals. Staff assists students in choosing a major, exploring and identifying work experiences, career and graduate school opportunities, developing a resume and LinkedIn profile, and interviewing preparation skills.

Career readiness workshops and class presentations are offered throughout the year.

The office sponsors annual events including a job and graduate school fair, part-time and mini job fairs, alumni career conversations, and networking events.

### Information Technology Services

## **Lab Computers and Software**

There are approximately 250 computers on campus for student use. The largest general access lab, the Academic Computing Center (ACC), is overseen by IT Services. There are also a dozen smaller labs managed by individual academic departments. A wide variety of software is available.

## **Academic Computing Center - ACC**

The ACC, located in the Stafford Academic Center, is open to students and the Castleton community approximately 90 hours per week during the regular school year. It is equipped with 38 Windows computers and 15 Macintosh computers running a variety of software. The ACC is also adjacent to two teaching labs - one Windows and one Macintosh - each containing 21 computers. These are open to student use when not in use by classes. Available peripherals include high speed laser printers and scanners. The ACC is managed and maintained by a student staff under the guidance of IT Services.

## **Other Academic Labs**

- Business Administration
- Chemistry
- Communication
- Library
- Modern Foreign Languages
- Music
- Natural Science
- Nursing
- Physics
- Psychology
- HGEP & Sociology/Social Work/Criminal Justice

## **Internet Access and Email**

Access to the Internet is available in all labs, classrooms, and residence hall rooms. Wireless access is available in all buildings. Accounts to access the portal and Web Services are created when students apply to Castleton. Students are given access to Castleton email shortly after they register.

### Parking

On-campus parking is available to all students with a parking permit. The permit may be obtained without charge by contacting the Public Safety Office at (802) 468-1215. Special parking areas for faculty, staff and handicapped persons are clearly marked. Violators of parking policies will be fined. Failure to pay parking violations may result in the withholding of a student's degree or transcript.

### Student Identification

A student I.D. is necessary in order to check out books at the library and use certain facilities on campus. Students can acquire I.D. pictures and verification stickers at their initial registration with the university. Students may also call the Public Safety Office, (802) 468-1215, and make arrangements to receive an initial I.D. or a replacement.

### Testing Service

The Education Department facilitates testing for teacher licensure through ETS/Praxis and ACT. For questions or scheduling information, please contact the Education Department at (802) 468-1220. Practice CD's and materials are available in the library and on-line at [www.ets.org/praxis/prepare/materials](http://www.ets.org/praxis/prepare/materials) and [www.act.org/products/k-12-act-test/](http://www.act.org/products/k-12-act-test/).

### Transcript Requests

All transcript requests should be made to the Student Services Center. They must be in writing to comply with the Family Educational Rights and Privacy Act, and include the student's I.D. number or the last four digits of their social security number, previous registration name(s), the last date of attendance, and a signature. If transcripts are to be mailed, complete addresses must be provided. Castleton reserves the right to withhold release of academic transcripts until all financial obligations have been met. There is a fee for each transcript.

*Note: School districts and/or superintendents are not automatically notified of credits earned by teachers. Teachers who would like school personnel to be notified of credits earned must request an official transcript.*

### Wellness Center

The Castleton Wellness Center supports the educational mission of Castleton by striving to encourage the physical, emotional, intellectual, social, occupational, and spiritual health of students through a comprehensive array of services. Health Services, Counseling Services, Wellness Education, and Violence Prevention and Advocacy are provided free of charge to all Castleton Students. Alcohol and Other Drug Services are also available to students for a fee.

## **Editor's Note**

Castleton University prepares this catalog with the student in mind. While not a contract per se, this catalog, in combination with subsequent catalogs, each semester's *Course listing*, the *University Handbook*, and special announcements, identifies the expectations for a student to earn the distinction of being a Castleton University graduate. Careful and thorough reading will allow the completion of requirements with few, if any, misunderstandings.

Castleton University reserves the right to make changes in the course offerings, degree requirements, charges, regulations, and procedures contained herein as educational and financial considerations require.

Audited financial statements are available for review through the Vermont State Colleges.

### Non-discrimination Statement

Every member of Castleton University should work to ensure non-discriminatory processes and practices with faculty, staff, and students. Qualified students are recruited for, admitted to, and participate in all university programs without discrimination on the basis of race, color, gender, sexual orientation, religion, creed, national origin, age, veteran status, or disability. The university will provide reasonable accommodations to create equal opportunity for students with known disabilities. Faculty, administrators, and staff are employed without discrimination on the basis of race, color, gender, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements. The university will make reasonable accommodations to the known disability of an otherwise qualified applicant or employee. Additionally, the university will engage in affirmative efforts to recruit, admit, and support students, and to recruit, employ, and support employees, in order to achieve the diversity that advances the educational mission.

Castleton University complies with state and federal laws related to equal opportunity and non-discrimination. Any questions or complaints about potential or perceived discrimination in violation of any state or federal law should be directed to Janet Hazelton, Equal Opportunity Officer, Woodruff Hall, 802-468-1208; or the Vermont State Colleges Office of the Chancellor in

Waterbury; or the Vermont Office of the Attorney General; or the Equal Opportunity Employment Commission in Washington, D.C. Please contact the Equal Opportunity Officer if auxiliary aid or service is needed to apply for admission or employment.

For a complete copy of the university's grievance procedures [click here](#). Copies are also available from the Human Resources office in Woodruff Hall and the Student Life Office in the Campus Center.