

MIAMI BUSINESS TECHNOLOGICAL UNIVERSITY



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## Authorization/Licensing

Miami Business Technological University (MBTU) is licensed by the Commission for Independent Education, Florida Department of Education, under license number 7581. Additional information regarding this institution may be obtained by contacting the Commission at 325 West Gaines Street, Suite 1414, Tallahassee, FL 32399-0400, toll-free telephone number (888)224-6684.

## Hours of operation

The location is open Monday through Friday from 9 am to 5 pm. Administrative staff are typically available during those times. Faculty hours are posted in the individual course syllabus.

## Introduction

Since its intervention in the educational and training world, the e-learning methodology has generated important expectations not only of a pedagogical nature, but also of a social and economic nature, together with the growing interest in educational quality, which implies for the institutions of higher education a significant and continuous research work for the identification, development, and application of teaching - learning models that favor online education processes.

MBTU is a corporation organized under the laws of the State of Florida, filed on September 18, 2017. The registration number of this corporation is P17000075473, whose physical headquarters will be the city of Doral, Miami Dade County. Since this university will offer online programs, our largest investment is in technology. However, the university does have physical facilities available.

Since the beginning, MBTU has sought to create a vibrant learning environment, focused on the needs of its students. The convenient location in Doral Township was chosen to further the goal of MBTU becoming a vital contributor to a growing community. After the University was authorized to offer educational training programs at associate, bachelor, and master levels; it was necessary to move to a much larger facility. Our office will be used only for administrative support for the daily activities of the university as an online school. Its 4224 square feet will house: a 130 square feet room for staff room; a 150 square feet area for teacher work space; an 238 square feet office for the President; a 308 square feet office for the Provost; a 130 square feet for the Academic Director's office; a 210-square-foot recording studio; a 130 square feet office for the Academic Coordinator Officer; a 120 square feet for waiting room with capacity for 3 people; a 140 square feet area for the admissions department; a 144 square feet for video studio; a 120-square-feet coffee area and a 126 square feet Executive Director office; computer terminals available for the use of teachers and Wi-Fi throughout the area for everyone. MBTU understands the importance of providing the best infrastructure to accommodate our staff and collaborators. It will be invested to ensure that we keep our facilities in top condition.

The purpose of this catalog is to provide current and future students a complete orientation on the University, the Faculty, the different departments, the areas of interest of the student and the teaching methodology, as well as the corresponding information for the correct academic performance and trajectory of the student, to contribute to the integral formation of the professional future.

Among the topics that you will find in this guide are creation, structure, and philosophy of the university, administrative - academic functioning model, regulations of the Faculty of Online Studies, specificities on

virtual education, information of interest to the student on the aspect academic, trajectory (income, studies, degree), among others.

Welcome to MBTU! Welcome to an online experience!

## **Disclaimer**

MBTU does not guarantee the obtaining of a job by the student, who has received his studies in Spanish. That is, completing a course or program in a language other than English may reduce employability where English is required.

## **Mission**

MBTU is committed to building the society of the future by educating people to be leaders who reflect our principles and values and to disseminate our philosophy of ethics and respect. We are a university that through technological advances wishes to promote distance education and achieve a community of education and research that transcends geographical barriers. Our goal is to be an example of quality and service not only with our students, but with the entire university community. We want to be agents of change in society and build a better world.

## **Vision**

MBTU will be the impulse for creating an innovative education system which provides accessible educational pathways that prepare students to be productive citizens with a global curriculum.

## **Values**

- Opportunity: Meeting each student's educational need at his or her level of ability
- Excellence: Achieving the highest standards
- Learning: Acquiring new skills, insights, and ideas
- Success: Preparing students for the future
- Creativity: Finding innovative ways to accomplish our objectives
- Community: Listening and responding to community needs
- Teamwork: Supporting and respecting each other and those we serve

## **Admissions**

### **Admissions Decisions**

After the Admission Office verifies that a student's application file is complete, the file is forwarded to the Registrar for admission consideration and final decision. Information about the application status is provided online for convenience purposes. While every effort is made to be timely and accurate, information conveyed by electronic means is unofficial. An official written notification of admission will be mailed to the provided mailing address. Please do not act on any information until you have received official notification.

Language Disclaimer: Classes will be taught in Spanish. All course material uploaded on the platform belonging to the different programs will be available in Spanish.

The university's website and advertising material will be available in Spanish and English for those who require it. Educational resources such as the virtual library will have content available in Spanish and English. Completing a course or program in a language other than English may reduce employability where English is required.

## Admissions Procedures

### Bachelor and Associate

- English Proficiency (If applicable). \*As of January 2023.
- 2 Letters of recommendation. \*As of January 2023.
- A completed signed and dated application form.
- Application & Registration fee (\$120.00) payable to Miami Business Technological University (non-refundable).
- Government issued picture identification.
- High School diploma or GED and official High School transcripts. Failure to meet this requirement will result in a possible start for the following semester. Once the required documentation is produced, we process application and notify student if admitted into the University. Failure to produce the documentation, students will not be allowed to register for the Semester.
- Foreign Transcripts and Diplomas must be evaluated and translated by a member of the Association of International Credential Evaluators (AICE) or the National Association of Credential Evaluation Services (NACES) to determine the equivalency of the credentials to credentials awarded by institutions in the United States.
- Enrollment Agreement Signed.

### Master

- English Proficiency (If applicable). \*As of January 2023.
- Entry exam.
- Exit exam.
- 2 Letters of recommendation. \*As of January 2023.
- A completed signed and dated application form.
- Application & Registration fee (\$120.00) payable to Miami Business Technological University (non-refundable).
- Government issued picture identification.
- College/ University Degree Copy.



- College/ University Official Transcripts.
- Foreign Transcripts and Diplomas must be evaluated and translated by a member of the Association of International Credential Evaluators (AICE) or the National Association of Credential Evaluation Services (NACES) to determine the equivalency of the credentials to credentials awarded by institutions in the United States.
- Enrollment Agreement Signed.

## Language Proficiency Requirements

For programs offered in English

For undergraduate programs:

A minimum total score of 57 on the paper-delivered Test of English as a Foreign Language (TOEFL PBT), or 61 on the Internet-based Test (iBT); 6.0 on the International English Language Test (IELTS); 44 on the Pearson Test of English Academic Score Report; 95 on the Duolingo English Test; 53 on the 4-skill Michigan English Test (MET), or 650/LP on the Michigan Examination for the Certificate of Competency in English (ECCE), or 650/LP on the Michigan Examination for the Certificate of Proficiency in English (ECPE); or a B-2 English proficiency level, assessed through exams belonging to the Common European Framework of Reference (CEFR).

To satisfy this requirement, undergraduate applicants may also present a high school diploma completed at an accredited/recognized high school where the medium of instruction is English.

For graduate programs:

A minimum total score of 60 on the paper-delivered Test of English as a Foreign Language (TOEFL PBT), or 71 on the Internet-based Test (iBT); 6.5 on the International English Language Test (IELTS); 50 on the Pearson Test of English Academic Score Report; 100 on the Duolingo English Test; 55 on the 4-skill Michigan English Test (MET), or 650/LP on the Michigan Examination for the Certificate of Competency in English (ECCE), or 650/LP on the Michigan Examination for the Certificate of Proficiency in English (ECPE); or a B-2 English proficiency level, assessed through exams belonging to the Common European Framework of Reference (CEFR).

For programs offered in Spanish

For applicants whose first language is not Spanish, evidence of Spanish language proficiency must be provided. The university accepts official tests which conform to the Common European Framework of Reference for Languages (CEFR) such as the DELE or SIELE exams and certify a B2 proficiency level or higher. Proficiency exams which certify levels equivalent to a CEFR level of B2 may also be considered.

## Student ID verification policy

To ensure the authenticity of student identities, Miami Business Technological University initiates the student identification process by collecting personal ID or passport information during the admission procedure. A copy of this information is retained in our records as an integral part of the application form.


Upon enrollment, students are provided with a unique student ID number, a username, and a password. These credentials are essential for accessing the virtual platform and must be kept confidential.

For exam proctoring, MBTU employs Proctorizer, an automated proctoring solution integrated into the Google Chrome Browser. Apart from detecting any suspicious activities to prevent academic dishonesty, this software enables monitoring of students during exams.

This information is exclusively used for the purpose of verifying student identities and is governed by the terms outlined in MBTU's Privacy Policy.

## Application Fee


MBTU establishes a one-time nonrefundable application fee of \$120 for all students who wish to register.

 <b>Application Fee</b>	
Program	Cost
Associate	\$ 120.00
Bachelor	\$ 120.00
Master	\$ 120.00

## Financial Information

### Tuition and Fees

The cost per credit hour by program are as follows:

 <b>Tuition</b>	
Program	Cost Per Credit
Associate	\$ 250.00
Bachelor	\$ 250.00
Master	\$ 380.00

### Payment Methods

MBTU offers its students two payment methods for courses taken in each academic period or semester:

1. Full payment of the total tuition for the semester, which must be made before the beginning of the academic period.
2. Monthly Financing Method: Payment by monthly installment set according to the Enrollment Agreement signed by the student. It must be paid within the first five (5) days of each month.

\*All payments must be made to Miami Business Technological University's bank account, which is the following:

- Account name: Miami Business Technological University
- Account number: 229056679185
- Routing number: 026009593
- SWIFT: BOFAUS3N

## Collection Policy

Collection procedures begin when a student account has an outstanding balance that is past due. MBTU internal collection procedures are consistent regardless of which program the student is enrolled in. Our finance staff will follow up with a student on past due payments via phone and email.

Here is a summary of the schedule:

Week	Activity	Date
1	Collection email 1	1st day after due
2	A collection phone call	
2	Collection email 2	10th day after due date
3	Collection email 3	15th is notified and loses access to Online Platform
5	Collection email 4 (MBTU initiates the process of defaulting). Cancellations notice for non-payment*	-

**\*Cancellations notice for non-payment:** MBTU will send an email to inform the student of the course cancellation.

### STUDENT PLATFORM ACCESS DEACTIVATION

The deactivation occurs when a student has missed one unpaid payment.

### STUDENT PLATFORM ACCESS REACTIVATION

Once the payments are submitted, MBTU reactivates the access to platform.

\*When a student requests an official document from the University, such as a diploma, transcript, or certificate, they must have their financial obligations fulfilled.

## Cancellations and Refund Policies

MBTU reserves the right to terminate the contract and withdraw the student from the university:

1. If the Registrar determines that you have failed your program. You should also note that your progression and your final award are not guaranteed and are dependent upon your academic performance.
2. Or not enroll, for non-payment of tuition or tuition related debt, or for inadequate attendance or academic performance on your program, in line with the information contained in the catalog and with the relevant policies and procedures.
3. If you are considered to have breached the university agreement rules.

The University will carry out a periodic analysis every three weeks of classes. Students who present a platform advance of 10% or less will enter a monitoring process where they will be informed of the obligations to carry out work and activities for each registered course.

If after this communication, the student reappears in the academic report of the following next three weeks, the university will consider the student as withdrawn from the academic period.

## Student

The student is free to decide when or why leave MBTU. Nevertheless, we request the student to send a written letter or email explaining the reasons or circumstances of why they have decided to withdraw from our university. Additionally, if this school withdrawal is filed during a semester of classes, the student will be subject to the refund policy that they agreed upon their entry to MBTU.

## Refund Policy

### Three-Day Cancellation

Students who provide written notice of cancellation within three business days (excluding Saturday, Sunday, and federal or state holidays) of paying tuition and/or the payment processing fee, but before the first class, are entitled to a refund of all monies paid, excluding the nonrefundable application fee. Refunds will be provided within thirty (30) calendar days of receiving notice of cancellation.

### General Refund Policy

The following tuition refund policy applies to all programs/courses and to all students.

Students are monitored during the first week of each course for signs of activity such as downloading readings, posting to discussion boards, submitting assignments, and completing quizzes and tests. Students who do not demonstrate activity in their courses during the first week are administratively withdrawn or cancelled; the effective day is the 5th day of the course. Students who are administratively withdrawn/cancelled from the course for non-participation will receive a 100% tuition refund. This refund does not include any applicable non-refundable fees, such as: Application Fee, among others. If the Foreign Credential Evaluation has been done, the FCE Fee will not be refundable. Refunds will be issued within thirty (30) calendar days.

If the student withdraws or is terminated from any program course or program and the University has received any monies for tuition or fees more than the student's obligations, the University will refund such excess to the appropriate parties to eliminate any outstanding balances for any student financial aid received by or with respect to the student's account.

Attempts to drop or add courses will be followed by reimbursement of tuition as follow:

- **Prior to First class: 100% refund**
- **During First week of classes: 25% refund**
- **After first week of classes: No refund**

### Sample Refund Calculation

A student who cancels in the First Week of the semester would be entitled to a 25% refund of Tuition not including Application Fee or Foreign Credential Evaluation.

Student Pay \$100.00 x 25%=\$25.00 of Refund

## **Drop/Add/Withdrawal Policy**

MBTU students can drop and add courses, though this action must be done during the first week of classes after the start of the semester. Later attempts to drop courses will not be followed by reimbursement of tuition but will receive a “W” (as Withdrawn) in the GPA and will not receive any credits. Students withdrawn after the third week will get a letter grade.

Students who add/drop/withdraw courses must comply with the following:

1. Inform the Academic Director’s office about their interest in adding or dropping courses.
2. Request, complete and deliver to the admissions office the add/drop form.

The Academic Director’s office will reply to the student’s request within five (5) business days.

Students can Add/Drop courses within the first (1) week after classes have started.

Students who paid full tuition and decide to add courses, must pay the difference at the time their application is approved.

Students who paid full tuition and decide to drop courses during the established time, will receive their refund from the university within 30 business days after the day the withdrawal date was determined.

For students using the financing option, the University will update the final cost and monthly installments once the application to either add or drop courses has been approved.

## **Cancellation/Modifications sponsored by MBTU program**

MBTU reserves the right to cancel a program before it has begun. In such circumstances, program fees are refunded based on the refund policy. MBTU and the associated host institutions reserve the right to make changes, modifications, or substitutions to the program in case of changes to the locations of the host site or in the interest of the program and its participants.

## **Non-Refundable Fees**

Application fee \$ 120.00

### **Other Fees**

Graduation fee \$ 200.00

Foreign Credential Evaluation \$ 200.00

Transcripts \$ 5.00

Withdrawal fee \$ 100.00

Re-entry fee \$ 150.00

Duplicate Diploma Fee \$ 50.00

## Scholarships

Miami Business Technological University (MBTU) offers a global scholarship program aimed to incentivize our students' personal and professional growth. These subsidies apply to all our programs, both undergraduate and graduate, and are based on three criteria:

1. Academic excellence achieved in previous studies.
2. Proven excellence in cultural activities.
3. Economic need based.

### MBTU SCHOLARSHIPS

(Applies to all Degree Seeking Programs):

- Cabanilla Foundation Scholarship (100%)
- American Dream Scholarship (89.00%)
- Academic Scholarship (87.50 %)
- International Scholarship (86.50%)
- University Board Scholarship (83.30%)
- Mara Cabanilla Scholarship (80%)
- Entrepreneur Scholarship (79% Tuition)
- Hispanic Scholarship (74.90%)
- Latin America Scholarship (73%)
- Guardians of Human Rights Foundation Scholarship (70%)
- Graduate Students Scholarship (68%)

Who may apply for a scholarship?

All regular students may apply if they comply with the requirements established by our institution.

### Requirements

- Being formally admitted in one of our programs.
- Complete and sign the corresponding Application for Scholarship Form
- Submit an essay (double-spaced, with a maximum of two pages), indicating the need for the scholarship and the student's educational and professional goals.
- Present one letter of recommendation from a former professor/teacher, employer, or professional acquaintance, who may express a strong vote of support and highlight the student's academic and personal strengths that will support his request for a scholarship.

- For our graduate programs, two letters of recommendation should be presented: one from a former professor and another from a former or actual employer (direct supervisor). These letters should clearly refer to the applicants' skills and leadership qualities. Referees must not have family ties with the student.

### Policy on Scholarships and Payment Facilities

- For University Board scholarships, the applicant must present all supporting documentation.
- Copies of tax filings with IRS, only for US citizens and Legal Residents.
- Copies of ID (non-US citizens).
- The application must be presented according to corresponding semester (Fall, Summer, Spring).

This information should be submitted to the Admissions Department at: [admissions@mbtu.us](mailto:admissions@mbtu.us)

### Approval Process

1. The applicant must:
  - a. Complete the scholarship application.
  - b. Depending on the type of scholarship, present all additional documents supporting the application.
  - c. Meet the corresponding deadlines (the application must be dated at least 48 hours before the deadline).
2. The Scholarship Selection Committee oversees analyzing and makes a final decision regarding recipients. This committee is formed by the Academic Director and the Academic Coordinator.
3. The Scholarship Selection Committee will decide within ten (10) days prior to the beginning of classes each academic period.
4. Scholars are to be selected on an objective and nondiscriminatory basis. The decision will be made based on criteria that involves prior academic performance; recommendations from former instructors and/or employers who can attest the applicant's capabilities; additional biographical information regarding an applicant's career, academic and other relevant experiences (i.e. artistic, cultural, scientific, sports related); financial need; and conclusions which the Scholarship Selection Committee may draw as to the applicant's motivation, character, ability, or potential from the interview.
5. Scholarships will be in a range of 68 to 100%.
6. The Scholarship Selection Committee will send a written notification about its final decision to the applicants.

### Employment Contract Disclaimer

The university does not guarantee employment, although assistance with placement is provided.

### General Information

#### School Holidays

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Memorial Day

Juneteenth National Independence Day

Independence Day

Labor Day

Columbus Day

Veterans Day

Thanksgiving Day

Day after Thanksgiving Day

Christmas Day

## **Grievance policy**

The purpose of this policy is to provide a clear and comprehensive framework for addressing student grievances and complaints. It is essential to promote a safe, harmonious, and bias-free environment for the university community while ensuring that students' rights and concerns are addressed promptly and fairly.

MBTU students are expected to uphold high standards of integrity and behavior, inside and outside of the university. Any member of the university community, department or academic unit may register a complaint of violation of the Code of Conduct.

### **GENERAL PROVISIONS**

- When the complaint concerns a faculty member or administrator, the institution will ensure that the faculty member or administrator has had sufficient opportunity to provide a response to the complaint.
- The policy prohibits retaliatory acts against anyone who files a grievance and/or complaint.
- All grievances must be signed and dated, except sexual harassment grievances if the student chooses.
- Filing a grievance does not exempt students from meeting academic requirements.
- All grievances/complaints will be retained as a part of the institution's record of student grievances/complaints.

### **TYPES OF GRIEVANCES**



- **Standard Grievance:** Students may file a standard grievance when they believe a university employee, fellow student, or third party has violated university policies or acted in a discriminatory manner. It covers issues related to age, sex, race, ethnicity, religion, national origin, disability, or other conditions. It also encompasses administrative, financial and technical matters.
- **Academic Grievance:** Students can file an academic grievance if they have concerns related to workshops, forums, academic content, final grades, classroom procedures, unfair treatment by an instructor, or discrepancies in course requirements.

## PROCEDURE

### Standard Grievance

If any student deems it necessary to file a grievance, in accordance with the criteria defined previously, they must report this incident to the Student Service Coordinator at [studentservices@mbtu.us](mailto:studentservices@mbtu.us). The Student Services Coordinator will initiate the necessary analysis and engage with the relevant parties to ensure a suitable response within a period of 15 business days.

### ACADEMIC GRIEVANCE

A complaint must be prepared in writing and be initially directed to the Academic Director and/or the Academic Coordinator. Any complaint should be submitted as soon as possible after the incident occurs, preferably within forty-eight (48) hours.

1. The first level is the Academic Coordinator. If, after receiving the Academic Coordinator's answer, the student is not satisfied, the student may then proceed to the 2nd level which is the Academic Director.
2. Submit the problem to the Academic Director for a final decision or resolution. In the event the student is asked to present the complaint in writing, the Academic Director will review the case and discuss the facts with all those involved. The student will then be provided with a final answer to the matter. The final answer will be provided in 10 business days.
3. If on the other hand, the student does not want to talk with someone about the complaint or grievance he/she may write down the complaint on a piece of paper and email it to [lcontino@mbtu.us](mailto:lcontino@mbtu.us). The complaint will be reviewed by the Academic Director's office, and if merited a decision will be announced. In addition, it will also be discussed in any other necessary meeting.
4. The student who is not satisfied with the decision rendered by the Academic Director level staff, can petition in writing to the University Executive Director, whom after reading the petition and reviewing all relevant information will make a final determination on the issue. The final answer will be provided in 15 business days.

### RETENTION AND STORAGE

The Student Services Coordinator and Academic Coordinator will store all documents and records related to grievances/complaints in the institutional digital repository. These will be stored in a secure and organized digital format, ensuring their accessibility and indefinite preservation.

Filing a complaint with the Commission for Independent Education (CIE)

In accordance with rule 6N-1.006, F.A.C. for unresolved matters, students may contact the Commission for Independent Education, Florida Department of Education.

To voice a concern against a nonpublic postsecondary institution in Florida, please write a letter or send an e-mail to the Commission for Independent Education with the information detailed in the section Student Concerns on CIE's website.

Send Letter To:

Commission for Independent Education 325 W. Gaines Street, Suite 1414

Tallahassee, FL. 32399-0400

Or E-mail: CIEINFO@fldoe.org

Or Fax: 850-245-3238

### Disciplinary Action

In extreme cases, it may be necessary to administer disciplinary action. The steps of corrective disciplinary action are:

- First Violation: a verbal action/warning
- Second Violation: a written warning
- Third Violation: expulsion from the Institution.

There are certain violations, which are of such a serious nature that they will result in an immediate expulsion by the Academic Director without the above steps.

### Complaint Withdrawal

Student may withdraw a complaint at any time during the complaint process by notifying, in writing, the Student Services Coordinator, Executive Director, and/or President, as applicable.

## Potential Employment

Upon successful completion of programs, the graduate students may qualify to manage or direct medium to large complex businesses or corporations. Graduates will possess the knowledge and skills to integrate the latest and developing technologies, such as online communications, global marketing, and rapidly changing information technology into a successful business, as well as the skills to develop a comprehensive business plan for such an organization.

Disclaimer: Many companies may require background checks and/or drug screenings as a qualification for employment. MBTU offers students assistance, and advice to get a job, although the institution does not guarantee employment.

## Disciplinary Action

Disciplinary penalties of a progressive nature may be imposed on a student for violations of law and/or the Student Code of Conduct. Any of these penalties may be imposed on a student, a group of students or a student organization.

The corresponding authority shall notify the student, in writing, of specific details of the penalties. A copy will be maintained in the student's official University record. The student shall be informed that further violations of university rules and regulations may result in more severe disciplinary action.

These penalties include but are not limited to the following:

1. **Expulsion:** Permanent termination of a student's privilege to attend the University. This may include a restrictive order that would exclude the person from campus.
2. **Suspension:** Termination of a student's privilege to attend the University for an indefinite or a specified period. This may include a restrictive order that would exclude the person from campus.
3. **Probation:** A formal action for violation of university rules and regulations. As a result of conduct probation, conditions are placed upon the student's continued attendance at MBTU.
4. **Restrictions:** Conditions imposed on a student that would specifically dictate and limit future presence on the University campus and participation in university-related activities. The restrictions involved will be clearly identified.
5. **Restitution:** Payment for damages in cases involving theft, destruction, or loss of property.

**Reprimand:** A written statement documenting student misconduct which reflects unfavorably on a student's file.

## **Non-discrimination Policy**

Consistent with federal policy, it is established that no person will be excluded from training, denied any training benefits, or subjected to discrimination in any hiring practice or university activity based on race, creed, color, disability, nationality, sex, age, political affiliation, sexual orientation, marital status, or belief.

To ensure the continued success of equal opportunity and freedom from discrimination in all its programs, MBTU hereby reaffirms that it is the responsibility of all staff, management, and supervisors to actively work to ensure equal opportunity within their respective departments, as well as demonstrating a personal and professional commitment to equal opportunities for all people. Administrative and academic staff have the responsibility to provide leadership and support for equal opportunity programs.

## **Students with disabilities Policy**

MBTU complies with the Rehabilitation Act of 1973 (Section 504) which requires that qualified persons with disabilities shall not be excluded based on their condition when they enroll in courses. Students who want special accommodation(s), in accordance with the Law, will have to disclose the special needs they have at the time of enrollment. Students must also provide medical documentation to support their request for accommodation. The information must be kept in the student folder and is confidential. As appropriate, the university makes every effort to make reasonable accommodations.

## **Confidentiality and Privacy Policy**

At Miami Business Technological University (MBTU), we are committed to safeguarding the privacy and confidentiality of our students' education records in compliance with the Family Educational Rights and Privacy Act of 1974 (FERPA), as well as the general provisions pertaining privacy and confidentiality at MBTU.

Students have the right to inspect and review their education records within 45 days of the day MBTU receives the request. To access their records, students should submit a written request to the Office of the Registrar, specifying the records they wish to inspect. MBTU will arrange for access and inform the student of the time and place for review. If the requested records are not maintained by the Office of the Registrar, the student will be directed to the appropriate university official.

Students have the right to request the amendment of their education records if they believe the records are inaccurate, misleading, or violate their privacy rights under FERPA. To initiate an amendment, students should submit a written request to the Office of the Registrar, clearly identifying the part of the record to be changed and providing a reason for the requested amendment. If MBTU declines the requested amendment, the student has the right to request a formal hearing regarding the amendment. The student should request a hearing to the Office of the Registrar.

MBTU will not disclose Personally Identifiable Information (PII) from a student's education records without the student's prior written consent, except as authorized by FERPA. Exceptions include disclosures to:

- School officials with a legitimate educational interest;
- Schools in which a student seeks or intends to enroll;
- Authorized representatives of Federal, State and local educational authorities conducting an audit, evaluation or enforcement of Federally or State-supported education programs;
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary for certain purposes;
- A victim of an alleged perpetrator of a crime of violence or non-forcible sex offense;
- Anyone if the disclosure is in connection with a disciplinary proceeding in which the institution discloses the final results of the proceeding in which the student was found to be an alleged perpetrator of a crime of violence or non-forcible sex offense;
- Organizations conducting studies to improve instruction, administer student aid programs, or develop, validate or administer predictive tests on behalf of schools;
- Accrediting organizations;
- Parents of a dependent student;
- To comply with a judicial order or subpoena, after a reasonable effort to notify the student, unless the subpoena is a Federal grand jury subpoena or any other subpoena issued for a law enforcement purpose and the court or other issuing agency has ordered that the existence of the contents of the subpoena or the information furnished not be disclosed;
- In a health or safety emergency

The student must provide a signed and dated written consent to the Registrar before MBTU discloses the information except for the information established as "Directory Information". Students have the right to file a complaint with the U.S. Department of Education if they believe that MBTU has failed to

comply with FERPA requirements. The student must contact the U.S Department of Education. The contact information for the office that administers FERPA is as follows:

Family Compliance Office

U.S. Department of Education

400 Maryland Avenue, S.W. Washington, D.C. 20202-8520

Or visit the FERPA section on the U.S. Department of Education website for more information.

MBTU has established the following information as “Directory Information”, which it may disclose without the student’s written consent:

- Name of a student who is in attendance or who has been in attendance.
- MBTU e-mail address of a present or former student.
- Major field of study of a present or former student.
- Dates of attendance.
- Degrees and awards received, and appropriate dates.
- Classification (enrollment status) and level of study.

If the student does not want the release of certain types of directory information without his/her prior consent, the student may choose to “opt-out” of this FERPA exception. The student should notify his/her desire to opt out to the Registrar's office at registrar@mbtu.us.

At MBTU, we are dedicated to upholding the privacy of your data and online transactions. Our online platforms and services adhere to the industry's security standard, employing Secure Socket Layer (SSL) encryption to ensure the protection of your virtual sessions, live classes, digital library, and financial transactions. If you fill out a request for information through the "Contact us," "WhatsApp" option, or "Request information" forms on our website, we may retain your email address and any additional details you furnish. This data might be utilized for future contact via mail, email, or phone to share information about Miami Business Technological University. Miami Business Technological University gathers diverse data from our website's visitors to assist us in improving our website to meet your requirements. Some of this data is automatically gathered through cookies, while other information is obtained when you register for any of our online services. Your email and other details will not be traded, shared, or provided to any other entity for any reason, except with your consent, and solely for the purpose of delivering the requested service. By using MBTU’s website, you consent to the Confidentiality and Privacy Policy.

\*Any changes in the Confidentiality and Privacy Policy will be posted in MBTU’s website.

## **Records retention policy**

### **PURPOSE**

Miami Business Technological University (MBTU) is dedicated to maintaining organized and secure records while ensuring compliance with applicable federal and state regulations. This Records Retention

Policy outlines the guidelines for the creation, retention, and disposal of university records, including student academic records, administrative documents, and other records generated as part of MBTU's operations.

#### SCOPE

This policy applies to all faculty, staff, and administrators at MBTU who generate, maintain, or handle university records, regardless of the format in which they are created (paper or electronic).

#### DOCUMENT CREATION

1. Faculty and staff are responsible for creating and maintaining university records as necessary to conduct the university's operations and fulfill its academic and administrative functions.
2. Documents should be accurate, complete, and in compliance with applicable laws and regulations.
3. Official student academic records, administrative documents, and other essential records shall be properly documented, organized, and stored in a secure manner.
4. Records should be generated and stored electronically whenever possible, to facilitate efficient document management.

#### DOCUMENT RETENTION

MBTU will retain records for the following periods unless a specific legal requirement dictates otherwise. This policy applies to both paper and electronic records.

#### STUDENT ACADEMIC RECORDS

- Transcripts, diplomas, and other academic achievements - Indefinitely.
- Admission records - 7 years after the student's last enrollment.
- Academic progress records - 7 years after the student's last enrollment.
- Financial records - 7 years after the end of the fiscal year to which they pertain.
- Financial aid records - 7 years after the end of the fiscal year in which aid was awarded.

#### ADMINISTRATIVE DOCUMENTS

- Personnel records - 7 years from the date of termination.
- Contracts and agreements - Duration of the agreement plus 7 years.
- Governance records - Permanent retention.

#### OTHER RECORDS

- Publications and promotional materials - As needed for historical and reference purposes.

- Student complaints and grievance records - 7 years from the date of resolution.
- Legal records - As specified by the university's legal counsel.

#### DOCUMENT DISPOSAL

1. When the retention period for a record expires, it should be destroyed securely and in a manner that preserves confidentiality.
2. Paper records containing sensitive information must be shredded or otherwise rendered unreadable.
3. Electronic records should be permanently deleted or overwritten to prevent recovery.

#### RECORDS RETENTION REVIEW

MBTU will periodically review and update this policy to ensure compliance with legal requirements and the evolving needs of the university.

For further information regarding this policy or its application, the inquiry should be directed to the Office of the Registrar at registrar@mbtu.us

## Academic Information

### Credit Hour

The University awards credit on a semester system. A semester credit hour is equivalent to 15 hours of classroom contact and/or forum classroom discussion with the Professor.

NOTE: Standard undergraduate and graduate courses are offered for three credits.

### Attendance in Class

Students are expected to attend every synchronous session and to be connected on time, but it is not mandatory. Attendance requirements are listed on the syllabus. It is the responsibility of the student to make up work missed. Those students who do not connect in real time to the synchronous session must view the recording.

All users can interact with the platform both individually and simultaneously. All participants do not need to be present or connected at the same time.

For students with ten percent (10%) or more of unexcused absences in half or more of the courses registered at the end of the academic period, MBTU will apply its academic performance policy. Excused absences will be granted only for acceptable mitigating circumstances. The course instructor will have authority to decide what to accept as an excused absence.

### Monitoring

Instructors will use participation in forums, exams, and assignments to determine student attendance or absence. To make this determination, faculty members will consider reports generated by the computerized learning platform.

## Graduation Requirements


The following graduation requirements apply to Associate, Bachelor, and Master's degree programs at MBTU.

- Students must successfully complete all courses within their respective program, as outlined in the University Catalog, at the time of their enrollment.
- Undergraduate students must complete the program with a minimum overall GPA of 2.0. Graduate students must complete the program with a minimum overall GPA of 3.0.
- Students must complete all course requirements for their program, within 150% of the stated program length.

## Grading System and Scale

Learning assessment can go several ways. Assignments, exams, and forums. For assignments, students send a file; the instructor grades them and provides feedback. All exams and contests are administered through the password protected online platform. These are controlled by IP tracking to identify the student as the only user. The online platform presents the results of exams and objective tests (that is, those with multiple options, true / false, etc. types of questions) instantly. The instructor manually checks open questions (for example, essay questions, short answer questions). The results are presented as soon as the instructor completes the grading.

MBTU expects students to adhere to the timeline and retake the policies provided by the course teacher and the program. The course instructor reserves the right to allow the reassigning of homework, exams and/or assignments.

 <b>Grading</b>			
<b>Letter Grade</b>	<b>Definition</b>	<b>Percentile</b>	<b>GPA</b>
<b>A</b>	Excellent	97-100%	4.0
<b>A-</b>		90-96%	3.7
<b>B+</b>	Good	87-89%	3.3
<b>B</b>		80-86%	3.0
<b>B-</b>		78-79%	2.7
<b>C+</b>	Satisfactory	75-77%	2.3
<b>C</b>		70-74%	2.0
<b>C-</b>		67-69%	1.7
<b>D+</b>	Insufficient	63-66%	1.3
<b>D</b>		57-62%	1.0
<b>F</b>	Failing	Below 57%	0.0
<b>I</b>	Incomplete		
<b>W</b>	Class Withdrawn		
<b>TR</b>	Transfer Credits		



Instructors can provide informal assessment through forums, chats, and other communication tools. This helps to provide continuous evaluation and feedback to students while preparing their formal assessments.

When a student sends a message with a question or posts a question in a forum, he expects the instructor to reply within 24 hours. For the evaluations specified by the instructor's review, grading and feedback, the response time is one week.

## **Satisfactory Academic Progress Policy**

The definition of Satisfactory Academic Progress has both qualitative and quantitative criteria that must be met. The student must meet both sets of criteria to make Satisfactory Academic Progress. Unmet satisfactory academic progress also affects scholarship eligibility.

To make Satisfactory Academic Progress, the student must comply with the following two criteria:

1. Demonstrate a minimum overall cumulative grade point average of 3.0 for graduate students and 2.0 for undergraduate students at the end of every semester.
2. Demonstrate successful completion of the required percentage of the total cumulative Semester Credit Hours he or she has attempted in the program of study.

In case the student meets an unsatisfactory performance through the semester, they will receive a notification about this as well as a list of student resources, such as tutoring or extra tutoring hours with the instructor.

If the student fails to improve their GPA after receiving the notification, the student is sent to Academic Warning for the next semester.

Furthermore, if a graduate student continues showing poor performance, with a GPA below 3.0, he or she will go under Academic Probation and Academic Dismissal will happen once the student does not meet SAP standards for the third time.

If an undergraduate student continues showing poor performance, with a GPA below 2.0, he or she will go under Academic Probation and Academic Dismissal will happen once the student does not meet SAP standards for the third time.

## **Non-Academic Dismissal**

MBTU has additional, non-academic, professional standards that, if breached, may make it impossible/not feasible for a student to continue in a program. Examples of non-academic requirements might include requirements on integrity, criminal history, or the like. This policy formalizes the process by which students may be removed from programs on non-academic grounds. Non-academic conditions that potentially limit admission or could result in dismissal from a program must be approved by MBTU's Academic Department through the same processes used for the approval of academic admission/dismissal requirements. Students found in violation of the Code of Conduct will be considered for dismissal. Students under consideration for dismissal will be notified, in writing, of the time, date, and location where they may be heard by and present information to the decision-making body. The student

will be notified of the decision and, if dismissed, of their right to appeal against the decision. Students may appeal dismissal from a program. Appeals of dismissals from a program will be heard by the Academic Department.

## Leave of absence, no-show, and readmission policy

Everything is processed through the Student Services Coordinator

### Vacation - LOA (leave of absence)

The student presents the request to the Student Services Coordinator. The Student Services Coordinator sends the student the LOA form to be completed and signed by the student. Asking for vacations delays the graduation date, since the student will now have a customized academic plan. The situation in which the LOA occurs is when the students must stop studying temporarily and they wish to continue the program in no more than 180 days. The students who already have a customized plan cannot request LOA, since they would exceed the maximum time established to complete the program. In case of exceeding this time, the student must make a readmission and pay a fee of \$150.

### No-show

For those students who register for a class and don't show up with prior notification. The student will have the right to restart the program paying a readmission fee of \$150.

### Readmission

If the student wishes to return, he must notify the Admissions Department and go through a readmission process. He will be required to pay a readmission fee of \$150 and will pick up the program where he left off. Other rates may apply if there are changes at the time the student rejoins.

## Course Numbering

The University uses a course numbering system to identify the level of each course. It combines letters for the course name and three numbers to indicate the level. See details below:

100 to 299: Lower Division Courses	
100-199	General Education
200-299	Intermediate Level Courses
300 TO 499: Upper Division Courses	
300-399	Advanced Intermediate Level
400-499	Advanced Level
500-699: Graduate Courses	

## Transfer of Credits

Prior to applying to MBTU, prospective students must include any institution (s) previously attended on the Application for Admission to MBTU to qualify for consideration as transfer credit.

If the institution(s) is/are not listed on the application, no transfer credit can be considered in the future. The Academic office will evaluate and award up to 50% of the program.

If requested by the student, the Academic Department will conduct a secondary evaluation of transcripts during the term of the student's enrollment and award additional transferred credit as appropriate up to the total of 50% of the program, since students can earn credits at some of the institutions listed in the application while enrolled at MBTU.

There is a nonrefundable \$200 fee for the transfer of credits analysis. The discount for the transferred credits does not apply with other discounts. The transferred credit discounted price will be equal to the price of the MBTU credit at the moment of enrollment.

The credit transfer system may accept five types of transfer credit:

Credit earned at regionally or nationally accredited institutions

Credit earned at independent/licensed institutions

Credit earned by examination (CLEP)

Credit transfer through specific Academic Agreements

\*The transfer of credits is at the discretion of the accepting institution, and it is the student's responsibility to confirm whether credentials will be accepted by another institution of the student's choice.

#### Credit Earned at Regionally/Nationally Accredited Institutions

Most course credit earned at regionally/nationally accredited colleges and universities will be accepted by MBTU, provided the following requirements are met:

A grade of "B" and above (C- is not accepted)

The course is 100-level or above (college-level)

Determinations as to how the transfer credits will be applied to specific degree requirements are made by an academic advisor, in consideration of the student's overall degree plan.

#### Credit limits

Whichever is the category, no more than 50% of the program credits may be transferable.  
Exclusions/exceptions

- Orientation courses from other institutions will not be accepted by MBTU.
- ESL (English as a Second Language) courses are also not accepted for MBTU transfer credit.

#### Credit Earned at Independently or Privately Accredited/Licensed Institutions

Credit earned at institutions accredited by bodies other than recognized regional accrediting organizations will be considered only if institution is listed in the guidebook Accredited Institutions of Postsecondary Education, published by the American Council on Education (ACE).

A maximum of 15 semester credit hours (or equivalent quarter hours) from independently or privately accredited institutions may be applied to the program degree requirements.

Orientation Courses and ESL Courses are not eligible for transfer credit.

### Credit Earned by Examination

CLEP (College Level Examination Program) may be used to fulfill certain general education or elective credit requirements. Only those examinations that have been reviewed and approved by the university are acceptable for credit transferring. (For specific information about tests that are accepted contact the Office of Admissions.)

MBTU departmental credit-by-exam opportunities may also be used to fulfill certain general education or elective credit requirements. Some departments have placement exams that may be used to earn exemptions from certain prerequisites, but no credit is awarded for passing these exams. Contact the Office of Admissions for more information.

### Credit transfer through specific Academic Agreements

Each Letter of Agreement or Memo of Understanding will specify the number of credits to be transferred.

\*The transfer of credits is at the discretion of the accepting institution, and it is the student's responsibility to confirm whether credentials will be accepted by another institution of the student's choice.

## Student Services

### Student Responsibilities

A student who registers at MBTU is obligated to accept the rules and regulations of the University, which may be changed as circumstances make changes desirable or necessary. Although prior notice of changes will not be given on an individual basis, any such changes are subsequently published. Lack of knowledge concerning regulations is not an acceptable excuse for failure to comply with published rules and regulations. MBTU does not condone student dishonesty, including academic dishonesty. If a student copies information without documentation, copies another student's work or allows their work to be used by other students, they should expect consequences consistent with the MBTU policy on academic dishonesty. In most cases, the lowest grade is assigned to any assignment or test involving documented academic dishonesty. Here are some personal responsibilities directed to the student:

- Be an active participant in your learning process.
- Acquire enough skills and knowledge in the management of communication technologies, pedagogies of the modality, and the educational model.
- Have a high discipline in the management and programming of their study time.
- Have a self-critical ability to perform self-assessments in a way that allows them to achieve the proposed learning outcomes.
- Studying an online career demands a lot of commitment and discipline from the student, so it is important that you learn to organize the time you will assign each week to your studying, establishing for instance a specific daily schedule that does not interfere with the other activities of your daily routine.
- It is also important that the chosen place for the study days (office, home, etc.) provides an adequate space, with good lighting, excellent internet signal, noise-free environment, ergonomic and comfortable furniture.

· It is recommended that you develop your own academic calendar by placing the key dates of each learning path of the subjects you are studying and setting reminders (cell phone alarm, electronic calendar, etc.) for the days when you have academic chat or class in alive.

## Libraries

The technological model for online education has access to scientific databases, virtual libraries, and the portal of scientific journals published by the University as sources of consultation, creativity, and innovation in the generation of training research processes, the students, instructors, authors, and tutors.

These libraries and databases with more than 3,000 bibliographic resources, allow access to different areas of knowledge (business, science and technology, humanities, social sciences, etc.), and articles on current academic topics.

MBTU has its own data center to provide the required services for the development of academic and research activities. The growth of the data center is projected for five years in its platform of local servers supported with services in the cloud that provides easy, rapid growth according to the objectives of the institution and the faculty.

eLibro.net Library [library@mbtu.us](mailto:library@mbtu.us)

<https://elibro.net/es/lc/mbtu/inicio/>

## Data Center Information

The servers are housed in one of the data centers of the IWeb company, which is based in Montreal, Canada.

### Datacenter iWeb

- Location: 5945 Couture. H1P 1A8 St-Leonard, Canada.
- Speed: 100Mbps

### Server Information

The servers respond to the following characteristics:

- CPU: Intel Core2 Duo CPU E7500
- RAM: 8GB
- Storage: 1TB in RAID1 (mirrored) + 1TB in RAID1 (mirrored)

In the event of disk incidents, the application can be lifted using the second disk. The servers only have the necessary ports for the application exposed to the Internet, as well as those for administration, which is done through a secure connection (SSH).

### Backup Policy

The backup policy consists of:

A daily nightly backup is made of all the application data, Database and Server configuration, in another Server dedicated to backups, which is physically located in another datacenter of the same company (iWeb).

The last 7 daily backups are always maintained.

If it is necessary to recover the backup of the application, along with its database, depending on the volume of them at the time of recovery, it could take about 1 to 2 hours.

Among these services in the cloud is the inter-institutional e-mail system, the learning management system, the content management system and the storage databases of video classes and live classes.

## **Student Support Services**

This Department ensures that student services are available to all students and alumni; Student Support Services cover areas related to career development, academic advising, employment assistance and study search at other levels.

The support services include orientation, academic tutoring, financial aid advisement, academic advisement, grade and academic progress monitoring, placement guidance, student ID card processing, change of contact information request, workshop provision, leadership development, graduation ceremony information, and cultural activities.

Student services require several functions that respond to the academic and service needs of students, graduates, teachers, media, and methodologies that cover areas related to student services, information dissemination, training and professional development of students and teachers.

This department offers statistics of the services offered to the student, employability for graduates, instruction update, follow-up of students, courses, and teachers, being responsible for accompanying the academy in the provision of quality professional training, ensuring the relevance of the offered programs.

The Department is also responsible for planning, directing, supervising, and evaluating the activities that allow students to attend individually and collectively, to seek their well-being, achieve the best use of educational opportunities and promote integral development of your personality, online and customized support, monitoring, advice, and virtual spaces that will support your learning.

The office offers a full range of services for students and alumni. These services include, but are not limited to:

Information on job offers: Our school does not do job placement. However, we do help students with tools that will help them improve their chances of employment. We send students tips and resources for the job search process. All current job opportunities are published on our website. Students will receive a resume template in case they want to use it. If they already have a resume and want us to look at it and give them our opinion, they can send it to us.

Vocational guidance: Student services welcomes students and alumni to discuss any topic of interest that allows them to prepare for a job or become entrepreneurs in their area (online workshops interview techniques, curriculum development, conversation, others).

Financial Aid Advisement: Advise students and parents on the financial aid application process and offer information about aid programs suitable for them. Based on what the applicant may qualify for, they show students repayment plans and walk them through how to plan for expenses.

## Educational Tools

The technological model is focused on student learning and is divided into interacting components for the online student to develop their competences through autonomous, collaborative, and practical learning.

## Access and Support Component

Upon entry to the systems of online education, the student will require their electronic credentials which allow them to establish a communication with their teachers, career coordinators, technical support on the platform, access to virtual learning resources, access to academic system, access to databases, virtual libraries, and interaction with the university community.

## Technological Requirements

- Desktop computer or laptop with Windows 10 (or higher), MacOS 10.14 (or higher), Ubuntu 12 (or higher)
- Intel Core i3 processor, AMD Ryzen 3, or higher
- 8 GB of RAM
- 10 GB of free disk space
- Android tablet 10.0 (or higher) or iPad with iOS 12 (or higher)

### ACCESORIES

- Webcam
- Microphone
- Speakers or headphones

### INTERNET

- High-speed internet connection with a minimum upload and download speed of 5 Mbps.
- Wired internet connection, if possible, or a nearby wireless connection.

### WEB BROWSER

- It is mandatory for supervised assessments to use the Google Chrome browser.
- For browsing content and viewing study materials, you can use your preferred web browser.

### MOBILE DEVICES

The Educativa Learning Management System (LMS) is available for mobile devices (Android / iOS) and can be downloaded from the app store of each device.

## **Educational Platform and Multimedia Content**

MBTU uses an official LMS known as Educativa. This educational platform is a learning management system that allows the interaction of students with instructors through the control, administration and distribution of activities in a face-to-face manner, teaching materials, photographs, illustrations, videos that reinforce the theoretical content, with interactive exercises, self-evaluations that help students to fix their training knowledge, final evaluations, grades, surveys, attendance control by month, weeks, days and hours in the period of time communicating with students both, asynchronously and synchronously.

The learning system has the management of activities with downloads and return to students, notice or notification to the tutor when an activity is done allowing the activity or practical work to be graded. Instructors are expected to respond to students' questions, comments and or concerns in 24 hours using the email provided in the course syllabus.

The educational platform has a content management system that allows you to store different multimedia formats to the student with all the digital material required in the learning process such as multimedia presentations, electronic documents in different formats, video tutorials.

## **Administrative Platform**

The University has an academic system that allows the registration of curriculums, students, teachers, registration, notes, and attendance control for instructors and students, additionally provides the student with an application for mobile devices where they can be consulted their academic records and access to the institutional portal for the services offered by the university.

## **Research Platform**

The technological model for online education has access to scientific databases, virtual libraries, and the portal of scientific journals edited by the University as sources of consultation, creativity, and innovation in the generation of applied research processes and formative of the students and teachers.

These libraries and database allow access to more than 134,000 titles from different areas of knowledge (business, science and technology, humanities, social sciences, etc.), and databases of more than 8,500 current academic topics.

## **Criteria Hardware, Software and Networks**

MBTU has the following technological infrastructure for study programs in Online mode:

### **Learning Resources**

The content management and the virtual learning management systems that empower the exchange of information and the administration of activities of the training process are ran in technologies called cloud computing or cloud services, which allow a total independence of the infrastructure technology of MBTU and can operate 24/7. While it is true that the content management and learning system resides in the cloud, the University has its own hardware, software, and telecommunications technological infrastructure, which allows users to interact with the LMS and CMS platform for the development of the contents, administrative management and other clearly academic and / or administrative functions.



The content management and learning platform is covered under a Software use license agreement that recognizes that the intellectual property of the academic content published on the platform always corresponds to MBTU.

## Learning Management System

The learning management system of MBTU is a platform used to manage, distribute, and control the activities of distance learning in the institution.

The features offered by the learning management system of the MBTU virtual campus are:

- Management of user resources, materials, and training activities.
- Monitoring of the learning process.
- Execution of evaluations.
- Report generation.
- Management of communication services such as forums, chats, mail, and mass messages.
- Social constructivist pedagogy through collaboration among students, between teachers with scientific research activities and critical reflection.

## Characteristics of the Learning Management System

### Pedagogical Tools

Resource Management: online user help, textual content, incorporation of academic material, animations, videos, audio, use of mathematical equations, PowerPoint presentations, adobe acrobat, surveys, community creation and wikis.

Follow-up of course progress: monitoring of activity of students and teachers with detailed reports, progress control, task alerts.

Evaluations: Date management for control of start and end of evaluations, content management with question banks, ability to generate and check evaluations as per teachers' indications, time control with warning messages for the completion of evaluations and compatibility of SCORM packages, and the result of an evaluation.

Asynchronous Communication: Personal communication via email, administration of messages through labels and audits of emails by administrators, which include notifications of news of general interest for the course, correction of activities, differentiated alert of the materials pending review for the completion of the course and unread support materials, forums organized by units for discussion environments and consultations with possibility to establish automatic opening and closing dates in the topics of debate and attach files and pictures of students in each intervention. Accessibility to work with nested forums and flat forums, and the result of an evaluation.

Synchronous communication: Textual conversations via online chats with the possibility of saving conversation history in public and private rooms, complemented by video conferencing between users using the google apps.

Access to the study material: The student can access the schedule-based material before the class session.

### Instructor's virtual work environment

Authoring tools: The virtual campus has a simple interface, through an integrated editor that hides the complexity of the editing process in HTML language, this editor allows the embedding of FLV type files, images, creation of didactic guide to link educational resources of the course.

Course management: allows the teacher to manage the administration of the users belonging to their group and to have access to the categories, calendar of activities, study materials, activities, and evaluations.

User Registration: Students can be registered by roles, permissions, and profiles, which can send group messages for notification of activation to the virtual classroom that allows you to be ready to access the different categories, topics, contents, surveys, activities, questions, and evaluations

### Reports

This option provides information on user accesses grouped by month, by day, by hour, by week and by section.

Repository: allows the teacher author and tutor to have their repository for all the necessary educational material that can be seen by the students of the assigned classroom

### Content Management System

A content management system (CMS), as the name implies, is a framework that allows us to manage content in digital media, it is mainly used for websites, thus facilitating its prompt updating without having to depend exclusively on a programmer.

It consists of an interface which controls one or several databases in which the different contents of the digital medium are housed. One of the advantages of using the CMS is to be able to manage the content and change the design without having to format each of the pages that comprise the site, in addition to optimizing the administration time, and requiring a basic-level knowledge of programming for those who must update the contents of the site.

The virtual campus has a tool that allows teachers to create a page layout that describes how to guide the student in their learning process. This is carried out through the incorporation of videos, the order of readings of educational resources, etc.

For this reason, our platform has a content management system that facilitates teachers the tasks of personalization of the virtual classroom and classes, being able to share texts, links, images, and other resources easily with their students.

In addition to the above, both student and teacher users have different channels of information exchange and socialization, such as chats, forums, wikis, file storage in the virtual campus, libraries, etc.

### Institutional Portal

Our Institutional platform provides teachers, students, and the public at national and international level with educational, academic, and administrative services offered from an Internet URL.

### Resources of databases and virtual libraries

MBTU provides access to various virtual libraries for its students and teachers, where they can check databases that contain several texts and videos, providing a wide range of tools for comprehensive development that are offered to all educational community.

### Institutional e-mail system

MBTU uses its mail system based on Microsoft 365 to improve mobility and manage asynchronous communication between students and teachers.

### Video conference System

For synchronous communication between students and teachers, video conferencing is used to allow personalized controls and schedule activities.

The virtual campus users can request support in 3 ways:

Support level 1: By sending an email to the account [eerazo@mbtu.us](mailto:eerazo@mbtu.us), the MBTU support manager will revise and process the situation, being a first level technical manager.

Support level 2: Level 2 support can receive support requests from level 1 or through the platform (direct from users who are connected on the platform).

Support level 3: Level 3 meets requirements only when requested by level 2 and it is a technical issue of greater complexity. The level 3 support is assisted by the platform provider on help desk issues, technical support, documentation, and personalization of the virtual campus, and can be contacted as follows:

Email: [soporte@educativa.com](mailto:soporte@educativa.com)

Skype: [educativa\\_soporte@hotmail.com](https://www.hotmail.com) Tel: +54 (341) 4402514

URL: [www.educativa.com](http://www.educativa.com)

### Criteria Technical Specifications for Users

To ensure that you have an optimal learning experience while using our virtual campus and Adobe Connect or some other software that teachers consider convenient; you will need:

#### Operating system

Note: Adobe Connect can be used on any kind of computer (Windows and Mac), also on mobile devices (Tablets and cell phones with Android and IOS) to attend live classes. For the rest of academic activities, please note that although most course materials can be accessed via mobile devices, video lectures will be of better quality and are conducted over a high-speed network.

#### Network Model

The network model for MBTU Online Programs is based on the interconnectivity between the different actors, platforms and resources that is carried out using the Internet, where four main groups are identified:

#### Platforms of virtual classrooms and interaction

- The MBTU Virtual Campus is an LMS system and a CMS content manager, where the management of the students' training processes, the allocation of virtual classrooms, teachers, parallels, monitoring, storage of the contents and online support is carried out.
- The video conference system allows real-time classes, which can be recorded for further editing before being stored in the cloud, assigning passwords, becoming the latter a repository of multimedia resources for students.
- Access to digital libraries and databases, which have been contracted by the University for the use of their students, teachers, and researchers.

The students:

- Students stand as active participants who interact with the tutors and teachers throughout the different learning systems.

Availability, computer security:

- The use of two last mile providers guarantees the availability of the internet service.
- The installation of two firewalls with all the active services and configured on redundancy guarantees the security of the information and at the same time the availability of the institutional network due to the affectation of computer attacks or the presence of hackers.
- Contingency.

Application of academic, administrative, and online support processes:

- Academic Director: review of the multimedia content delivered by the content management area according to academic guidelines.
- Instructor's authors: development of the presentations and contents in the audio visual and didactic multimedia environment.
- Instructor's tutors: instructor committed as an author teacher who plans and carries out the activities in a strict manner.
- Multimedia developers: develop the course contents using specialized software within the audiovisual and multimedia branch. These are published in the MBTU virtual campus.
- Administrative and academic applications system: They register the academic and administrative record of each student.

This presented model ensures the availability, the capacity for growth and the possibility of increasing new services as soon as necessary in the forthcoming years.

## **Email and Internet Use Policy**

All email communications sent or received at Miami Business Technological University should be considered official MBTU correspondence. Such correspondence is subject to standards of good taste, propriety, courtesy and consideration. MBTU, under certain circumstances, such as an internal investigation, may retrieve emails, as they are subject to subpoena and discovery in legal proceedings.

Respect for others' privacy dictates that students should not try to access another individual's messages without the individual's permission.

Most computers at Miami Business Technological University have access to the Internet. It is expected that all individuals using MBTU's computers will use good judgment in determining the sites visited and the amount of time spent using the Internet.

## Hazing Prevention Policy

In compliance with Florida law, Miami Business Technological University defines hazing as any act whether physical, mental, emotional or psychological, which subjects another person, voluntarily or involuntarily, to anything that may abuse, mistreat, degrade, humiliate, harass, or intimidate that person, or which may in any fashion compromise their inherent dignity as a person.

Hazing is inherently in conflict with the purpose and goals of Miami Business Technological University. Therefore, such conduct will not be tolerated. Every effort will be made by MBTU to ensure that hazing will not victimize students.

## Code of Conduct

With the aim of promoting ethics within and outside of MBTU, the university undertook in a participatory manner with all its agencies and departments the elaboration of the Code of Ethics. This document contains the principles, responsibilities, and values of the behaviors, attitudes, and practices of the university community: authorities, teachers, students, employees, and workers.

Determine and promote principles, values, responsibilities, and ethical commitments in relation to behaviors and practices of the authorities, teachers, students, and collaborators of MBTU, with the conviction that they collaborate, acquire, and maintain exemplary ethical conduct.

The application scope of this Code of Ethics is mandatory for authorities, Teachers, Students, and collaborators.

All members of MBTU university community must comply with and enforce the Code of Ethics.

The members of the University community will carry out their duties, adhering to the principles and values of the institution:

### Loyalty

Loyalty is the value within us that allows us to be nice to someone, to be faithful to what they bring to our lives. We are loyal to those people who in some ways are important to us, have added positive value to our days and we have a feeling of love for them.

### Commitment

The value of commitment takes the human being beyond complying with an obligation, as it tests their capabilities to carry out everything that has been entrusted to.

### Discipline

It is the Code of Conduct that university community members must observe and comply with.

## Solidarity

Act of caring for and responding to the needs of others.

## Integrity

Proceed and act consistently between what is thought, felt, said, and done, cultivating honesty and respect for the truth.

## Social Responsibility

It is the obligation that the members of the community, society, institution, or company will have among themselves, as well as towards the society or community.

## Respect for Environment

Members of the university community should understand the process of teaching values to raise awareness of environmental protection, from a perspective of generating a commitment to future generations.

All members of the University community will apply the following responsibilities and commitments of this MBTU Code of Ethics:

- Know, respect, and apply the laws and regulations, codes, organic statutes, internal regulations, mission, vision, goals, institutional objectives and mechanisms of transparency and fight against corruption, seeking the collective good and applicable to the educational management of MBTU.
- Maintain a respectful, honest, warm, and open behavior to dialogue with members of the university community, which strengthens the commitment, the sense of belonging and the solid image of MBTU.
- Refrain from using his position, authority, or influence to obtain or seek undue benefits or advantages for himself or for third parties or to harm any other individual.
- Provide fast service according to the principles of effectiveness and warmth.
- Manage the information to which you have access in a responsible and honest way.
- Comply with the faithful compliance of the institutional information security policies, whether physical or digital, passwords and access management, and other issues related to information technology.
- Use the institution's resources and assets responsibly, appropriately, and optimally, exclusively for the purposes for which they have been allocated.

## General Responsibilities for all members

- Implement and disseminate this Code of Ethics.
- Motivate and recognize positive ethical behaviors.
- Ensure that research projects follow the ethical guidelines of MBTU.

- In the event of acts that deserve civil or criminal sanctions, accept, and learn of the breach of the Code of Ethics and refer to the competent body.
- Suggest solutions to the competent internal instance of cases that come to your knowledge and ensure the confidentiality of cases.
- Permanently plan the update and improvement of the Code of Ethics.
- Improve the internal procedures of the Ethics Committee.

## Prohibitions

MBTU prohibits the following actions, which are subject to the application of sanctions:

1. Execute all kinds of academic fraud. Plagiarism in all its manifestations and in all areas of MBTU.
2. The influence peddling in all kinds of administrative and academic procedures that take place in the daily activities of MBTU.
3. Purposefully provide distorted information and cease to collect the prescribed information as part of the obligations. Also altering and creating data that does not correspond to reality; also adulterating or manipulating the security mechanisms of the databases.
4. Abuse of their authority and fail to meet the deadlines and forms of delivery of the position, indicated in the regulations and rules.
5. Sexual and/or labor harassment, soliciting another class of inadequate offers to obtain advantages.
6. Performing dishonest, indecorous, and immoral acts that disrespect or damage the good name of the institution or its members; as well as acts that violate modesty and/or cause public scandal.
7. Possess, store, transport, distribute, sell, and consume psychotropic narcotic drugs and other controlled substances on the premises.
8. Express insults and/or slander against any member of the community and/or its collegiate bodies, which may affect the dignity, honor and reputation of the people or the image of the institution.
9. Prepare, induce, allow, or distribute the publication of anonymous letters, pamphlets or flyers that harm the dignity of any member of the university community.
10. Committing acts of violence or speech against any authority, teacher, fellow student, university server or worker who is part of MBTU.
11. Misuse the institutional information contained in the academic and administrative systems of MBTU.

## Institutional learning outcomes

Graduates will demonstrate the core knowledge in their discipline.

Graduates will have knowledge of the core concepts, issues, and methods in their field.

Graduates will engage in and/or conduct research and critical inquiry in the context of the discipline.

Graduates will engage in and conduct original research. Graduates will synthesize knowledge and use theory in the design and execution of research and practice.

Graduates will exhibit effective communication and presentation skills.

Graduates will use relevant information, integrate constructive feedback, and present work to others in an appropriate and effective manner.

Graduates will have the opportunity to develop transdisciplinary perspectives and methods.

Graduates will have the opportunity to engage in transdisciplinary problem-centered research. Graduates will be encouraged to draw upon ideas and methods of multiple disciplines to create new, integrative, and transformative solutions.

Graduates will have acquired career-specific skills.

Graduates will have the professional skills needed to advance in their chosen career goals.

## Academic Programs

Note: All our programs are also taught in Spanish. Students need to be aware that completing courses or programs in a language other than English may reduce employability where English is required.

## Associate in Business Administration

Credential Issued: Associate of Science

Credit Hours: 60 Credit Hours

This program offers the student the basic knowledge and skills necessary to recognize problems and apply business theories in the business world. Students learn to perform accounting functions, record, and verify transactions, prepare payroll, monitor inventories, prepare financial statements, and analyze information for decision making. Emphasis is placed on both manual and computer-based accounting programs to learn accounting data processing.

Program outcomes:

1. Students will develop critical thinking and acquire knowledge of General Education in the areas of English, Humanities, Math, Natural Sciences and Social Sciences. They will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.
2. Students will have basic knowledge and skills necessary to recognize problems and apply business theories in the business world.
3. Students will learn to perform accounting functions, record, and verify transactions, prepare payroll, monitor inventories, prepare financial statements, and analyze information for decision making. Emphasis is placed on both manual and computer-based accounting programs to learn accounting data processing.
4. Students will acquire knowledge in the areas of Management and Human Resources.



5. Students will acquire knowledge about the basic principles of Marketing.

Program Breakdown:

Course Number	Course Title	Credit Hours
<b>General Education</b>		
ENG101	English Composition I	3
HUM101	History of Art	3
MAT101	College Algebra	3
BSC101	General Biology	3
SOS101	Western Civilizations	3
ENG102	English Composition II ( <b>Pre-req: ENG101</b> )	3
MAT104	Introduction to statistics ( <b>Pre-req: MAT101</b> )	3
ENV102	Environmental Science	3
SOS103	Equality & Inequality	3
ETH101	Ethics	3
<b>Professional courses</b>		
ACC101	Principles of Accounting	3
ACC101L	Principles of Accounting Lab ( <b>Pre-req: ACC101</b> )	3
MAN301	Social Responsibility	3
BUS201	Principles of Business Management	3
MKM101	Principles of Marketing	3
ACC202	Spreadsheet Application	3
BUS301	Business Communications	3
MAT105	Statistics ( <b>Pre-req: MAT104</b> )	3
HRM202	Introduction to Managing Conflict and Bargaining	3
MAN203	Introduction to Lean Start Up	3
<b>TOTAL:</b>		<b>60</b>

## Associate in Business Entrepreneurship

Credential Issued: Associate of Science

Credit Hours: 60 Credit Hours

This program provides the student with the knowledge, trust, and relationships to turn their ideas into market-ready products, services, businesses, and social projects. The student experiences the success and satisfaction of life as a visionary entrepreneur, improving the world, creating jobs, and providing a positive future for himself and others.

Program outcomes:

1. Students will develop critical thinking and acquire knowledge of General Education in the areas of English, Humanities, Math, Natural Sciences and Social Sciences. Students will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.
2. Students will have basic knowledge and skills necessary to recognize problems and apply business theories in the business world.
3. Students will have a basic knowledge of Accounting, Finance and Economics.
4. Students will acquire the knowledge, trust, and relationships to turn their ideas into market-ready products, services, businesses, and social projects. They will experience the success and satisfaction of life

as a visionary entrepreneur, improving the world, creating jobs, and providing a positive future for themselves and others.

5. Students will acquire knowledge in the areas of Management and Human Resources.

6. Students will acquire knowledge about the basic principles of Marketing.

Program Breakdown:

Course Number	Course Title	Credit Hours
<b>General Education</b>		
ENG101	English Composition I	3
HUM101	History of Art	3
MAT101	College Algebra	3
BSC101	General Biology	3
SOS101	Western Civilizations	3
ENG102	English Composition II (Pre-req: ENG101)	3
MAT104	Introduction to statistics (Pre-req: MAT101)	3
ENV102	Environmental Science	3
SOS103	Equality & Inequality	3
ETH101	Ethics	3
<b>Professional Courses</b>		
HRM202	Introduction to Managing Conflict and Bargaining	3
THC103	Introduction to Digital Humanities	3
ENT201	Entrepreneurships	3
CMP202	Computing Fundamentals for Entrepreneurship	3
ACC203	Managerial Accounting	3
MAN201	Principles of Management	3
FIN201	Principles of Finance	3
MAN203	Introduction to Lean Start Up	3
MKM101	Principles of Marketing	3
ECN202	Principles of Macroeconomics	3
<b>TOTAL:</b>		60

## Bachelor in Health Services Administration

Credential Issued: Bachelor of Science

Credit Hours: 120 Credit Hours

This program prepares students to manage and coordinate the administrative, financial, and operational activities of a health care center. Likewise, they are capable of delegating and assigning roles for the proper management of the establishment. Graduates from this program will apply key disciplinary competencies as professionals in the key scenarios of this area, obtaining a high command of the necessary tools for its efficient management: health information systems, health legislation, administration, accounting, finance, and marketing focused on the field of Health.

Program outcomes:

1. Students will develop critical thinking and acquire knowledge of General Education in the areas of English, Humanities, Math, Natural Sciences and Social Sciences. Students will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.

2. Students will have basic knowledge and skills necessary to recognize problems and apply business theories in the business world.
3. Students will have a basic knowledge of Accounting.
4. Students will acquire knowledge and skills to manage and coordinate the administrative, financial, and operational activities of a health care center. They will be capable of delegating and assigning roles for the proper management of the establishment. They will apply key disciplinary competencies as professionals in the key scenarios of this area, obtaining a high command of the necessary tools for its efficient management: health information systems, health legislation, administration, accounting, finance, and marketing focused on the field of Health.
5. Students will acquire knowledge in the areas of Management and Human Resources.
6. Students will acquire basic knowledge about Entrepreneurship.

Program Breakdown:

Course Number	Course Title	Credit Hours
<b>General education requirements</b>		<b>30</b>
<b>MAT106</b>	Introduction to Calculus	3
<b>MAT104</b>	Introduction to statistics	3
<b>HUM101</b>	History of Art	3
<b>ENG101</b>	English Composition	3
<b>HUM201</b>	Intercultural Communication	3
<b>ENG103</b>	Oral and written communications abilities	3
<b>BSC101</b>	General Biology	3
<b>SOS101</b>	Western Civilizations	3
<b>SOS103</b>	Equality & Inequality	3
<b>ENV102</b>	Environmental Sciences	3
<b>Professional Courses</b>		<b>90</b>
<b>BUS201</b>	Principles of Business Management	3
<b>ACC101</b>	Principles of Accounting	3
<b>ACC101L</b>	Principles of Accounting Lab ( <b>Pre-req: ACC101</b> )	3
<b>BSC420</b>	Introduction to Health Care	3
<b>BSC401</b>	Medical Terminology	3
<b>OPM301</b>	Operation Management	3
<b>MAN410</b>	Medical Office Management	3
<b>BUS412</b>	Medical Office Procedures	3
<b>ACC410</b>	Medical Insurance Coding & Billing	3
<b>ACC415</b>	Managerial Accounting ( <b>Pre-req: ACC101</b> )	3
<b>BUS415</b>	Introduction to Health Services Administration	3
<b>CLS410</b>	Introduction to Medical Informatics	3
<b>FIN408</b>	Financial Issues in Health Care	3
<b>ETH400</b>	Ethics in Health Care	3
<b>BSC450</b>	Community Health and Epidemiology	3
<b>MKM400</b>	Health Care Marketing	3
<b>BUS301</b>	Business Communication	3
<b>SOS401</b>	Cultural Diversity in Health Care	3
<b>MAN408</b>	Risk Management	3
<b>OML401</b>	Organizational Behavior	3
<b>HRM401</b>	Human Resources Management	3
<b>LES304</b>	Health Care Law	3
<b>BUS410</b>	Long Term Care Administration	3
<b>HAS490</b>	Health Services Administration	3
<b>CIS409</b>	Health Information System	3
<b>ETH405</b>	Ethics of Caring for the Elderly	3
<b>HRM205</b>	Supervisory Skills	3
<b>ENT201</b>	Entrepreneurships	3

<b>HRM301</b>	Negotiation and Conflict Resolution	3
<b>LES302</b>	Legal Aspect & Legislation in Healthcare	3
	<b>Total</b>	<b>120</b>

## Bachelor in Business Administration with a Minor in Management Information Systems

Credential Issued: Bachelor of Science

Credit Hours: 120 Credit Hours

Students learn to recognize and analyze business problems and opportunities, propose solutions based on information systems for decision making, implement systems development methodologies, as well as participating and leading the management of projects or businesses. This program is focused and designed for graduates to implement the best practices in cybersecurity of data and databases, keeping company information and files safe.

Program outcomes:

1. Students will develop critical thinking and acquire knowledge of General Education in the areas of English, Humanities, Math, Natural Sciences and Social Sciences.
2. Students will have basic knowledge and skills necessary to recognize problems and apply business theories in the business world.
3. Students will acquire knowledge of Accounting, Finances, Mathematics and Statistics to accelerate business growth and improve performance.
4. Students will learn to propose solutions based on information systems for decision making, implement systems development methodologies. They will learn to implement the best practices in cybersecurity of data and databases, keeping company information and files safe.
5. Students will acquire knowledge in the areas of Management and Human Resources and how to participate and lead the management of projects or businesses.
6. Students will acquire basic knowledge about legal issues.
7. Students will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.
8. Students will acquire knowledge and skills about Marketing.

Program Breakdown:

Course Number	Course Title	Credit Hours
<b>General education requirements</b>		<b>30</b>
<b>MAT106</b>	Introduction to Calculus	3
<b>MAT104</b>	Introduction to statistics	3
<b>HUM101</b>	History of Art	3
<b>ENG101</b>	English Composition	3
<b>HUM201</b>	Intercultural Communication	3
<b>ENG103</b>	Oral and written communications abilities	3
<b>BSC101</b>	General Biology	3
<b>SOS101</b>	Western Civilizations	3
<b>SOS103</b>	Equality & Inequality	3
<b>ENV102</b>	Environmental Sciences	3
<b>Professional Courses</b>		<b>90</b>

<b>CIS301</b>	Introduction to Information Systems	3
<b>MAT301</b>	Statistics for Business and Economics	3
<b>BUS302</b>	Business Innovation Management	3
<b>BUS304</b>	Business Process Analysis	3
<b>BUS401</b>	Integrated business applications ( <b>Pre-req: BUS304</b> )	3
<b>APS301</b>	Analysis and design of systems	3
<b>CIS303</b>	Management of relational databases	3
<b>BUS402</b>	Business Data Management	3
<b>MAN401</b>	Management information security	3
<b>MAN402</b>	Management support systems	3
<b>PJM401</b>	Project management	3
<b>OML401</b>	Organization and management	3
<b>OPM301</b>	Operation management	3
<b>MAN404</b>	Strategic Management	3
<b>ETH301</b>	Professional ethics	3
<b>APS303</b>	Design and innovation of digital business	3
<b>ACC400</b>	Accounting for planning and control	3
<b>CMP300</b>	Introduction to Information Technology	3
<b>LES301</b>	Legal environment of Business	3
<b>MAT320</b>	Computational mathematics	3
<b>CIS400</b>	IT Engineering	3
<b>ACC401</b>	Cost analysis and applications	3
<b>MAT400</b>	Discrete mathematics	3
<b>FIN301</b>	Financial markets	3
<b>BUS430</b>	Foreign trade	3
<b>FIN401</b>	Investments	3
<b>OML300</b>	International organizations	3
<b>MKM101</b>	Principles of Marketing	3
<b>MKM300</b>	Marketing communications ( <b>Pre-req: MKM101</b> )	3
<b>MKM320</b>	Marketing and Society ( <b>Pre-req: MKM101</b> )	3
	<b>TOTAL:</b>	<b>120</b>

## Bachelor in Marketing and Sales

Credential Issued: Bachelor of Science

Credit Hours: 120 Credit Hours

This program provides knowledge of basic marketing structures and processes and the skills necessary to be able to analyze and solve marketing problems and opportunities. The program also provides a foundation for postgraduate programs, considering topics such as digital marketing, data analysis, business intelligence, among others. Graduates of this program will apply key disciplinary skills as business professionals to critical business problems. Marketing studies help to discern the true meaning of value: the value of the product and the value of the person or brand that delivers that product.

Program outcomes:

1. Students will develop critical thinking and acquire knowledge of General Education in the areas of English, Humanities, Math, Natural Sciences and Social Sciences.
2. Students will have basic knowledge and skills necessary to recognize problems and apply business theories in the business world.
3. Students will acquire knowledge of Accounting, Math, and Economics to accelerate business growth and improve performance.

4. Students will gain knowledge of basic marketing structures and processes and the skills necessary to be able to analyze and solve marketing problems and opportunities. They will acquire knowledge about topics such as digital marketing, data analysis, business intelligence, consumer behavior, product and pricing strategies, sales, among others.

5. Students will acquire knowledge in the areas of Management and Human Resources.

6. Students will acquire basic knowledge about legal issues.

7. Students will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.

Program Breakdown:

Course Number	Course Title	Credit Hours
<b>General education requirements</b>		<b>30</b>
<b>MAT106</b>	Introduction to Calculus	3
<b>MAT104</b>	Introduction to statistics	3
<b>HUM101</b>	History of Art	3
<b>ENG101</b>	English Composition	3
<b>HUM201</b>	Intercultural Communication	3
<b>ENG103</b>	Oral and written communications abilities	3
<b>BSC101</b>	General Biology	3
<b>SOS101</b>	Western Civilizations	3
<b>SOS103</b>	Equality & Inequality	3
<b>ENV102</b>	Environmental Sciences	3
<b>Professional Courses</b>		<b>90</b>
<b>ACC101</b>	Principles of Accounting	3
<b>ACC101L</b>	Principles of Accounting Lab ( <b>Pre-req: ACC101</b> )	3
<b>ECN102</b>	Principles of Microeconomics	3
<b>LES301</b>	Legal environment of Business	3
<b>BUS201</b>	Principles of Business Management	3
<b>MKM101</b>	Principles of Marketing	3
<b>ACC420</b>	Product and Pricing Strategies	3
<b>MKM305</b>	International Marketing ( <b>Pre-req: MKM101</b> )	3
<b>BUS425</b>	Sales, Advertising and Promotions	3
<b>MAN415</b>	Consumer Behavior	3
<b>MKM308</b>	Marketing Analytics	3
<b>CIS420</b>	Digital Marketing ( <b>Pre-req: MKM101</b> )	3
<b>MAN203</b>	Introduction to Lean Start Up	3
<b>BUS301</b>	Business Communication	3
<b>MAN301</b>	Social Responsibility	3
<b>HRM202</b>	Introduction to Managing Conflict and Bargaining	3
<b>BUS430</b>	Foreign trade	3
<b>ENT201</b>	Entrepreneurships	3
<b>MAN402</b>	Management support systems	3
<b>PJM401</b>	Project management	3
<b>OML401</b>	Organization and management	3
<b>OPM301</b>	Operation Management	3
<b>ETH301</b>	Professional ethics	3
<b>MAT320</b>	Computational mathematics	3
<b>MAN404</b>	Strategic management	3
<b>OML300</b>	International organizations	3
<b>MKM300</b>	Marketing communications ( <b>Pre-req: MKM101</b> )	3
<b>MKM401</b>	Social Media Marketing ( <b>Pre-req: MKM101</b> )	3
<b>MKM320</b>	Marketing and Society ( <b>Pre-req: MKM101</b> )	3
<b>ACC401</b>	Cost analysis and applications ( <b>Pre-req: ACC101</b> )	3
<b>TOTAL:</b>		<b>120</b>

## Master in Business Administration

Credential Issued: Master's degree in Business Administration

Credit Hours: 39 Credit Hours

This program is structured to train experts with the knowledge, skills and abilities in the creation and efficient management of public and private organizations. Participants will have an entrepreneurial and innovative vision with ethical and socially responsible leadership, capable of satisfying all the needs of organizations, efficiently using the most sophisticated tools and techniques. Students learn to recognize and analyze business problems and opportunities, propose solutions based on information systems for decision-making, apply systems development methodologies, as well as participate and lead in project or business management. This program offers knowledge of basic economic principles, how markets are affected by world events, and how to assess the financial health of a company. This can help in making better informed investment decisions.

Program outcomes:

1. Students will be experts with the knowledge, skills and abilities in the creation and efficient management of public and private organizations.
2. They will have an entrepreneurial and innovative vision with ethical and socially responsible leadership, capable of satisfying all the needs of organizations, efficiently using the most sophisticated tools and techniques.
3. Students will learn to recognize and analyze business problems and opportunities, propose solutions based on information systems for decision-making, apply systems development methodologies, as well as participate and lead in project or business management with knowledge of Accounting and Finances.
4. Students will recognize basic economic principles, how markets are affected by world events, and how to assess the financial health of a company, which leads to making better informed investment decisions.

Program Breakdown:

Course Number	Course Title	Credit Hours
	<b>CORE COURSES</b>	<b>24</b>
MAN571	Fundamental theory of organization	3
MAT501	Quantitative Methods for Business	3
MKM531	Marketing management	3
BUS520	Project evaluation and risk analysis	3
ACC514	Accounting Management	3
FIN563	Finance management I	3
HRM675	Strategic management of human talent	3
MAN530	Transformational leadership	3
	<b>CONCENTRATION COURSES</b>	
	<b>Management</b>	<b>12</b>
HRM401	Policy and strategy in global competition	3
FIN573	Finance Management II (Pre-req: FIN563)	3
HRM536	Management and organizations	3
ETH301	Professional Ethics	3
	<b>CAPSTONE</b>	<b>3</b>
MHR600	Capstone	3
	<b>TOTAL:</b>	<b>39</b>

## Master in Business Administration in Human Resources Management

Credential Issued: Master's degree in Business Administration

Credit Hours: 39 Credit Hours

The program focuses on integrated learning experiences in which students develop problem-solving and team-building skills. The program is designed for students who want a broad knowledge of business operations with an intense focus on the area of Human Resources Management. Students will gain insight into ethical issues and business problem solving through courses that incorporate individual and group work, written assignments, and oral presentations. This program presents the building blocks of theory and application that focus on basic business principles, personnel management and retention, labor and employee relations, diversity management, and organizational development. The targeted study will equip students with the most sought-after skills required to succeed in Human Resources while completing the strategic circle through organizational management courses.

Program outcomes:

1. Students will have a broad knowledge of business operations with an intense focus on the area of Human Resources Management. They will learn about the theory and application focused on basic business principles, personnel management and retention, labor and employee relations, diversity management, and organizational development. Students will gain the most sought-after skills required to succeed in Human Resources while completing the strategic circle through organizational management courses.
2. Students will gain insight into ethical issues and transformational leadership. They will broaden their comprehension and appreciation of globalization and their role as global citizens and will demonstrate knowledge and application of principles of ethical and civic responsibility.
3. Students will learn to recognize and analyze business problems and opportunities, propose solutions based on information systems for decision-making, apply systems development methodologies, as well as participate and lead in project or business management with knowledge of Accounting and Finances.
4. Students will know basic economic principles, how markets are affected by world events, and how to assess the financial health of a company, which leads to making better informed investment decisions.

Program Breakdown:

Course Number	Course Title	Credit Hours
	<b>CORE COURSES</b>	<b>24</b>
MAN571	Fundamental theory of organization	3
MAT501	Quantitative Methods for Business	3
MKM531	Marketing management	3
BUS520	Project evaluation and risk analysis	3
ACC514	Accounting Management	3
FIN563	Finance management I	3
HRM675	Strategic management of human talent	3
MAN530	Transformational leadership	3
	<b>CONCENTRATION COURSES</b>	
	<b>HUMAN RESOURCES MANAGEMENT</b>	<b>12</b>
HRM401	Managing Human Resources	3
HRM525	Human Resources Development	3



HRM536	Talent Management	3
HRM538	Managing Total Rewards	3
	<b>CAPSTONE</b>	<b>3</b>
MHR600	Capstone	3
	<b>TOTAL:</b>	<b>39</b>

## Master in Education with Concentration in Digital Technologies

Credential Issued: Master's degree in Education

Credit Hours: 42 Credit Hours

This program focuses on providing professional development to people who are working in positions that involve teaching and want to become experts in the use of educational technology and instructional designers using current technologies to their full potential. This program offers a comprehensive curriculum for the professional development of educators of all levels who wish to design and apply technology in their own learning environments more effectively. Contents focus on constructive learning, curriculum development, integration and use of software and websites, application and design of digital instructional materials and the psychology of the classroom and the adaptation of technologies. The program will develop teachers' abilities to design their own educational materials using digital technologies and develop creative and innovative approaches to their work, as well as master the use of digital technologies to enhance practice, research, and professional or academic development.

Program outcomes:

1. Students will become experts in the use of educational technology. They will learn to apply technology in their own learning environments more effectively. They will master constructive learning, curriculum development, integration and use of software and websites, application and design of digital instructional materials, the psychology of the classroom and the adaptation of technologies.
2. Students will become instructional designers using current technologies to their full potential. They will learn to design their own educational materials using digital technologies and develop creative and innovative approaches to their work, as well as master the use of digital technologies to enhance practice, research, and professional or academic development.

Program Breakdown:

COURSE NUMBER	COURSE TITLE	CREDIT HOUR
	<b>CORE COURSES</b>	<b>24</b>
CMP509	Introduction to Computers in Education	3
EDT501	Introduction to Knowledge Building	3
CMP515	Computers in the Curriculum	3
CMP517	Constructive Learning and Design of Online Environment	3
EDT502	Knowledge Media and Learning	3
EDT503	Instructional Design: Beyond the Lecture	3
CMP520	21st Century Competencies, Multiliteracies, and As	3
EDT504	Technology, the Environment and Education	3
	<b>CONCENTRATION COURSES</b>	
	<b>Digital Technology</b>	<b>15</b>
CMP525	Technology at Work: The Internet in Workplace Learning	3
EDT505	Integrating Technology into the Classroom: Issues	3
EDT506	Technology, Language and Literacy	3
EDT507	Technology, Psychology and Play	3

EDT508	Technology and Education	3
	<b>CAPSTONE</b>	3
EDT600	Capstone	3
	<b>TOTAL:</b>	42

## Course Description

\*All courses at MBTU have 3 semester credit hours.

## General Education

### English ENG

#### ENG101

##### English Composition I

This course allows the student to study and apply rhetorical principles of writing in the development of effective sentences, paragraphs, and essays, with emphasis on writing expository prose about short fiction and nonfiction prose.

#### ENG102

##### English Composition II

This course provides the student with the ability to research topics and incorporate information from sources into their work. This is an important skill both in college and on the job. This course will reinforce the concepts practiced in English Composition I by introducing basic research concepts and techniques.  
Prerequisite: ENG101

#### ENG103

##### Oral and written communications abilities

This course focuses on linguistic principles (signified and signifier, diachrony and synchrony, deep and shallow structures, language, and speech, etc.), the verb's morphology (time, person, and verbal mode), identity of generating ideas, prewriting process, paragraph (types of introductory paragraphs and conclusion, narration and description, paraphrasing), citations and sources in APA, and essay.

## Human Studies HUM/ ETH

## HUM101

### History of Art

This course aims to provide the student with the basic concepts and ideas that allow him to interpret the works and the great periods of Art History in all its complexity. It delves into the knowledge of the reading keys of each artistic period, about the artist and the social, political, and economic conditions of each moment. It focuses on Introduction to the Art History; beginnings of Art and the Ancient World from Prehistory to Mesopotamia and Egypt; Ancient World (Greece and Rome); Middle-Ages (Gothic); Modern Age (Renaissance, Mannerism and Baroque); Contemporary Age (The 19th century, The Vanguards and The museum).

## HUM201

### Intercultural communication

This course focuses on the challenges of intercultural communication, cultural patterns and variability, multicultural identity, the unique role of language, intercultural interaction, styles, verbal communication, types of nonverbal communication, listening, writing, presentation, persuasion, negotiation, etc.

## ETH101

### Ethics

This course provides a foundational perspective for ethics and social responsibility in relation to individuals, organizations, and the community. Emphasis is placed on the interrelated nature of ethics, morality, legal responsibility, and social issues.

## ETH301

### Professional ethics

This course will cover the topics of introduction to ethics, the man and his ethical and moral values, personality and emotions, professional ethics, values, attitudes, job satisfaction, man facing addictions, the problem of difference, gender discrimination, the validity of ethical values in the field of social, political, technical, and educational structures, and conflict and negotiation.

## ETH400

### Ethics in Health Care

This course is the study of moral issues that concern health care professionals in Medicine, Nursing, Law, Sociology, Philosophy, and Theology. At the end of the course, students will be equipped to identify basic ethical decisions on abortion, suicide, cloning, and patient information.

ETH405

#### Ethics of Caring for the Elderly

This course offers the knowledge and skills necessary to succeed as a caregiver for an older adult. It investigates central ethical issues pertaining to the care of elderly patients, explores various ethical principles and frameworks and their application to various ethical issues and dilemmas that arise in caring for the elderly, examines how to identify ethical issues in caring for the elderly and helps develop more proficiency in ethical decision making.

### Math MAT

MAT101

#### College Algebra

This course reviews linear inequalities in one variable, functions, linear functions, slope of a line, graphs of lines, parallel and perpendicular lines, systems of linear equations, division of polynomials, graphs of registration functions, exponential and logarithmic equations, applications of exponential and logarithmic functions, trigonometry of the right triangle, and trigonometry applications. Prerequisite: 2 years high school algebra.

MAT104

#### Introduction to Statistics

This is an introductory course in statistics designed to provide students with the basic concepts of data analysis and statistical computing. Topics covered include basic descriptive measures, measures of association, probability theory, confidence intervals, and hypothesis testing. The main objective is to provide students with pragmatic tools for assessing statistical claims and conducting their own statistical analyses. Prerequisite: 1- year high school algebra.

MAT105

#### Statistics

The goal of this course is to give the student an idea of how statistics can fit in with real life problems. Topics include elementary descriptive techniques, probability, sampling, estimation of parameters and hypothesis testing. We will do a lot of projects and exercises. Prerequisite: MAT104

MAT106

## Introduction to calculus

This course focuses on basics functions, domain, range, graphs, lines, slope, linear functions, introduction to rates of change via examples, velocity as a rate of change, definition of the derivative calculating numerically and algebraically, the inverse trigonometric functions, and assorted applications. Prerequisite: 2 years high school algebra.

## MAT301

### Statistics for Business and Economics

This course will cover data collection and management, probability and statistical inference, data distribution, typical values, measures of dispersion, basic principles of probabilities, distribution probability point, confidence interval and hypothesis testing.

## MAT320

### Computational mathematics

This course focuses on basic operations with real numbers, basic properties of addition and multiplication, addition and subtraction of polynomials, polynomial multiplication, division, factoring, linear equations, solution, problems, quadratic equations, solving systems of first-degree equations, and solving inequations.

## MAT400

### Discrete mathematics

This course focuses on sets, definition, notation, set types, relationship of equality, inclusion relation, sets properties, commutative, distributive, idempotent, identity, calculating the number of common functions, injective, surjective based on given sets, combinations, definitions, properties, series, arithmetic series, geometric series, resolution methods, recurring series, types of solutions and analysis of recursive algorithms.

## MAT501

### Quantitative Methods for Business

This course covers collection, description, analysis, interpretation, and presentation of data to support business decision making, probability distributions, central limit theorem, statistical inference for univariate data, correlation analysis, introduction to linear regression modeling and their application to real world business problems.

## Natural Sciences ENV/ BSC

### ENV102

#### Environmental science

The purpose of this course is to provide students with the scientific principles, concepts, and methodologies to discern the interrelationships of the natural world, to identify and analyze environmental problems both natural and human-made, and to evaluate the risks associated with these problems and examine alternative solutions for resolving and/or preventing them.

### BSC101

#### General Biology

The purpose of this course is to provide students with the basic knowledge in Biology; topics will include cell structure and function, evolution, genetics, and ecology. The students are expected to use the scientific method of thinking to analyze and relate concepts to the environment.

### BSC420

#### Introduction to Health Care

This course is an introduction to the health care environment, this course focuses on the health care team and delivery systems. Students will learn about legal responsibilities, ethical issues, safety, infection control, communication, interpersonal behaviors, wellness, and disease.

### BSC401

#### Medical Terminology

This course will focus on the principles of medical word building to help the students develop the extensive medical vocabulary used in health care occupations. Students receive a thorough grounding in basic medical terminology through a study of root words, prefixes, and suffixes.

### BSC450

#### Community Health and Epidemiology

In this introductory course, students will learn and apply basic concepts of epidemiology to multiple domains of public health. It will illustrate and practice using epidemiology to better characterize, and promote health at a population level.

## Social Sciences SOS

SOS101

Western Civilizations

The purpose of this course is to analyze the main events in human civilization from ancient times to modern times. Students will be able to know the relationship between the past and the present. Students are expected to analyze the way western society has changed over time and how major events and ideas shaped our society. Geography, religions, customs, wars, and ideologies are examined to understand Western civilization.

SOS103

Equality & Inequality

The course focuses on these issues by examining the intersection of law and social policy regarding underrepresented groups. It will examine the debates about group identity, civil rights and freedoms, discrimination, and the meaning of justice in a democracy.

SOS401

Cultural Diversity in Health Care

This course is an overview of the nature and content of culture, how cultures interact, cultural diversity and how educators can provide culturally responsive instruction to the communities they serve.

## OTHER AREAS

### Accounting ACC

ACC101

Principles of Accounting

This course is an introduction to the basic concepts and standards underlying financial accounting systems. Several important concepts will be studied in detail, including revenue recognition, inventory, long-lived assets, present value, and long-term liabilities. The course emphasizes the construction of basic financial accounting statements (the income statement, balance sheet, and cash flow statement) as well as their interpretation.

## ACC101L

### Principles of Accounting Lab

This course focuses on the conceptual definition of accounting, financial accounting and reporting, financial information, double entry accounting, T- accounts, bookkeeping vs accounting, chart of accounts, financial reporting regulation, structure, content of financial statements in general, balance sheet, statement of financial position at the end of the period, income statement, cash flow statement, depreciation, current assets, and cash.

## ACC202

### Spreadsheet Application

An intensive course covering Microsoft Excel. Objectives include preparing, formatting, and enhancing worksheets, applying formulas and functions, charting, using analysis, linking, workgroup features, and increase productivity through use of macros and templates.

## ACC203

### Managerial Accounting

This course is an introduction to the fundamental concepts of managerial accounting appropriate for all organizations. Students will analyze information from the entity's accounting system relevant to decisions made by internal managers, as distinguished from information relevant to users who are external to the company. The emphasis is on the identification and assignment of product costs, operation budgeting and planning, cost control, management decision making, product costing methodologies, cost behavior, operational and capital budgeting, and performance evaluation. Prerequisite: ACC101

## ACC400

### Accounting for planning and control

This course focuses on costing and estimates for product cost analysis of production volume, cost allocation method ABC (Activity Based Costing), the role of budget planning and control, preparation and analysis between actual data and planning for decision-making.

## ACC401

### Cost analysis and applications

This course focuses on definition of costs, objectives of the costs, area of application of costs, identification of cost and expenditure, classification of the costs according to the field where they operate, definition of commercial costs, commercial costing methods, definition of import cost, tax incidence, cost



of labor, classification of labor, accounting, indirect manufacturing cost, classification by object of expenditure, general manufacturing costs (fixed and variable) and distribution of indirect costs.

#### ACC410

##### Medical Insurance Coding & Billing

This course trains students to maintain accurate and up-to-date patient information as a medical coder.

#### ACC415

##### Managerial Accounting

The course incorporates topics of accounting information for decision making, identifying, and estimating costs and benefits, cost flows, cost terminology, techniques for estimating fixed and variable costs, cost-volume-profit analysis, continued cost-volume-profit analysis, short term decision making, operating budgets, bridging planning and control, budgetary control, variance analysis, job costing, managing long-lived resources, capital budgeting, strategic planning, and control. This course is an interdisciplinary course designed to teach students how to think and act entrepreneurially. Students learn how to start-up and operate a business while in school, thus turning their learning into earning. Prerequisite: ACC101

#### ACC420

##### Product and Pricing Strategies

This course will cover strategy, management, strategic leadership, internal analysis and strategy at the enterprise level, anticipating competition and dynamics, competitive strategies and error management.

#### ACC514

##### Accounting Management

The course goal is to give students a comprehensive knowledge about the concepts and techniques of management accounting. These issues will be explained against the background of a fast-changing global market to develop knowledge of management accounting techniques to support planning, controlling, and monitoring performance in a wide variety of business environments.

## Management MAN/ PJM/OML/OPM/MHR

#### MAN201

##### Principles of management

This course will cover management functions and roles, evolution of management theory, total quality management, organizational culture, global management, ethics, social responsibility, planning, decision making, organizational structure and design, communication, information technology, human resources management, leadership, and control.

#### MAN203

##### Introduction to Lean Start Up

This course will teach students how to create a new product in the face of extreme uncertainty. Whether the students are entrepreneurs creating a new consumer or enterprise product, or intrapreneurs creating a new product/service internal to their company, lean startup principles apply to them.

#### MAN301

##### Social Responsibility

This course provides a foundational perspective for ethics and social responsibility in relation to individuals, organizations, and the community. Emphasis is placed on the interrelated nature of ethics, morality, legal responsibility, and social issues.

#### MAN401

##### Management information security

This course will cover governance and security policy, management of threats and vulnerabilities, incident management, risk management, information leaks, crisis management, business continuity, legal and compliance, safety and security implementation, forensic investigation, contingency planning, and certification.

#### MAN402

##### Management support systems

This course focuses on management functions, information needs of managers, relationship between business strategy and strategy information systems, management information systems, content management, decision support systems, expert systems, executive information systems, and business intelligence.

#### MAN404

##### Strategic management

This course will cover what is strategy, management, strategic leadership, internal analysis and strategy at the enterprise level, anticipating competition and dynamics, competitive strategies, and error management.

#### MAN408

##### Risk Management

This course covers risk management concepts and techniques. Learners will review the role of risk regulation in financial markets and learn how to identify and describe the distinct types of financial risk and their sources.

#### MAN410

##### Medical Office Management

This course prepares you for work in the healthcare industry, providing the skills necessary to manage a wide variety of medical office settings and tasks.

#### MAN415

##### Consumer Behavior

With this course, students develop an appreciation for the influence consumer behavior has on marketing activities. Students apply psychological, social, and cultural concepts to marketing decision making.

#### MAN530

##### Transformational leadership

This course covers the concept of "leader and follower", and the best practices to build an effective work team. The behavior of both the leader and the follower is analyzed and how to integrate both in their diversity.

#### MAN571

##### Fundamental theory of organization

This is an introductory course designed to help students develop awareness of the essential elements of the management and behavior of organizations. By exploring the four pillars of management (planning, organization, leadership, and control), students will discover how organizations leverage their scarce resources to achieve their objectives. The objective of this course is to provide students with an overview of the management field and a vision of the concept of organizational structure.

## PJM401

### Project management

This course will cover introduction to organizational structures, roles in project management, project overview, management integration projects, development of a project plan, templates, tools, techniques, scope, method of cost estimating, budget, types of cost, fund management contingency reserve, cost control, equity method, network diagram, quality control, risk management, and management acquisitions.

## OML300

### International organizations

This course introduces international organizations and the United Nations and explores how business and management tools can be applied in these settings to achieve better, more effective results. With a focus on cross-sector partnerships in a changing world, the course offers students insights into the inner workings of international organizations and the challenges they face today. It will introduce students to effective, state-of-the-art management tools and principles to help them lead change in this world.

## OML401

### Organization and management

This course focuses on organization, management functions, levels, management skills, behavioral management, modern theories of management, forms of ownership, organizational structure (line, functional, staff, committee), purchasing and marketing management and personnel management.

## OPM301

### Operation management

This course will cover operations and business strategy, types of operational processes, bottleneck analysis, process analysis, implementation of process improvements, statistical processes control, response time and system design service, the impact of demand and process variability, queuing models, quality tools and supply chain management.

## MHR600

### Capstone

The completion of a capstone paper, written in collaboration with the student's assigned faculty advisor, serves as a transition from the role of student to that of professional. Through the Capstone Project,

students will blend classroom learning and academic research into a finished work. This project will allow students to create their own unique contribution to their specific field (Business Administration), which they can implement, if needed, in any professional setting.

## Business BUS

### BUS201

#### Principles of Business Management

This course will present a survey of the basic methods by which managers operate businesses (large and small). It will cover the basic concepts of planning, leading, organizing, and controlling.

### BUS301

#### Business Communications

This course is designed to give students a comprehensive view of communication, its scope and importance in business, and the role of communication in establishing a favorable outside the firm environment, as well as an effective internal communications program.

### BUS302

#### Business Innovation Management

This course focuses on innovation management in organizations, development processes of new products or services, theoretical and methodological aspects of innovation, dynamics of organizations, and legal aspects of innovation.

### BUS304

#### Business Process Analysis

This course will cover BPA methodology, BPM methodology, process management, continuous improvement, business models, international standards, process design, business rules, strategies and critical factors for implementation.

### BUS401

#### Integrated Business Applications

In this course, students are introduced to standards in spreadsheets, database use, word processing, and graphics applications software to analyze, process, and solve business-related problems. Components of computer systems and the impact of computers both on businesses and individuals are also part of the contents. Prerequisite: BUS304

#### BUS402

##### Business Data Management

This course will cover introduction to MySQL, organizing files and indexes, storage hierarchy and block-based access, recording formats, variable fields versus fixed length, tree-based indexes (concepts), hash-based indexes (concepts), refinement and normalization schemes, functional dependencies, standardization database, and design methodology databases.

#### BUS410

##### Long Term Care Administration

In this course, students will learn about the most important aspects of high-level management, like establishing health care standards, making strategic policy decisions, implementing personnel management procedures to support the overall vision of long-term quality care, the health care services available to the elderly population in the United States, quality in nursing homes, assisted living centers and similar settings where skilled nursing is required.

#### BUS412

##### Medical Office Procedures

This course offers hands-on training in the tasks performed by medical administrative personnel in medical office settings. Topics include the role of the medical administrative professional, exploration of health care careers, legal and ethical responsibilities, medical appointments and calendars, professional communication including telephone techniques, reception and registration of patients, electronic health record responsibilities, introduction to billing and insurance procedures, and an introduction to medical office management.

#### BUS415

##### Introduction to Health Services Administration

This course provides a survey of fundamental statistical concepts and advantageous techniques related to the practice of health services administration. Methods of data collection, management, presentation, and descriptive and inferential statistical are included in this course, as well as basic epidemiological theory applied to Health Services Administration.

## BUS425

### Sales, Advertising and Promotion

This course teaches the basics of advertising and sales promotion and how to analyze advertisements to determine their message, appeals, and other characteristics. By the end, students should have knowledge of marketing communications, advertising, and branding, their value, and different ways companies can use them to promote their offerings to consumers. Students will learn about branding, advertising strategies, sales promotions, ethics, brand management, advertisement analysis, consumer behavior, marketing communications, and much more.

## BUS430

### Foreign trade

This course focuses on basics of foreign trade, conceptualization, importance and principles of international trade, reasons why international trade is given, comparative and absolute advantages, problems arising from international trade, sanctions and embargoes, controls, exports, imports, barriers that hinder trade between nations, restrictions, and legal international trade.

## BUS520

### Project evaluation and risk analysis

Alternatives for future investments that generate future operational flows are considered. This situation requires making estimates of the flows that will be generated, according to an estimate of future events which always include a degree of uncertainty or risk.

## Human Resources Management HRM

### HRM202

#### Introduction to Managing Conflict and Bargaining

This course introduces students to the field of peace and conflict studies in a global context. Students will become familiar with theoretical perspectives, real-world examples, and analytical skills to better discern, critically evaluate, and respond to contemporary issues related to peace and conflict. The course draws principally from political science, but also from anthropology, education, history, psychology, and more. The course begins with a discussion of the causes of conflict; it then examines the consequences of conflict and efforts to build peace.

## HRM205

### Supervisory Skills

This course provides participants with strategies for effective supervision, and the skills and knowledge required to lead a team or work group in a business environment. The course includes developing plans, providing leadership, and supervising the performance of a work team.

## HRM301

### Negotiation and Conflict Resolution

In this course students will learn how to make the difference in dealing with conflict and negotiating good outcomes. Students will gain the capability to solve situations where different values, needs, interests and goals clash, which is important more than ever, both in professional and personal life.

## HRM401

### Human Resources Management

This course provides information to students about the role of supervisors, regarding interviews, performance evaluation, discipline, counseling, work orientation, in-service education, and responsibilities.

## HRM675

### Strategic management of human talent

The application of best practices in relation to the human resources of the company. How to translate the objectives and strategies of the company in all processes, definition of the position, profile and competences, selection, recruitment, motivation and evaluation, training, and development.

## HRM401

### Policy and strategy in global competition

The major focus of the course is about “strategy” and how the applications of strategic management, including analysis, formulation and execution are employed to lead an organization to sustainable success. Central to the theme of this course is the ability for students to recognize that an organization’s chances of survival and later, sustained growth and success, lie in the ability to identify those market forces that create change and how each organization must adapt to survive. Only through a process of “strategic management” will a firm be able to address the competitive marketplaces of today’s global economies.



## FIN573

### Finance Management II

The main objective of this course is to provide the student with a tool to assess the financial position of a company. It combines analysis of financial statements, business strategy, microeconomic theory, finance, and behavioral finance. Under the theme of accounting-based risk measurement, models for bankruptcy risk prediction and credit scores are presented, as well as studies that focus on accounting for systematic risk-based accounting. Prerequisite: FIN563

## HRM536

### Management and organizations

This is a course designed for the student to develop awareness of the essential elements of the management and behavior of organizations. By exploring the four pillars of management (planning, organization, leadership, and control) students will discover how organizations leverage their scarce resources to achieve their objectives. The objective of this course is to provide students with an overview of the management field and a vision of the concept of organizational structure.

## HRM525

### Human Resources Development

This course introduces students to the fundamentals of the field of human resources development. Theories, principles, process skills and roles related to human resources development are examined. The concepts of leadership roles are analyzed and discussed. This course includes a discussion about the forces, interest groups and organizational structures that influence human resources. The course presents students with the key elements necessary to carry out the assessment/analysis, as well as design, develop, implement, and evaluate human resources development programs in organizations.

## HRM536

### Talent Management

This course exposes students to methods and practices to acquire, engage and develop talent; it focuses on the development of leaders within an organization; and examines how executive succession is managed through readings, case studies, online and class discussions. It develops the definition of talent management and perspectives on the most effective, and analyzes the processes of selection, development, and maintenance of talent within an organization. The course focuses on talent management strategies and initiatives that are integrated with organizational strategy and final objectives.

HRM538

### Managing Total Rewards

The purpose of the course is to provide exposure to the tangible and intangible aspects of compensation, as well as the use of compensation to motivate and reward employee performance. The topics include theories and practices of compensation and benefits starting with the framework of job analysis, job descriptions and job evaluation, designing and administering equitable pay structures, including the increasing application of international compensation considerations. In addition, using the concept of total rewards, which expands upon compensation to the areas of employee benefits, equity vehicles and non-cash rewards, students will learn about salary surveys, long and short-term variable pay plans, motivation theory, executive compensation, and the legal aspects of pay and benefits.

## Marketing MKM

MKM101

### Principles of Marketing

This course introduces principles and problems of marketing goods and services. Topics include promotion, placement, and pricing strategies for products. Upon completion, students should be able to apply marketing principles in organizational decision-making.

MKM300

### Marketing communications

This course will cover communication definition, effective communication factors, credibility and appeal of the message, interpretation and implementation of the language of gestures, how to ask questions, make contact, make "briefings", leading meetings, negotiate, create an identity, persuasion, the importance of communication skills in society tools to create a climate of confidence, work approach, keys for the expression of personal talent, conflict management, and topic communication skills within the company. Prerequisite: MKM101

MKM320

### Marketing and Society

This course focuses on the concept of strategic marketing, positioning, business strategy, competitive advantage, market generic strategies, market orientation, the consumer client, market segmentation, and SWOT analysis. Prerequisite: MKM101

MKM305

## International Marketing

This course will cover international marketing. This is a course designed to introduce students to the marketing practices of companies seeking market opportunities outside their home country, and to raise awareness about the importance of viewing marketing management strategies from a global perspective.

Prerequisite: MKM101

## MKM308

### Marketing Analytics

Students will learn to apply digital marketing and data analysis skills through specialized marketing and in-person practicums. The course differentiates itself from other analytics courses by offering an approach that challenges students to solve real-world marketing problems across a wide range of industries, giving them a competitive edge.

## MKM400

### Health Care Marketing

This course builds on students' previous courses and work experiences and seeks to deepen their knowledge of various business and social science theories, principles, and models and how they do, or do not, apply within the health sector.

## MKM401

### Social Media Marketing

This course addresses how social media has transformed marketing communications from traditional mass media to individualized marketing. Using a variety of social media tools and platforms, this course explores the different methodologies for social media marketing. Prerequisite: MKM101

## MKM531

### Marketing Management

This course is a deepening of strategic management, of marketing to be implemented in a highly competitive and globalized environment. It makes students familiar with the integral process of marketing from a long-term perspective to ensure the permanence of the market of companies, their products, and brands. Prerequisite: MKM101

## Economics ECN

## ECN102

### Principles of Microeconomics

The purpose of this course is to provide students with a basic knowledge of the principles of microeconomics. At its core, the study of economics deals with the choices and decisions that must be made to manage scarce resources available to us.

## ECN202

### Principles of Macroeconomics

This course provides an overview of macroeconomic issues, the determination of output, employment, unemployment, interest rates, and inflation. The course introduces basic models of macroeconomics and illustrates principles with the experience of the US and foreign economies.

## Finance (FIN)

### FIN201

#### Principles of Finance

This course will teach students how to keep detailed financial records so that organized reports can be distributed to managers, shareholders, and government regulators. It will focus on what managers, investors, and government agencies do with this information. It is an introductory course to various fields of finance and is comparable in content to courses that other institutions label as "corporate finance" or "financial management".

### FIN301

#### Financial markets

This course will cover what is money, its functions, the money supply, financial markets, sorting, participants, financial assets, categorization, differences, financial innovations, securitization of financial assets, institutional structure, banking, origins, functions, banking Industry, management of assets and liabilities, non-bank financial intermediaries, insurance banking, cash and future market.

### FIN401

#### Investments

This course focuses on income statement, strategic dimension of the types of investment projects, planning evaluation, time horizon, dimension, cash flow analysis methodology, assessment of liquidity,

assessment of profitability, taxes, risk concept, sensitivity analysis, scenario analysis, costs, concept of funding sources, costing capital, indebtedness, financial objectives, and operational requirements.

FIN408

Financial Issues in Health Care

The course incorporates topics of capital planning and other finance issues applied to health-care organizations. This course will cover public payer, rate setting, discerning risk and the costs of capital in making financial decisions.

FIN563

Finance Management I

The financial environment and its evaluation using the NPV, valuation of financial assets, project analysis, risk and return, debt, and dividend policies.

## Computing/Programming CMP/THC/CIS/APS/CLS

APS301

Analysis and Design of Systems

This course introduces the student to a wide range of concepts applied in the analysis and design of information systems. Students will develop practical skills in modelling systems from the process and object perspectives to effectively analyze and design information systems.

APS303

Design and Innovation of digital business

The contents of this course will allow students to develop the skills needed to be successful in the digital age by combining the practical development of digital skills and students' capacity for creativity and innovation.

CIS301

Introduction to Information Systems

This course provides the basics of information systems used in various types of organizations and businesses. It also enables students to distinguish data from information and describe the characteristics used to evaluate the value of data.

### CIS303

#### Management of Relational Databases

This course develops students` ability to use and apply relational database technology, data modeling, SQL, data normalization, and the translation of logical designs to physical storage structures. The course also presents the concept of indexes, storage management, transactions, database integrity, client/server relational database management, and introduction to query optimization.

### CIS400

#### IT Engineering

In this course students will learn about domaining computer and information technology by providing fundamental knowledge and skills required to describe, analyze, and apply its tools such as IT technician, networking, neutral-vendor servers, and security.

### CIS420

#### Digital Marketing

The aim of this course is to provide students with fundamental knowledge about the business advantages of digital marketing and its relevance for marketing success. Students will learn the concepts and criterion to develop a digital marketing plan, make SWOT analysis, define a target group, get introduced to various digital channels, their advantages, and ways of integration, how to integrate digital media and create marketing content, to optimize a website and SEO, to create Google AdWords campaigns, social media planning, to get basic knowledge of Google Analytics for measuring effects of digital marketing. Prerequisite: MKM101

### CIS409

#### Health Information System

The aim of this course is to introduce the student to the principles of computer technology related to health care with focus on health care data collection, storage, retrieval, security arrangement, presentation, and verification. The course will also introduce the components and requirements of the electronic health record and computerized medical billing and provide sufficient knowledge of the challenges for health executives in the selection and implementation of a health information system.

## CLS410

### Introduction to Medical Informatics

This course introduces health informatics, the field focused on the optimal use of data, information, and knowledge to individual health care, public health, and health-related research. Students will learn and apply informatics skills and knowledge to health-related situations and issues, also offering an overview on how technology can be applied in the delivery of health care through the use and maintenance of informatic interventions that improve health care delivery.

## CMP202

### Computing Fundamentals for Entrepreneurship

This course develops basic computer skills among the candidates and aims to allow students to learn the basics of the operating system, personal computer, computer networks and solve common day-to-day problems that may arise in a business. Throughout the course, students will go through several stages of entrepreneurship, including conceptualization of problems, incubation of ideas, product development, pilot deployment and evaluation of the effectiveness to nurture them and bring them to reality.

## CMP300

### Introduction to Information Technology

This course provides an overview of the fundamental ideas and principles behind information systems. The course approaches traditional computer concepts from a managerial perspective geared to the requirements of businesses and organizations, like introduction to technology, fundamentals of information systems, types of information systems, introduction to software engineering, and software development models.

## CMP509

### Introduction to Computers in Education

This course develops basic skills in computer fundamentals, keyboard, computer applications, research tools and educational applications. Within the appropriate development guidelines, the content of this course should allow students to know the specific terminology of the computer, use the computer to integrate all areas of the curriculum, use computer programs and educational software to reinforce their learning, undertake research and expand critical thinking skills.

## CMP515

## Computers in the Curriculum

This course is designed to enable educators to use technology to enhance instruction within and across content areas. Theoretical and practical aspects of technology integration will be discussed. Students will develop a thematic unit reflecting state and national standards.

## CMP517

### Constructive Learning and Design of Online Environment

This course presents the case of the pedagogy of the online course to support the constructivist learning model. An online strategy for presenting instructional materials as an option for students and the use of technology. Students will learn the constructivist learning model, the pedagogy of online courses to meet the structural needs of students and develop their analytical and communication skills.

## CMP520

### 21st Century Competencies, Multiliteracies, and As

This course explores how technology may be used as a tool in the 21st Century classroom to facilitate changes in the way teachers teach and students learn, and ultimately to stimulate positive changes in education. It also examines how educators can increase their own productivity by using technology for communication and collaboration among colleagues, staff, parents, students, and the larger community. Students will examine the benefits and possible drawbacks of technology used in their classrooms and learn how to integrate technology effectively into their teaching to promote student learning. Students will discover how technology can be an engaging and effective tool in the classroom. Students also could learn how to incorporate the latest technology and software into the curriculum to support learning.

## CMP525

### Technology at Work: The Internet in Workplace Learning

This course provides an overview of the problems and strategies associated with the use of the Internet in instruction. Participants will use a variety of social software or Web 2.0 applications, as well as more traditional applications, such as search engines. More importantly, participants will consider their own unique educational contexts while working with the course content to determine how the Internet can be used to meet the teaching and learning objectives.

## THC103

### Introduction to Digital Humanities



In this course students will learn how humanities are understood across disciplines and the bases of the necessary skills in digital research and visualization techniques across subjects and fields within the humanities.

## Health Administration Services HAS

HAS490

Health Services Administration

This course provides a general overview of health services administration. Methods of data collection, management, presentation, and descriptive and inferential statistical are included in this course, as well as basic epidemiological theory applied to Health Services Administration.

## Education Technology EDT

EDT501

Introduction to Knowledge Building

This course provides a comprehensive guide to the knowledge building theories and how they can be applied in teaching and in the process of identifying what is needed to create knowledge based on philosophical principles.

EDT502

Knowledge Media and Learning

In this course students will learn the use of tools to support the processes of generating, interpreting, and sharing knowledge using several different media, while also discerning how the use of different media shapes and fits into these processes.

EDT503

Instructional Design: Beyond the Lecture

This course provides sufficient knowledge and application of the techniques required for the process of addressing learning settings with a focus on instructional systems design and instructional strategies at curricular and classroom contexts. Students will also be introduced to basic advantages and disadvantages of the main instructional media.

#### EDT504

##### Technology, the Environment and Education

This course will guide students to discern the role that various forms of electronic and digital technology can play in the teaching and learning process and how they can approach these processes in classroom environments. Students will also learn the concepts for designing technology-enhanced activities, learning/teaching resources and the principles required to identify resources that assist in the learning of how to integrate technologies in the future.

#### EDT505

##### Integrating Technology into the Classroom: Issues

Issues within classroom contexts arise when integrating technology-based resources and activities. This course introduces insights into different social dynamics and the perception of effectiveness of technology in the classrooms. Students will also analyze the impact of the lack of alignment between technology, curriculum, and instruction to build appropriate learning settings within the contexts of the class.

#### EDT506

##### Technology, Language and Literacy

In this course, students will explore how technology is relevant to language and the forms in which it is used. Concepts are presented regarding the approach with material, social, and individual resources interact in the design of textual meaning, and how that interaction acts across different contexts of communication, situations of technological mediation, and moments in time.

#### EDT507

##### Technology, Psychology and Play

This course covers a deep knowledge of psychological theories of play with focus on the role of technology in play scenarios throughout life spans, and to the role of technology in play from developmental and educational perspectives. Topics related to play include gamification, trust, collaboration, and passion to learn. In addition, the role of technology in 'eduplay' will also be addressed for analysis of its impact on people within learning contexts.

#### EDT508

##### Technology and Education

This course explores specific technology and digital resources that have been designed and developed for use in the classroom. The assessment, utilization and analysis of various technologies and their effectiveness within the curriculum will be studied in-depth.

EDT600

Capstone

The completion of a capstone paper, written in collaboration with the student's assigned faculty advisor, serves as a transition from the role of student to that of professional. Through the Capstone Project, students will blend classroom learning and academic research into a finished work. This project will allow students to create their own unique contribution to their specific field (Education), which they can implement, if needed, in any professional setting.

## Entrepreneurship ENT

ENT201

Entrepreneurships

This course is an interdisciplinary course designed to teach students how to think and act entrepreneurially. Students learn how to start-up and operate a business while in school, thus turning their learning into earning.

## Laws / Legislation LES

LES301

Legal Environment of Business

This course focuses on introduction to law and the legal environment of business, the US legal system, constitutional principles, dispute resolution tools, the international legal environment of business, and main laws that relate to the field of business.

LES304

Health Care Law

This course is an examination of the broad legal aspects that have an impact on the operation of healthcare. The course will include an introduction to the legal system as it pertains to the healthcare system; health related legislation; regulatory agencies, issues affecting healthcare facilities; and medical malpractice.

LES302

Legal Aspect & Legislation in Healthcare

This course covers the corporate structure and legal responsibilities of institutions and health professionals are studied from a local, state, and federal regulatory position.

**MBTU Faculty**

FACULTY MEMBER:	DEGREES/ DIPLOMAS HELD & AWARDING INSTITUTION:
Andres Ortega	PhD in Telecommunications Engineering - University of Studies of Ferrara, Italy Master in Telecommunications Management - Salesian Polytechnic University, Ecuador Electronic Engineer - Salesian Polytechnic University, Ecuador
Annie Munoz	Master's Degree in Economic Development and Public Policy - Autonomous University of Madrid, Spain Engineering in Business Sciences with a concentration in Business Management - University of Espiritu Santo, Ecuador
Carlos Matiz	Master in Economy and Business Administration - Higher Polytechnic School of the Litoral, Ecuador BS in Economy – University of Guayaquil
Carlos Sori	Doctor of Nursing Practice – Ana G Mendez University, USA Master in Nursing – Miami Regional University, USA Bachelor in Medicine – University of Medical Sciences, Cuba
Cindy Navarrete	Master in Operation Management and Quality – International University of La Rioja, Spain Business Administration Engineer with emphasis on Business Management – Technological University Ecotec, Ecuador
Cira Pelekais	Doctor of Science in Human Resources – City University of Los Angeles, USA Master in Open and Distance Education – Open National University, Venezuela Bachelor in Law – University Rafael Beloso Chacin, Venezuela
Daniel Merchan	Master in Communication and Political Marketing - International University of La Rioja, Spain Publicist – UTE University, Ecuador
Diego Aguirre	Master in Telecommunications – Higher Politechnic School of the Coast, Ecuador Bachelor in Electronic and Telecommunications Engineering – Higher Politechnic School of the Coast, Ecuador
Edwin Murillo	Doctorate in Government and Public Administration – Universidad Complutense de Madrid, Spain Master in Philosophy – Pontificia Universidad Javeriana, Bogota, Colombia Master in Theology - Pontificia Universidad Javeriana, Bogota, Colombia Bachelor in Theology - Pontificia Universidad Javeriana, Bogota, Colombia
Elio Acosta	DBA – San Ignacio University, USA MBA - Nova Southeastern University, USA Bachelor in Industrial Engineering Technology – FIU, USA
Elmar Pelekais	PhD Management Sciences – University Dr Rafael Beloso Chacin, Venezuela Master in Human Resources Management - University Dr Rafael Beloso Chacin, Venezuela Bachelor Social Communication - University Dr Rafael Beloso Chacin, Venezuela
Emperador Perez	DBA- Marconi University, USA MBA – Keiser University BBA Management – Keiser University
Francisco Cala	PhD in Mathematics – University of Umea, Sweden MSc in mathematics – University of Umea, Sweden Bachelor in Mathematics – University of Umea, Sweden
Francisco Cedeno	Master in Management Information Systems – UTEG, Ecuador Computer Administrative Systems Engineering – UTEG, Ecuador
Frank Perez	Doctor of Medicine – University of Havana, Cuba Master in Biomedical Science – AATMD, Cuba Associate Degree in Nursing – Sacred Heart University, Puerto Rico
Gabriel Vaca	MBA – University of Bordeaux, France Master in Marketing with a Specialization in Digital Management – UTEG, Ecuador Engineering in Tourism – North Technical University, Ecuador

Grace Viteri	Master in Informatic Education – University of Guayaquil, Ecuador Bachelor in Information Systems - Higher Polytechnic School of the Litoral, Ecuador
Jaime Torres	Phd International Business – Inter-American University, Puerto Rico MBA and BBA Finance - Inter-American University, Puerto Rico
Javier Burgos	DBA - Pontifical Argentine Catholic University, Argentina MBA – UTEG, Ecuador Bachelor in Marketing and Foreign Trade - High school Coastal Polytechnic, Ecuador
Jose Mora	Master in Management of Sales and Marketing – EAE Business School, Spain BA of Business Administration – Central University of Venezuela, Venezuela
Jose Townsend	PhD in Global economic management - National University of San Marcos, Peru MBA – UTEG, Ecuador
Julio Gonzalez	Master in Physical Education – University of Guayaquil, Ecuador Bachelor in General Medicine – University of Guayaquil, Ecuador
Katherine Tossas	Doctorate in Education and Leadership – Marconi University, USA Master in Marriage and Family Therapy – Carlos Albizu University, USA Master in Education and Special Education – Touro College, USA Bachelor in Forensic Psychology – John Jay College of Criminal Justice, USA
Kervin Rojas	Doctorate in Educational Sciences- Rafael Belloso Chacin University, USA Master’s degree in Telematics-Rafael Belloso Chacin University, USA Electronic Engineer-Rafael Belloso Chacin University, USA
Luis Morales	Master of Arts in Curriculum and Instruction- The University of Texas at San Antonio, USA Bachelor’s Degree in military sciences- Officers School FAC VE, USA Bachelors Degree in Education in Social Sciences- University Andres Bello, USA
Luis Musso	PhD in Philosophy and Letters – University of Alicante Master in Cultural Studies – Simon Bolivar University, Ecuador Bachelor in Communication and Literature – Catholic University of Santiago of Guayaquil, Ecuador
Maricela Vega	Master in Psychology – SEK International University, Ecuador Bachelor in Psychology – Particular Technical University of Loja, Ecuador
Omar Alvarez	DBA Catholic University of La Plata, Argentina MBA – Lomas de Zamora National University, Argentina Public Accountant - Lomas de Zamora National University, Argentina
Orlando Villaverde	DBA in Business – Nova Southeastern University, USA MBA in Business Aviation – Embry Riddle Aeronautical University, USA MAS in Aeronautical Science - Embry Riddle Aeronautical University, USA BS in Professional and Applied Science - Nova Southeastern University, USA
Paul Minuche	Master in Marketing and Political Communication – UNIR, Spain Engineer in Business Management and Marketing – UTEG, Ecuador
Ralph Echeverria	Master in International Business – SIU, USA Bachelor in Law – University of Zulia, Venezuela
Rodrigo Gallegos	MBA – Nova University, USA MS Economics – Florida State University, USA BS Industrial Management – Purdue University, USA
Rosa Maldonado	MS in Family Law – Autonomous Regional University of Los Andes, Ecuador BS in Law – Autonomous Regional University of Los Andes, Ecuador
Tatiana Ramos	PhD in Information Science, Universidad de la Laguna, Spain Bachelors in Communications - Andrés Bello Catholic University, Venezuela
Walter Quezada	PhD in Technical Sciences - Martha Abreu Central University, Cuba Master in Process Management for Digital Transformation - International University of La Rioja, Ecuador Industrial Engineer - Equinoccial Technological University, Ecuador
Wilson Palacios	PhD in Education – Madrid Autonomous University, Spain Master in Quality of Superior Education - Madrid Autonomous University, Spain Bachelor in Public Administration – Superior School of Business Administration, Colombia
Xiomara Bastardo	EdD with a Specialty in Pedagogical Mediation – Central University of Venezuela, Venezuela Agricultural engineer – La Salle University, Costa Rica
Xiomara Garcia	PhD in Philosophy – Central University of Las Villas, Cuba Master in Latin American Philosophical Thinking – Central University of Las Villas, Cuba

	Bachelor in Philosophy – University of Havana, Cuba
Yoskira Cordero	EdD – University of Carabobo, Venezuela MBA (Marketing) - University of Carabobo, Venezuela Economist - University of Carabobo, Venezuela

## Academic Calendar

ACADEMIC CALENDAR 2024 - 2025		
SPRING 2024 - 01/08/2024 - 05/05/2024	SUMMER 2024 - 05/06/2024 - 08/25/2024	FALL 2024 - 09/02/2024 - 12/22/2024
SPRING A 2024 - 01/08/2024 - 03/03/2024	SUMMER A 2024 - 05/06/2024 - 06/30/2024	FALL A 2024 - 09/02/2024 - 10/27/2024
SPRING B 2024 - 03/04/2024 - 05/05/2024	SUMMER B 2024 - 07/01/2024 - 08/25/2024	FALL B 2024 - 10/28/2024 - 12/22/2024
SPRING BREAK - 03/25/2024 - 03/31/2024		
SPRING 2025 - 01/06/2025 - 05/04/2025	SUMMER 2025 - 05/05/2025 - 08/24/2025	FALL 2025 - 09/01/2025 - 12/21/2025
SPRING A 2025 - 01/06/2025 - 03/02/2025	SUMMER A 2025 - 05/05/2025 - 06/29/2025	FALL A 2025 - 09/01/2025 - 10/26/2025
SPRING B 2025 - 03/03/2025 - 04/27/2025	SUMMER B 2025 - 06/30/2025 - 08/24/2025	FALL B 2025 - 10/27/2025 - 12/21/2025

## Organizational Chart

### Governing Board Directors

Galo Cabanilla

Mara Cabanilla

### Advisory Board Members

Daniela Cabanilla

Lumey Contino

Heidy Davila

Elio Acosta

Jaime Torres

Orlando Villaverde

Other external members

