

R. Wes Hayes, Jr.  
*Chairman*

Rusty L. Monhollon, Ph.D.  
*President & Executive Director*



February 22, 2021

**MEMORANDUM**

**TO:** Chair Wes Hayes, and Members, SC Commission on Higher Education

**FROM:** Chair Charles Munns, and Members, Committee on Academic Affairs and Licensing

**Consideration of Request for Initial License**  
**St. Andrews University (a Branch of Webber International University), North Charleston and**  
**Columbia**  
**Bachelor of Arts in Business Administration; and Master of Business Administration**

**Summary**

St. Andrews University, a branch of Webber International University (<http://www.webber.edu>), requests approval of an initial license to offer programs leading to the Bachelor of Arts in Business Administration (BABA) and Master of Business Administration (MBA) at two off-campus locations in North Charleston and Columbia.

Webber International University, founded in 1927 as a women's college, is a business education-focused institution headquartered in Babson Park, Florida. It was the first school chartered under the educational and charitable laws of the State of Florida as a non-profit organization and is included among the independent colleges and universities that are exempt from Florida licensure. Webber International University is recognized by the IRS as tax-exempt under Internal Revenue Code 501(c)(3) and is governed by an elected board of independent trustees. It is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Webber International University's mission is to offer students an array of business, liberal arts and sciences, and pre-professional programs of study that create a life transforming educational opportunity which is practical in its application, global in its scope, and multi-disciplinary in its general education core. Students will acquire depth of knowledge and expertise in their chosen field of study, balanced by breadth of knowledge across various disciplines, while pursuing a degree at the associate, bachelor, or master's degree level. Special emphasis is placed on enhancing oral and written communication, and critical thinking skills. Webber states the international quality of the student body enriches personal experience and promotes understanding of international cultures and influences. Through an atmosphere in which self-discipline, creativity and cultivation of ethical standards are enhanced, the University affirms it is dedicated to teaching its students the "how to learn, how to think, and how to apply method" to each new challenge.



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[www.che.sc.gov](http://www.che.sc.gov)



St. Andrews Presbyterian College was formed through the merger of two Presbyterian-related colleges; Flora Macdonald College in Red Springs, NC (founded for women in 1896) and Presbyterian Junior College for Men in Maxton, NC (founded in 1928). Created as a residential, coeducational, senior college of arts and sciences, a new campus for the consolidated institution was constructed in Laurinburg, NC, and instruction was initiated at the new site in 1961. In 2011, as part of its long-range strategic development plan, Webber International University merged with St. Andrews Presbyterian College (now a branch campus of Webber International University and operating as St. Andrews University), located in Laurinburg, North Carolina. By means of the merger, the University expanded the academic opportunities and curricular offerings available to its students, extended the reach of its educational programs, and positioned itself for additional growth and service to students.

In addition, in 2011, the University of North Carolina Board of Governors approved interim licensure for Webber International University to conduct postsecondary degree activity in North Carolina, and to designate St. Andrews University as an additional instructional location. In 2013, regular licensure was granted by the University of North Carolina Board of Governors.

On January 24, 2020, the South Carolina Secretary of State issued a Certificate of Existence to Webber International University Inc., a nonprofit incorporation. In order to leverage the brand recognition of its branch campus, St. Andrews University, in the Carolinas, Webber International University intends to utilize St. Andrews University (a branch of Webber International University) in its branding and marketing efforts for the proposed off-campus instructional sites in North Charleston and Columbia.

This initial request is for approval to advertise and enroll students beginning in May 2021. Students will be able to obtain 50% or more of credits toward the programs offered at the proposed sites. The primary target audiences are qualified candidates seeking career entry, and to advance their education and careers. Candidates for these programs are primarily adult education and non-athlete students. However, college transfer students are included in the target market. The instructional delivery method will be traditional/face-to-face, online/distance education, and blended. The curriculum will be delivered through face-to-face/online/technology-mediated lectures, self-directed didactic activities, independent and collaborative learning, scholarly writing, and field observations. In addition, for the MBA program, students will complete a practicum as the capstone for the program.

### **Organization, Administration, and Faculty**

St. Andrews University, a branch of Webber International University), follows an organizational and administrative model to ensure each administrative and academic officer's formal academic credentials, and/or the staff person's background and experience, justify their employment. The University has resources dedicated to support the administration and faculty meeting requirements established by CHE regulation. The University's administrators and supervisors are provided utilizing the SACSCOC-recommended reporting template attached (**Attachment 1**).

Webber International University has a President & CEO whose primary responsibility is to the University at all its locations. The President is not a member of the Board of Trustees, nor its presiding officer. The President and CEO of University is Dr. H. Keith Wade. President Wade does not have employment responsibilities other than as President and CEO of Webber International University.

The merger with St. Andrews University expanded the scope of President Wade's role and authority to include oversight of the branch locations and any related operations as may be established in the future. President Wade's authority in North Carolina is exercised on a day-to-day basis through an on-site chief administrative officer for the St. Andrews locations. The University's organizational chart and structure are attached (**Attachment 2**).

St. Andrews University (a branch of Webber International University) has established procedures to promote the continued development of the University. Administrative staff members are periodically evaluated regarding their achievement of performance objectives. The Board evaluates the performance of the University's President and Campus President in North Carolina. The President evaluates the performance of Vice Presidents and any other appropriate senior personnel at each campus. The

evaluations include, but are not limited to: a) the employee's fulfillment of the typical responsibilities of his/her position; b) the accomplishment of any specific performance goals that may have been established for a given year; and c) such attributes or behaviors commonly associated with successful institutional operation as dependability, integrity, and collegiality/teamwork.

### **Facilities and Equipment**

St. Andrews University proposes to offer programs leading to the Bachelor of Arts (BABA) and Master of Art (MBA) degrees in Business Administration at campuses in North Charleston and Columbia via ground, hybrid, and online instructional delivery modes.

The North Charleston campus will be located at 2431 Aviation Avenue, Suite 703, North Charleston, SC 29406, and is approximately 19,800 square feet. The Columbia campus will be located at 1628 Browning Road, Columbia, SC 29210, and is approximately 29,960 square feet. At each campus, students will have access to classrooms, a media center, a student lounge, and office spaces to provide them with a modern and comfortable learning environment that is conducive to their success in their chosen career path. Equipment will be purchased, as required for this location, to support instruction in each program offered. The University will use equipment that meets industry standards and effectively meets the objectives of the programs, consistent with those used in its main campus in Babson Park, FL. Equipment includes commonly used inventory for instruction such as white boards, projectors, projector screens, classroom computers for instructor use, desks, chairs, teacher tables, and podiums. There is no specialized equipment needed to teach the proposed programs. The floorplans for the proposed North Charleston and Columbia campuses are attached (**Attachment 3**).

St. Andrews University included in their initial application for licensure a signed copy of memorandum of understanding for use of the facilities proposed at the North Charleston and Columbia campuses. The University entered into an agreement on January 24, 2020 with B.A.R. Education doing business as (DBA) Southeastern Institute and Southeastern College. This agreement establishes the guidelines for a cooperative relationship to facilitate co-location and post-graduation matriculation of students. A copy of the signed Memorandum of Understanding between Webber International University & St. Andrews University (a branch of Webber International University) and B.A.R. Education DBA: Southeastern Institute and Southeastern College is attached (**Attachment 4**).

Furthermore, St. Andrews University included in its initial application for licensure a statement regarding the University's continuous operations plans in the event the memorandum of understanding for use of facilities with B.A.R. Education DBA Southeastern Institute and Southeastern College is dissolved. The University included in its plans the intent to seek negotiations with the landlord to take over the lease from B.A.R. Education DBA Southeastern Institute and Southeastern College. The University also identified alternative locations to relocate its operations in close proximity to its proposed locations in North Charleston and Columbia in its plans. The University's continuous operations plan ensure that students will not experience any disruption to their program.

### **Finances and Surety**

St. Andrews University provided audited financial statements in its initial application for licensure. The University provided its most recent consolidated financial statement and supplementary information, including an independent auditor's report, for the years ending in May 31, 2019, and a copy of their investment report for December 2019. The University also included in their application the projected budgets for the first year of operations at the proposed sites. The evidence of adequate financial resources provided by the University are enough to show that the institution possesses adequate liquid assets as required by CHE regulations.

St. Andrews University (a branch of Webber International University) provided a surety bond in its initial application for licensure in the amount of \$150,000, based on the projected tuition income for the first year of \$1,500,000 to fulfill the requirements for a surety bond of not less than ten percent of the projected annualized gross income of the programs. The regulation requires that the bond is to be used only for payment of a refund of tuition and other instructional fees due to a student or potential student

in the event the institution closes owing refunds to students. A copy of the surety bond issued by RLI Insurance Company is attached (**Attachment 5**).

### **Educational Programs**

St. Andrews University seek to offer programs leading to the Bachelor of Arts in Business Administration (BABA) and Master of Business Administration (MBA) at both proposed campuses located in North Charleston and Columbia.

The Bachelor of Arts in Business Administration is a 120-hour undergraduate credit program, currently offered at the University's branch campus in North Carolina. The Business Administration major prepares students for careers in the business, nonprofit and government sectors, and it also proposes to provide students with the knowledge, skills and disposition to pursue graduate studies in a wide variety of disciplines. The curricula are traditional in that they are core general education requirements and are of quality, content, and length as may reasonably and adequately achieve the objectives of the program. The curriculum, course sequence, and course descriptions for the Bachelor of Arts in Business Administration are attached (**Attachment 6**).

The Master in Business Administration (MBA) is a 36-hour graduate credit program that focuses on interdisciplinary nature of business practices. Through the Practicum course(s), students undertake group-based consulting projects under the guidance of faculty members. These projects provide ample opportunity for students to test theoretical concepts in applied settings. While focusing on the team approach toward solving problems and executing plans, students arrive at optimal solutions to operational and strategic management problems. The curricula are traditional in that they are core general education requirements and are of quality, content, and length as may reasonably and adequately achieve the objective of the program. The curriculum, course sequence, and course descriptions for the Master of Business Administration are attached (**Attachment 7**).

The proposed programs are approved by SACSCOC to be offered by St. Andrews University, a branch of Webber International University. The admission, curriculum and graduation requirements for students at the proposed campuses in North Charleston and Columbia will be the same as the existing University requirements. The University has standardized grading, transcripts, and transfer credit policies. The new sites will utilize the University's standardized grading, transcripts, and transfer credit policies. No special arrangements for grading, transcripts, or transfer credit are contemplated.

St. Andrews University has established and utilizes an application of Institutional Effectiveness strategies (planning, implementation, assessment/evaluation, and use of the results to enhance the institution) as regular elements of the institution's operations. The University operates by way of implementing its current strategic plan at the institutional, campus, program, and service area/unit level. The same process will apply to the programs and operations of the new sites. Each service area/unit conducts assessments and identifies how they are using their assessment results to effect improvement. Their assessments and unit purpose/goals are linked to specific strategic plan goals, enabling them to operate by way of implementing the University's plan.

All educational programs have university-wide student learning assessment plans, complete with learning outcome objectives. During the University's 2016 SACSCOC reaffirmation of accreditation review, the University received no academic citations in the area of institutional effectiveness. All plans apply systematic planned assessment or evaluation strategies to the achievement of the outcomes and goal-based objectives on an annual basis.

### **Enrollment, Admissions and Records**

St. Andrews University, a branch of Webber International University, included in its initial application for licensure the projected enrollment for the proposed programs. The University provided the following three-year enrollment projections for the proposed programs to be offered at sites located in North Charleston and Columbia:

Program	Enrollment Projections		
	Year 1	Year 2	Year 3
Bachelor of Arts in Business Administration	30	45	65
Master in Business Administration	40	55	75

St. Andrews University admits first-year, nontraditional and transfer students in the Fall and Spring terms. The Office of Admissions serves to ensure that candidates for admission possess the characteristics and skills necessary for success and understand that this may be reflected in prior achievement as well as in clear potential. The University accepts students who are otherwise admissible without regard to age, disability, national and ethnic origin, race, religion, sex or sexual orientation.

First-year freshman students are those who are entering from high school or students with less than 12 semester university credits. To complete the application for admission, all first-year students must request an official high school transcript providing evidence of high school graduation and scores from the Scholastic Aptitude Test (SAT) or the American College Testing Assessment Program (ACT). First-year applicants who are high school graduates should satisfactorily complete at least 12 of the following university prep curriculum courses:

- Three units of English
- One unit of a foreign language
- Three units of math
- Three units of social studies
- Three units of science

Students who have received high school equivalency certification based on the General Education Development (GED) test may be considered for admission. These students should submit a request for official transcripts from all high schools attended and should also request a copy of the GED certificate. SAT or ACT score reports are also required, as well as a teacher or counselor recommendation.

The Graduate School of Business offers an MBA program with classes being taught primarily by full-time Institutional faculty, classes meet one night a week over the course of a ten-week term. The program can be completed in six terms and is primarily made available through a four-term format offered annually (Fall, Winter, Spring and Summer). Classes generally meet from 6:00 to 10:00 p.m. on campus or are delivered online.

Admission to the MBA program will be based on both quantitative and qualitative criteria. Domestic applicants should be prepared to submit all the following documentation for consideration by the Graduate Council for acceptance to the MBA programs:

- Application for admission;
- A non-refundable application fee of \$50.00;
- Bachelor's Degree from a regionally accredited college or University (or equivalent preparation from international institutions);
- Official transcripts from ALL previous undergraduate and graduate work;
- Three (3) letters of recommendation from academic or professional sources (at least one must be from an academic source if undergraduate degree received in the last three years);
- A one-page essay (from the list in the application) stressing professional and personal expectations and goals;
- Résumé; and
- The Graduate Management Admission Test (GMAT) as needed.

The student-centered focus of the MBA program begins in the admissions process. Each applicant's experience and academic background will be reviewed as part of the application process. Applicants who have earned either another Master's degree or another professional degree (JD, DVM, etc.) are automatically admitted. Applicants who have a 3.25 GPA or higher in their undergraduate course work and strong backgrounds in business are also automatically admitted without taking the GMAT.

Applicants with an Undergraduate GPA of 3.0 and strong evidence of potential success in the program may be admitted without GMAT scores. Applicants who have an undergraduate GPA less than a 3.0 may need to take the GMAT and/or additional course work that add positive indicators for success in the program.

St. Andrews University has established a plan to for student records to be maintained that is adequate to reflect the application of relevant performance or grading standards to each enrolled student. Furthermore, consistent with federal and state law, the University protects the security, confidentiality, and integrity of its student records. The University maintains student records for each student, whether or not the student completes the educational program. Safeguards are in place to ensure the security, confidentiality and integrity of student records.

### **Program Need Justification**

As required by CHE, St. Andrews University included in its initial application for licensure an explanation of the need for the proposed programs in SC. The explanation describes how graduates will contribute to the economic development of SC.

St. Andrews University (a branch of Webber International University) currently does not have physical presence in South Carolina. The proposed program offerings in North Charleston and Columbia provide an opportunity for increasing enrollment of new students and offer additional opportunities for existing students, combining the practicality of core business management courses with the benefit of the core values of a liberal arts education. The North Charleston and Columbia locations were selected and proposed for several reasons. Based on the University's needs assessment:

1. According to the 2017 US Census Bureau, Charleston has a population of 139,906; Columbia has a population of 135,451. Both cities have lower than average poverty levels in SC (at 11.7% for Charleston and 15.1% for Columbia). Median household income was recorded at \$63,364 for Charleston and \$54,480 for Columbia in 2018. Approximately 31.9% of Columbia's population has a bachelor's degree or higher, and 89.7% are high school graduates or higher; whereas, 52.2% of Charleston's population has a bachelor degree or higher, and 94.5% are high school graduates or higher. For both cities, over 15% of the population is between the ages of 20-29, with a median age of over 34 years old, the University's target student populations at the proposed SC locations.
2. The vision and strategic plans for both Charleston and Columbia include emphases on education and skilled workforce. For example, the 2017 Strategic Plan for the City of Columbia, includes growing opportunities for entrepreneurship, business development and a skilled workforce to achieve a healthy economy. Whereas, the 2016-2021 Strategic Plan for Charleston includes a goal to provide education and training for residents to create the workforce skills necessary to support and attract new industries. The explicit emphasis on education and having an educated workforce in both Charleston and Columbia's vision and plans strengthened further the University's desire to pursue opening new instructional sites in these two markets.
3. At the national level, according to the United States Bureau of Labor Statistics and the Occupational Outlook Handbook (2018 Edition), employment in business and finance-related occupations is expected to grow 7% from 2018 to 2028, faster than the average for all occupations, adding about 591,800 new jobs. In 2018 the median annual salary in this field was \$68,350, which was higher than the median annual wage for all occupations of \$38,640.

4. A search of “Business Management” jobs on Indeed in South Carolina alone yielded 1,804 jobs with 110,000 available jobs nationwide (March, 2020). The research results demonstrate a strong need for graduates with a degree in business administration.

St. Andrews University, a branch of Webber International University, included in its initial application for licensure a detailed outline of employment opportunities researched and compiled by the institution. The University utilized the South Carolina Department of Employment and Workforce as its primary source. Additionally, the University included data from the US Bureau of Labor Statistics. A copy of the Employment Opportunities to support the proposed program offerings at sites in North Charleston and Columbia is attached (**Attachment 8**).

#### **Graduation and Placement Rates for Additional Campuses**

St. Andrews University (a branch of Webber International University) offers a Bachelor of Arts in Business Administration and Master of Business Administration at its Laurinburg, NC campus. The University included in its initial application for licensure the past three academic years of graduation and placement rates for the NC campus calculated based on completion within four years. The University tracking and calculation is ongoing through the Office of Vocational and Career Services. The graduation and placement rates for the past three academic years for the NC campus are as follows:

Degree Program	Program Graduation Rates			Graduating Students' Employment Rates		
	2016-2017	2017-2018	2018-2019	2016-2017	2017-2018	2018-2019
Bachelor of Arts in Business Administration	71.6%	71.6%	79.2%	90.4%	80.2%	80%
Master of Business Administration (MBA)	79.5%	78.8%	83.3%	100%	100%	100%

#### **Similar Program Offerings in South Carolina**

St. Andrews University included in its initial application for licensure a list and analysis of similar programs currently offered in SC. In the analysis, the University included comparisons between similar programs or programs in close proximity to the University’s proposed programs. Additionally, the University provided a spreadsheet with an analysis of the similar programs offered in SC. A copy of the Similar Programs Offered in South Carolina list is attached (**Attachment 9**). A copy of the spreadsheet with an analysis of similar program offerings is also attached (**Attachment 10**).

#### **Tuition and Student Borrowing**

Tuition and fees for St. Andrews University (a branch of Webber International University) are charged per semester. The University’s current program costs, accounting for tuition and fees, for both of the proposed sites in North Charleston and Columbia are as follows:

### Bachelor of Arts in Business Administration (BABA)

	<b>Tuition</b>	<b>Program Fees</b>	<b>Total</b>
Full-time Cost (at least 12 credit hours)	\$9,980	\$500	\$10,480
Part-time Cost			
9-11 credits hours	\$7,495	\$375	\$7,870
6-8 credit hours	\$4,990	\$250	\$5,240

### Master in Business Administration (MBA)

	<b>Tuition</b>	<b>Program Fees</b>	<b>Total</b>
Full-time Cost (at least 12 credit hours)	\$12,900	\$500	\$13,400
Part-time Cost			
9-11 credit hours	\$9,675	\$375	\$10,050
6-8 credit hours	\$6,450	\$250	\$6,700

According to College Scorecard (<https://collegescorecard.ed.gov>), the median total debt after graduation for borrowers who complete postsecondary programs at St. Andrews University (a branch of Webber International University) is between \$15,000 and \$31,677.

The following information from the U.S. Department of Education (USDE) shows the most recently reported student loan default rates for the St. Andrews University (a branch of Webber International University).

<b>St. Andrews University (a branch of Webber International University) Cohort Default Rates</b>			
	FY2017	FY2016	FY2015
<b>Default Rate</b>	16.1	8.3	13.9
<b>No. in Default</b>	74	36	59
<b>No. in Repay</b>	457	429	423

To provide context for the Cohort Default Rate (CDR), USDE includes enrollment data (students enrolled at any time during the year) and a corresponding percentage (borrowers entering repayment divided by that enrollment figure). While there is no direct relationship between the timing of when a borrower entered repayment (October 1 through September 30) and a particular enrollment year, these data are for the academic year ending on the June 30 prior to the beginning of the cohort year (e.g., FY2015 CDR Year uses 2013-2014 enrollment).

The USDE sanctions a school when the school's three most recent cohort default rates are 25 percent or higher, or if a school's current default rate is greater than 40 percent. Except in the event of a successful adjustment or appeal, such a school will lose Federal Family Education Loan, Direct Loan, and Federal Pell Grant program eligibility for the remainder of the fiscal year in which the school is notified of its sanction and for the following two fiscal years.

### Learning Resources

St. Andrews University (a branch of Webber International University) included in its initial application for licensure and explanation of its current library/learning collections, databases, resources, and services specific to the proposed programs. The University's DeTamble Library has access to over 91 subscription databases. At the present time, nearly all resources that support the curriculum are electronic in nature.



The library also has print collections that support all areas of the business program. The library has a current subscription with NC LIVE, a state-wide initiative and consortium of libraries that offers electronic access to various resources via university subscription. Included in its 89 databases are over 203,000 ebooks; 38,000 streaming videos; and 23,000 full text e-journals. All students enrolled at the University have free access to all NC LIVE resources. All resources are available online from any location.

The DeTamble Library Catalog, WorldCat, provides a discovery tool that can access all available print and ebook titles. There are more than 58,000 ebook titles and over 500 print books with the subject heading of business. The Discovery Tool provides access to all articles, video, and other information in the databases, and also connects students to open access materials.

The DeTamble Library has agreements with two nearby libraries: Richmond Community College, and The University of North Carolina Pembroke. Students can visit those libraries to check out print resources, access online databases, and print or download journal articles. Additionally, as a small academic university, DeTamble Library provides a strong and efficient Interlibrary Loan Service for students and faculty. Any book or article that is not available in full text can be quickly ordered from another institution through Worldshare.

### **Student Support Services**

St. Andrews University (a branch of Webber International University) included in its initial application for licensure an explanation of how current academic and student support services at the proposed sites in North Charleston and Columbia will support the proposed programs. The University provides appropriate academic and student support programs, services, and activities to students at all levels that promote learning, enhance the educational experience, and contribute to the achievement of teaching and learning outcomes. These academic support programs help to ensure the success of students in meeting the goals of the educational programs and fulfilling the mission of the University. The institution ensures that its academic and student support programs and services are adequate and appropriate by periodically requesting students and faculty to evaluate their adequacy and appropriateness.

Specific to the proposed North Charleston and Columbia instructional sites, the following programs, services, and activities will be offered to support students who will be enrolled in the University's proposed programs:

- Admissions support
- Financial Aid Resources
- New Student Orientation
- Electronic Library Resources through the DeTamble Library
- Computer Assisted Instruction (University Intranet)
- Honors Program
- Counseling and Guidance
- Academic Advising
- Disabled Student Services
- Computer Labs
- Food Service (Student Lounge)
- Bookstore
- Campus Safety and Security
- Extracurricular Activities (Social Clubs and Activities)

## **February 2021 CAAL Summary**

At the February 12, 2021 CAAL meeting, the Committee considered St. Andrews University's request for approval of an initial license to offer programs leading to the Bachelor of Arts in Business Administration (BABA) and Master of Business Administration (MBA) at two off campus locations in North Charleston and Columbia. Dr. H. Keith Wade, President and CEO, and institutional representatives, presented the proposal. Committee members asked questions regarding current enrollment; facilities space utilization; program justification; program costs; and financial aid.

Dr. Wade and the St. Andrews University delegation responded to questions explaining current enrollment: in similar programs at their North Carolina campus 65 students are enrolled. Regarding physical space, approximately twenty percent of offices and classrooms will be utilized at the campus facilities in both North Charleston and Columbia. Additionally, the institution surveyed surrounding schools, potential students, and businesses in the Charleston and Columbia areas to assess the need for additional evening programs designed for working adults and determined a need for programs designed as the proposed programs.

Regarding cost, representatives stated that a student enrolling into the BABA program at the institution with no prior credits utilizing financial aid will pay, on average, \$6,500 more for the total cost of the program than the in-state average of similar programs currently offered in the state. but will choose to enroll into the program at the institution based on the program flexibility. Additionally, representatives noted that utilization of financial aid among the institution's student population approaches 100%, but that overall financial aid makes up 40% of a student total funding for programs.

The Committee discussed the potential evaluation of duplication, market share, and program costs as categories to aid in the review of proposals for licensure. One Committee member inquired about the school's cohort default rates. Dr. Wade responded that the institution is working with a new third-party servicer to assist students in their management of student loan debt to mitigate default and that the institution has seen a decrease in the rate, which will be reflected in accordance with Student Federal Aid publishing timelines. Staff provided additional information as part of agenda materials, including conditions for licensure. With no remaining discussion, by unanimous vote the Committee favorably considered the proposal.

### **Recommendation**

The Committee on Academic Affairs and Licensing recommends favorably to the Commission approval of an initial license to St. Andrews University (a branch of Webber International University) to offer programs leading to the Bachelor of Arts in Business Administration (BABA) and Master of Business Administration (MBA) at two off campus locations in North Charleston and Columbia to begin advertising and enrolling students for classes to begin in May 2021. In addition, provided that 1) no "unique cost" or other special state funding be required or requested; 2) the University submits to the Commission verification that all additional equipment required to deliver the proposed programs has been purchased and is ready for use prior to the issuance of the license; and 3) a team visit by Commission staff of the North Charleston and Columbia facilities to confirm compliance prior to the issuance of the license.

## SACSCOC Comprehensive Standard 3.2.8 Qualified Administrative/Academic Officers

**Name of Institution:** Webber International University  
(Florida Campus followed by NC Branch Campus)

**Date Form Completed:** January, 2020

**Location of Program:** 1201 North Scenic Hwy, Babson Park, FL 33827

**Instructions:** Please complete a form for each location where instruction is offered leading to a degree program.

Column One: List each administrative and academic officer, including vice presidents, provosts, deans, directors, and others as appropriate.

Column Two: List the title of the officer.

Column Three: Describe the officer's primary responsibilities in providing leadership.

Column Four: Provide the officer's educational qualifications pertaining to his or her responsibilities.

Column Five: Describe the officer's experience that qualifies to carry out his or her responsibilities.

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Dr. H. Keith Wade	President and CEO of the University, including the Florida and North Carolina locations	<p>The President shall be the chief executive officer of Webber International University and shall be responsible for the entire administration and oversight of the University at all of its locations, subject to the control of the Board of Trustees.</p> <p>It shall be his duty to enforce the rules and regulations of the University as directed by the Board of Trustees and he shall interpret to the Board the proposals of the faculty.</p> <p>He shall appoint all committees of the University.</p>	<p>D. B. A. Management; Argosy University, 2003</p> <p>M.A. Organizational Management; University of Phoenix, 1992.</p> <p>B.A. Business and Economics; St. Andrews Presbyterian College, 1987</p> <p>Advanced Professional Graduate Business Certificate in Marketing; 2004.</p> <p>Advanced Professional Graduate Business Certificate; International Business; 2004.</p>	<p>2008 – present: President and CEO at small, independent, not-for-profit, SACS-accredited university</p> <p>20+ years of senior management experience, including significant experience working with diverse groups of stakeholders</p> <p>Significant accreditation experience (both regional [SACS] and programmatic [IACBE])</p> <p>10+ years of university teaching experience at bachelor's, master's, and doctorate levels</p> <p>Significant experience with fundraising and event production</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Mrs. Carol "Sue" Dunning	Library Director	Responsible for collection development and acquisition, cataloging, circulation, reference service, library training, budget preparation, bookkeeping, policy development and implementation and staff supervision.	<p>M.A. Library and Information Science University of South Florida, 2003</p> <p>B.A. (cum Laude) Education: Warner Southern College, 1988</p>	1999 – present Director of Library Services/Head Librarian, Webber International University
Dr. Jeannette Eberle	Chair, Business Division	<p>Provides leadership and oversight of the operations of the Business Division, including academic quality, curriculum and course design, and assessment of achievement of student learning outcomes.</p> <p>The chair of the Business Division reports to the Academic Dean.</p>	<p>Ph.D. Finance, University of Missouri-Columbia, 1991</p> <p>M.S. Finance, Texas A &amp; M University, 1983</p> <p>B.B.A. Marketing, Texas A &amp; M University, 1981</p>	<p>2000-present Chair of the Business Division</p> <p>Financial Consultant, Greater Orlando Appraisal</p> <p>Financial Consultant, Priority Mortgage</p> <p>MBA Practicum Consulting FIPSE Financial Curriculum Consortium</p> <p>Consultant, Small Business Development Center, Dubuque, Iowa</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Ms. Chris Jordon	Vice President of Finance	<p>The Vice President of Finance shall have custody of all corporate funds, shall keep full and accurate accounts of receipts and disbursements and render account thereof at the annual meeting of the Board, and whenever else required by the Board or President.</p> <p>Shall also be responsible for the corporation's annual audit, annual financial statements, filing of annual tax returns, and any other duties usually pertaining to the Finance/Controller's office or as may be prescribed by the President.</p> <p>The position reports to the President and CEO of the University, and will have direct access to the Board of Trustees as may be deemed necessary.</p>	<p>MBA with Accounting concentration; Webber International University, 2003.</p> <p>B.S. Accounting, 2001.</p>	<p>2005 – present. Vice President of Finance, Webber International University</p> <p>2003-2005 Staff Accountant, Bunting, Tripp &amp; Ingley, L.L.P</p> <p>CPA; 2/2004</p>
Rebecca Klepacki	Director of Alumni Affairs and Annual Fund	<p>To initiate and pursue grant requests; solicit contributions; promote community and alumni relations.</p> <p>Pursue programs which will contribute to the expansion of the University.</p> <p>Reports directly to the President &amp; CEO of the University.</p>	<p>MBA International Business Webber International University 2019</p> <p>BA Environmental Studies Washington College, Chestertown, MD 2015</p>	<p>2018 - present Director of Alumni Affairs and Annual Fund</p> <p>2016 – 2018 Admissions Counselor</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Nelson J. Marquez	Vice President for Institutional Effectiveness and Research	<p>Leadership, planning and coordination related to accreditation and university licensure activities</p> <p>Preparation of accreditation compliance reports</p> <p>Facilitation and guidance with assessment and planning activities</p> <p>Provide advice and support related to assessment strategies</p> <p>Help in development of surveys related to compliance with accreditation standards</p>	<p>EdD Instructional Technology and Distance Education Nova Southeastern University 2003</p> <p>MS Instructional Technology and Distance Education Nova Southeastern University 2003</p> <p>BS Physical Therapy University of the Philippines College of Allied Medical Professions 1988</p>	<p>2015- present Vice President for Institutional Effectiveness and Research Webber International University (and its branch campus, St. Andrews)</p> <p>Co-author and editor of the 2015 SACSCOC Compliance Certification</p> <p>2010-2015 Interim Director, Instructional and Institutional Assessment Polk State College</p> <p>2003-2015 Director Physical Therapist Assistant Program Polk State College</p> <p>1994-2003 Academic Coordinator for Clinical Education Physical Therapist Assistant Program Polk State College</p> <p>1998-2008 Academic Fieldwork Coordinator Occupational Therapy Assistant Program Polk State College</p> <p>1993-1994 Adjunct Faculty Polk State College</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Jay Culver	Vice President of Student Life	<p>The major area of responsibility and authority is the welfare of each student throughout his/her university life.</p> <p>The Dean or Vice President of Student Development supervises general discipline of the students.</p> <p>The Dean of Student Life reports to the President and CEO of the University.</p>	<p>MBA Webber International University 2007</p> <p>BS Business Administration Sport Management Webber International University 2005</p>	<p>2019 – present VP of Student Life, Webber International University</p> <p>2016 – 2019 Dean of Student Life, Webber International University</p> <p>2005 - 2016 Bookstore Manager, Student Activities Coordinator, and Assistant Baseball Coach, Webber International University</p>
Bobbi Andrews	Director of Admissions	<p>Overall leadership, supervision and management of the operations of the Admissions Office and all student recruitment activities at all locations.</p> <p>Coordination, development and execution of marketing strategies, message, and materials.</p> <p>Coordinates with the Financial Aid Office at the Florida campus.</p> <p>Reports to the President and CEO of the University.</p>	<p>BS Business Administration Argosy University 2014</p> <p>AA Organizational Leadership and Supervision Purdue University 2004</p>	<p>Director of Admissions from 2018 to the present</p> <p>2008 – 2018 The Art Institute</p> <p>2005 - 2008 California Building Specialties</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Dr. Charles Shieh	Chief Academic Officer and Academic Dean	<p>The major area of responsibility and authority of the Chief Academic Officer is to properly maintain the instructional and faculty affairs of the University.</p> <p>Responsible for providing coordinated leadership for the development and evaluation of curricular patterns and teaching methods; the selection, promotion, professional development, and salary of the faculty; and the development of the services of the University library.</p> <p>In cooperation with the Dean of Student Life he works with the constituent academic departments to appraise the effectiveness of academic and career counseling and to devise organizational procedures to improve its effectiveness.</p> <p>Works with the VP for Institutional Effectiveness on assessment of achievement of student learning outcomes.</p> <p>The Academic Dean reports to the President and CEO of the University.</p>	<p>Ph.D. Oceanography; Florida Institute of Technology, 1988.</p> <p>M.S. Marine Sciences, State University of New York at Stony Brook, 1984.</p> <p>B.S. Aquaculture/ Biochemistry; National Taiwan Ocean University, 1979</p>	<p>2009 – present Chief Academic Officer, Webber International University</p> <p>2008 – 2009. President, Florida Education Management Center</p> <p>2005 – 2008 Research Professor, UCF</p> <p>2002 – 2005 President and Executive Director, CS Environmental Solution</p> <p>2000 – 2002 VP, Evergreen Environmental, Inc.</p> <p>1989 – 2000 Executive Director, Research Center for Waste Utilization, Florida Institute of Technology</p>



Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Ms. Kathy Wilson	Vice President Student Record Services	<p>Ensures integrity accuracy and security of all student permanent academic records</p> <p>Manage the process of grade reporting by professors, assure grades are in and progress reports for all students</p> <p>Certify eligible students for graduation</p> <p>Veterans Administration Certifying Official</p> <p>Evaluate student transcripts for credit acceptance according to WIU guidelines</p> <p>Assist the Director of Institutional Effectiveness</p> <p>Complete institutional/campus specific surveys</p> <p>Establish accurate enrollment numbers</p> <p>Sevis DSO</p> <p>Athletic Eligibility verification</p> <p>Oversee the financial aid office activities, as the Director of Financial Aid supervises the daily progress and workload.</p> <p>Ensure compliance with federal and state financial aid guidelines</p> <p>Prepare for yearly financial aid audit</p> <p>Write and/or update policies and procedures as federal and state guidelines and processes change</p> <p>Reports to the President of the University</p>	<p>B.S. in Marketing; Webber International University, 1994</p>	<p>2010 – present VP of Enrollment and Student Record Services;</p> <p>1981 – 2010 Registrar/Director of Financial Aid, Webber International University</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Dr. Charles Wunker	Chair, General Education Division	Provides leadership and oversight of the operations of the General Education Division, including academic quality, curriculum and course design, and assessment of achievement of student learning outcomes.	<p>Ph.D. Information Science Nova University, 1990</p> <p>M.A. Physics Ball State University 1975</p> <p>B.S. Mathematics Education with a minor in Physics Ball State University 1972</p>	<p>Committee Work and Projects:</p> <ul style="list-style-type: none"> <li>• Chair of the General Education Division</li> <li>• Chair of the Technology Committee</li> <li>• Member of the WIU Leadership Team</li> <li>• Member of the QEP Development Committee (2005-2006)</li> <li>• Member of the WIU Curriculum Committee</li> <li>• Member of the Graduate Faculty Council</li> <li>• Developed the WIU network security policy that was adopted by the administration in the Spring of 2004.</li> </ul> <p>1984 - 1991 Director of Computer Services at Webber International University</p>
Mr. Matt Yentes	Director of Campus Services and Maintenance	<p>The responsibility of the Director of Campus Services is to properly supervise all housekeeping/maintenance including physical plant, landscaping and transportation, and utilities operations;</p> <p>Supervision of all security activities.</p> <p>Reports directly to the President and CEO of the University.</p>	<p>B.S. Business Administration; Webber International University 2004;</p> <p>Certificate of Completion of Hazardous Material Training</p>	5/1994 – present; Director of Campus Services

**Name of Institution:** St. Andrews University, Laurinburg, North Carolina

**Date Form Completed:** January, 2020

**Location of Program:** North Carolina (Laurinburg and Pinehurst locations)  
1700 Dogwood Mile, Laurinburg, NC 28352

**Instructions:** Please complete a form for each location where instruction is offered leading to a degree program.

- Column One: List each administrative and academic officer, including vice presidents, provosts, deans, directors, and others as appropriate.  
Column Two: List the title of the officer.  
Column Three: Describe the officer's primary responsibilities in providing leadership.  
Column Four: Provide the officer's educational qualifications pertaining to his or her responsibilities.  
Column Five: Describe the officer's experience that qualifies to carry out his or her responsibilities.

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Dr. H. Keith Wade	President and CEO of the University, including the Florida and North Carolina locations	<p>The President shall be the chief executive officer of Webber International University and shall be responsible for the entire administration and oversight of the University at all of its locations, subject to the control of the Board of Trustees.</p> <p>It shall be his duty to enforce the rules and regulations of the University as directed by the Board of Trustees and he shall interpret to the Board the proposals of the faculty.</p> <p>He shall appoint all committees of the University.</p>	<p>D. B. A. Management; Argosy University, 2003</p> <p>M.A. Organizational Management; University of Phoenix, 1992.</p> <p>B.A. Business and Economics; St. Andrews Presbyterian College, 1987</p> <p>Advanced Professional Graduate Business Certificate in Marketing; 2004.</p> <p>Advanced Professional Graduate Business Certificate; International Business; 2004.</p>	<p>2008 – present: President and CEO at small, independent, not-for-profit, SACS-accredited university</p> <p>20+ years of senior management experience, including significant experience working with diverse groups of stakeholders</p> <p>Significant accreditation experience (both regional [SACS] and programmatic [IACBE])</p> <p>10+ years of university teaching experience at bachelor's, master's, and doctorate levels</p> <p>Significant experience with fundraising and event production</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Paul Baldasare, Jr.	Campus President	<p>Under the Board, and subject to the authority of the President &amp; CEO of Webber International University:</p> <p>has responsibility for the overall supervision, direction and management of the operations of the NC campus (Laurinburg and Pinehurst), and</p> <p>has responsibility for fund raising efforts, at the St. Andrews locations (Laurinburg and Pinehurst)</p>	<p>J.D. University of North Carolina at Chapel Hill 1980</p> <p>B.A. St. Andrews Presbyterian College 1977</p>	<p>2007 – present President / then Campus President, St. Andrews</p> <p>1997-2007 Vice President for Institutional Advancement, St. Andrews</p> <p>1990-1997 Asst. to the Vice Chancellor for Advancement and Assoc. Legal Counsel, Univ. of North Carolina at Chapel Hill</p> <p>1981-1989 Partner, Fowler &amp; Baldasare, Attorneys at Law</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Glenn T. Batten	<p>Vice President for Administration</p> <p>Director of Athletics</p>	<p>Overall management and supervision of:</p> <p>Intercollegiate Athletics</p> <p>Physical Plant</p> <p>budget preparation and management for those areas under his/her supervision</p>	<p>D. Min. (ABD) Columbia Theological Seminary 1999</p> <p>M. Div. Union Theological Seminary 1992</p> <p>B.A. Religious Studies St. Andrews 1990</p>	<p>2016-present Vice President for Administration, Director of Athletics</p> <p>2010-2016 Vice President for Administration, Dean of Students, &amp; Director of Athletics</p> <p>2001-2009 Vice President for Enrollment and Student Services, St. Andrews</p> <p>2001-02 Dean of Students, St. Andrews</p> <p>1998-2000 Director of Church Relations, St. Andrews</p> <p>1985-88 Director Wailes College Center, Sweet Briar College</p>
<p><b>Brian K. Stanley*</b></p> <p><b>*In state liaison personnel</b></p>	Vice President for Enrollment Management	<p>Overall leadership, supervision and management of the operations of the Admissions Office and all student recruitment activities at all locations.</p> <p>Coordination, development and execution of marketing strategies, message, and materials.</p> <p>Supervises the Financial Aid Office at the North Carolina campus.</p> <p>Reports to the President of the University</p>	<p>B.S. Hotel, Restaurant Management from Johnson &amp; Wales University 1994</p> <p>A.S. Restaurant Institutional Management from Johnson &amp; Wales University 1992</p>	<p>2012-2018 Admissions Specialist, The Art Institute</p> <p>2007-2012 Senior Director of Admissions, The Art Institute of Charleston, SC</p> <p>2003-2007 Director of Admissions, Johnson &amp; Wales University Charlotte, NC</p> <p>1999-2003 Director of Admissions, Johnson &amp; Wales University Charleston, SC</p>

				1994-1999 Johnson & Wales University, Director of Career and Experiential Education, Charleston, SC
Ms. Chris Jordon	Vice President of Finance	<p>The Vice President of Finance shall have custody of all corporate funds, shall keep full and accurate accounts of receipts and disbursements and render account thereof at the annual meeting of the Board, and whenever else required by the Board or President.</p> <p>Shall also be responsible for the corporation's annual audit, annual financial statements, filing of annual tax returns, and any other duties usually pertaining to the Finance/Controller's office or as may be prescribed by the President.</p> <p>The position reports to the President and CEO of the University, and will have direct access to the Board of Trustees as may be deemed necessary.</p>	<p>MBA with Accounting concentration; Webber International University, 2003.</p> <p>B.S. Accounting, 2001.</p>	<p>2005 – present. Vice President of Finance, Webber International University</p> <p>2003-2005 Staff Accountant, Bunting, Tripp &amp; Ingley, L.L.P</p> <p>CPA; 2/2004</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Loren Cornish	Associate Dean for Academic Affairs	Student academic problems Academic sanction recommendations Readmissions	<p>M.B.A. University of Maine at Orono, 1980</p> <p>B.S. Public Accounting State U. of New York at Albany, 1970</p> <p><b>18 graduate hours in accounting:</b></p> <p><u>West Virginia University, Morgantown, WV</u></p> <p>ACCT 301 – Managerial Accounting (3)</p> <p>ACCT 317 – Auditing Computerized</p> <p><u>Alfred University, Alfred, NY</u></p> <p>ACCT 550 – Advanced Tax Planning &amp; Research (3)</p> <p><u>Garner-Webb University, Charlotte, NC</u></p> <p>ACCT 604- Estates Gifts &amp; Trust Planning (3)</p> <p>ACCT 605 – Accounting Legal Issues &amp; Ethics – (3)</p> <p>ACCT 610 – Advanced Accounting Information Systems (3)</p>	<p>CPA, New York State</p> <p>CPA, North Carolina</p> <p>Assoc. Prof. of Accounting State Univ. of New York College of Technology at Alfred 1974 to 1995</p> <p>Project Manager International Profit Associates , 1995-2006</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Elizabeth Hernandez	Assistant Dean of Students	<p>Overall responsibility for all aspects of the operation and activities of Student Affairs in the absence of the Dean</p> <p>Hiring, orientation, supervision, and evaluation of Resident Directors</p> <p>Selection, training, supervision, and evaluation of Resident Assistants (RAs)</p> <p>First Responder in emergency situations</p> <p>Advises Student Community Honor Committee</p> <p>Budget Manager for Student Affairs</p>	<p>Ed. D. Educational Leadership Wingate University Wingate, NC 2015</p> <p>Educational Specialist (Ed.S) Wingate University Wingate, NC December 2014</p> <p>Master of Arts (English Ed.) University of North Carolina at Pembroke Pembroke, NC July 2003</p> <p>B.A. English Belmont Abbey College Belmont, NC May, 2000</p>	<p><b><u>St. Andrews University work history:</u></b> 2013 – Present Assistant Dean of Students</p> <p>2012 – Present Faculty Athletics Representative</p> <p>2006 – Present Title IX Coordinator</p> <p>2003 – Present Visiting Faculty in Writing</p> <p>June 2009 – May 2013 Director of the DuPont Center for Academic Success</p> <p>March 2003 – May 2009 Assoc. Athletic Director/Compliance Coordinator</p> <p>August 2008 – May 2009 Head Coach Men’s &amp; Women’s Tennis</p> <p>March 2003 – May 2008 Senior Woman Administrator (Athletics)</p> <p>March 2003 – May 2006 Head Coach Women’s Soccer</p> <p>May 2006 – November 2009 August 2000 – March 2003 Assistant Coach Women’s Soccer</p> <p>October 2000 – May 2004 Resident Director</p> <p>September 2000 – May 2002 Admissions Counselor/Assistant</p>



Name	Title	Responsibilities	Educational Qualifications	Professional Experience
David Herr	Department Chair: Liberal and Creative Arts	<p><b>Department Chair</b> <b>Responsibilities include:</b></p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems Assist in enforcement of institutional policies</p>	<p>Ph.D. History Univ. of Illinois, Urbana-Champaign, 2002</p> <p>M.A. History University of NC at Greensboro, 1994</p> <p>B.A. History St. Andrews Presbyterian College, 1991</p>	<p>Chair, History Department</p> <p>Educational Policy Committee</p> <p>Director, First-Year Academic Program</p> <p>Director, Southern Studies</p> <p>Chair, Student Affairs Committee</p> <p>Chair, Computer Committee</p> <p>Education Department Oversight Committee</p> <p>Freshman Seminar Planning Committee</p> <p>General Education Curriculum Revision Committee</p> <p>13 Published papers</p> <p>Numerous conference papers and invited talks</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Teresa Reynolds	Department Chair: Education	<p><b>Department Chair Responsibilities include:</b></p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems Assist in enforcement of institutional policies</p>	<p>Ed. D. Educational Leadership Fayetteville State University 2006</p> <p>M. A. Educational Administration and Supervision Fayetteville State University 2003</p> <p>B. A. Music; Education Randolph-Macon Women's College, 1990</p> <p>A.A. Vocal Performance Emmanuel College 1976</p>	<p>Assistant, then Associate Professor of Education, St. Andrews University 2008-present</p> <p>Assistant Professor of Education, Fayetteville State University, 2010-2013</p> <p>Executive Director-Instructional Services, Montgomery County Public Schools 2002-2007</p> <p>School Level Administrator – Principal, Montgomery County Public Schools 1998-2002</p> <p>Teacher, Moore County Schools 1990-1998</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
John Knesel	Department Chair: Natural and Life Sciences	<p><b>Department Chair</b> <b>Responsibilities include:</b></p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems Assist in enforcement of institutional policies</p>	<p>PhD. Animal Sciences Purdue University, 1983</p> <p>M.S. Biology Northeast Louisiana State College 1974</p> <p>B.S. Biology Northeast Louisiana State College 1971</p>	<p>2011 – present Chair, Natural and Life Sciences St. Andrews Presbyterian College</p> <p>1999 2000 President, Louisiana Academy of Sciences</p> <p>1990 – 1995 Coordinator of Graduate Studies, College of Pure and Applied Sciences, University of Louisiana, Monroe</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Edna Ann O. Loftus	<p>Vice President for Academic Affairs and Academic Dean</p> <p>Chair: Interdisciplinary Studies</p> <p>Director, General Education</p>	<p><b>Responsibilities include:</b></p> <p>Overall supervision of Academic Affairs</p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems Assist in enforcement of institutional policies</p>	<p>Ph. D. English Princeton University 1977</p> <p>M.A. English Princeton University 1974</p> <p>A.B. English Sweet Briar College 1972</p>	<p>2017 – 2018 Interim Vice President for Academic Affairs and Dean</p> <p>1999-2003 &amp; 2005- 2015, Assoc. Dean for Academic Affairs, St. Andrews</p> <p>2009 – present Director, General Education, St. Andrews</p> <p>2005 -- present Chair, Interdisciplinary Studies</p> <p>1994-2005 Chair, English Dept. St. Andrews</p> <p>1992-1994 Director, General Honors Program, St. Andrews</p> <p>1988-90 Steering Committee Chair, Institutional Self-Study</p> <p>1987-89 Chair, Humanities and Fine Arts Division, St. Andrews</p> <p>1981-84 Director, General Education, St. Andrews</p> <p>1979-80 Chair,</p>

			English Dept., St. Andrews
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Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Nelson J. Marquez	Vice President for Institutional Effectiveness and Research	<p>Leadership, planning and coordination related to accreditation and university licensure activities</p> <p>Preparation of accreditation compliance reports</p> <p>Facilitation and guidance with assessment and planning activities</p> <p>Provide advice and support related to assessment strategies</p> <p>Help in development of surveys related to compliance with accreditation standards</p>	<p>EdD Instructional Technology and Distance Education Nova Southeastern University 2003</p> <p>MS Instructional Technology and Distance Education Nova Southeastern University 2003</p> <p>BS Physical Therapy University of the Philippines College of Allied Medical Professions 1988</p>	<p>2015- present Vice President for Institutional Effectiveness and Research Webber International University (and its branch campus, St. Andrews)</p> <p>Co-author and editor of the 2015 SACSCOC Compliance Certification</p> <p>2010-2015 Interim Director, Instructional and Institutional Assessment Polk State College</p> <p>2003-2015 Director Physical Therapist Assistant Program Polk State College</p> <p>1994-2003 Academic Coordinator for Clinical Education Physical Therapist Assistant Program Polk State College</p> <p>1998-2008 Academic Fieldwork Coordinator Occupational Therapy Assistant Program Polk State College</p> <p>1993-1994 Adjunct Faculty Polk State College</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Margaret L. McElveen	Equestrian Program Director	<p>Overall management and supervision of the equestrian staff, programs, and equestrian facilities</p> <p>budget preparation and management for those areas under his/her supervision</p>	<p>Graduate Studies, University of South Carolina</p> <p>B.A. American Studies Sweet Briar College 1971</p>	<p>2000 – present Equestrian Program Director, St. Andrews</p> <p>National Judge, ANRC (Affiliated National Riding Committee)</p> <p>Steward, ANRC Intercollegiate Riding Championships</p> <p>Executive Committee ANRC</p> <p>Board of Directors IHSA (Intercollegiate Horse Show Association)</p> <p>1992 – 2000 Director, MacNair’s Country Acres (equestrian facility) and</p> <p>Coach, NC State Univ. &amp; Peace College equestrian teams</p> <p>1983 -1992 Associate Director, Camp Seafarer</p> <p>1979 – 1983 Director of Land Activities, Camp Seafarer</p> <p>1972 -1979 Assistant Director, Hickory Top Riding School</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Corinne Nicholson	Department Chair: Business and Economics	<p><b>Department Chair</b> <b>Responsibilities include:</b></p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems Assist in enforcement of institutional policies</p>	<p>M.B.A., UNC Charlotte 1988</p> <p>B.A. Mathematics and Economics, Salem College 1972</p>	<p>1991-96, 1999-2001 &amp; 2004 - present Chair Dept. of Business &amp; Economics</p> <p>1990-1996 &amp; 1999- present Director Academic Internship Program</p> <p>1998-2005 Chair Social &amp; Behavioral Sciences Division</p> <p>1996-97 Dean Admissions &amp; Student Financial Planning</p> <p>Board of Directors Wade Manufacturing Company</p> <p>Chairman of the Board, Bo Buck Mills, Inc.</p> <p>Chairman of the Board, Hands of Hope (non-profit)</p>

Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Lyndsey N. Moss	Registrar	<p>Manages work of the Registrar's Office</p> <p>Ensures integrity, accuracy, completeness, and security of student academic records</p> <p>Coordinates development of course master schedule</p> <p>Athletic eligibility verification</p> <p>Transfer credit evaluation</p>	<p>MBA St. Andrews University 2017</p> <p>B. A. Business Administration St. Andrews University 2013</p> <p>A.A. Applied Science in Business Administration Sandhills Community College 2011</p>	<p>2015 – 2017 Assistant Registrar St. Andrews University</p> <p>2013-2015 Government Biller/Follow-Up First Health of the Carolinas, Pinehurst, NC</p> <p>2012-2013 Collector/Business Intern First Health of the Carolinas, Pinehurst, NC</p> <p>2010-2011 Administrative Assistant, Pinehurst Healthcare and Rehabilitation Center</p>

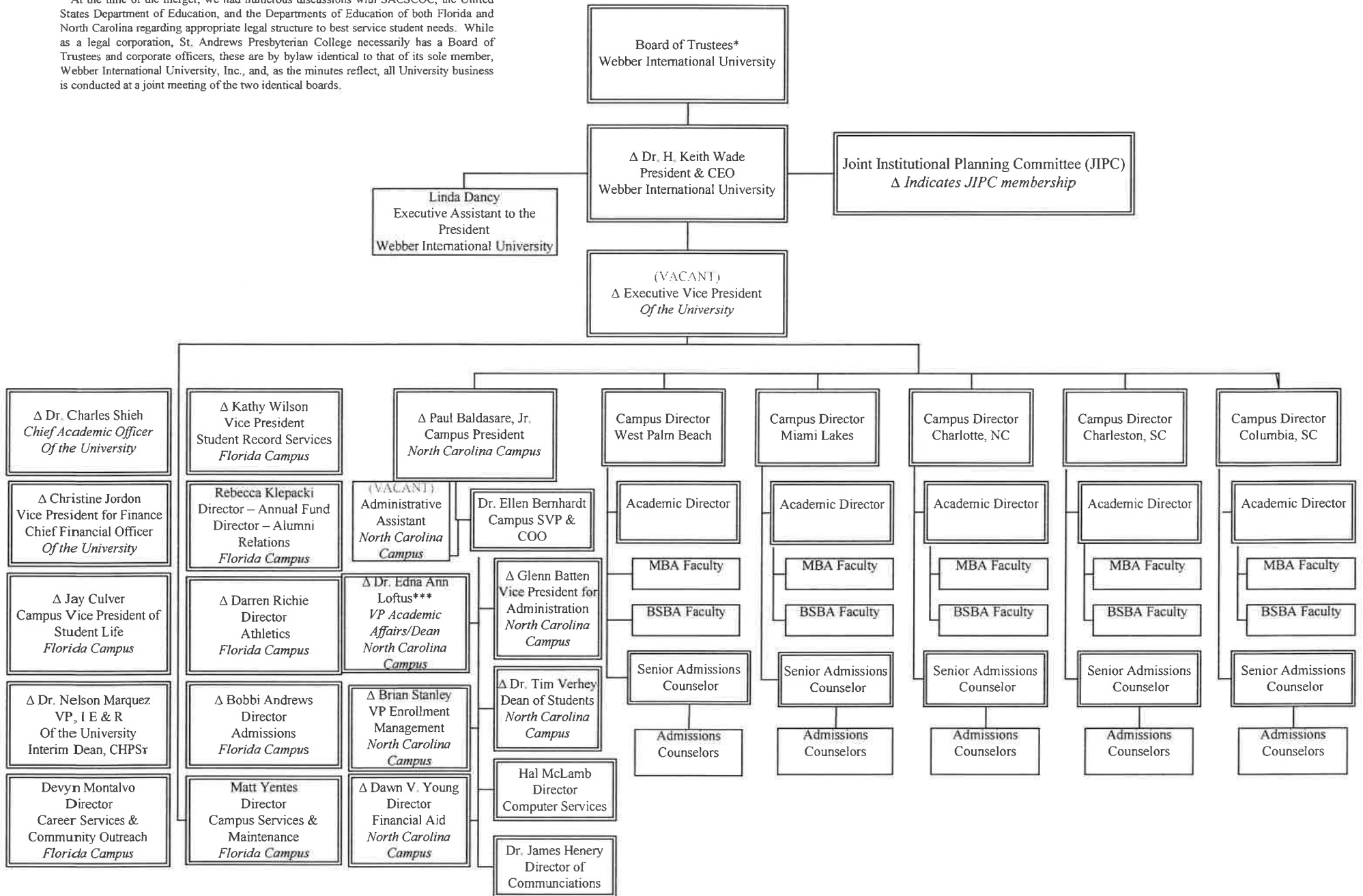


Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Pebbles Turbeville	Department Chair: Equine Studies and Director of Therapeutic Horsemanship Program	<p><b>Department Chair</b>  <b>Responsibilities include:</b></p> <p>Preparation and monitoring of dept. budget</p> <p>Coordinate and document academic planning and assessment</p> <p>Initiate and coordinate requests for: appointment, non-renewal, promotion, leaves</p> <p>Assist in recruitment and evaluation of all full and part-time faculty</p> <p>Assist in preparation of semester course schedules</p> <p>Review and make recommendations regarding library and learning resources</p> <p>Mediate student-faculty problems  Assist in enforcement of institutional policies</p>	<p>M.R.,  Recreation Resources Administration  NC State University 1991</p> <p>B.A.,  Recreation and Leisure Studies  Columbia College, SC 1987</p>	<p>2000 – present  Therapeutic Horsemanship Director  St. Andrews Presbyterian College</p> <p>1995 – 2000  Farm Manager  Poole Training Center</p> <p>1991 – 1999  Metro Aquatic Director and Branch Director  Columbia YMCA</p>

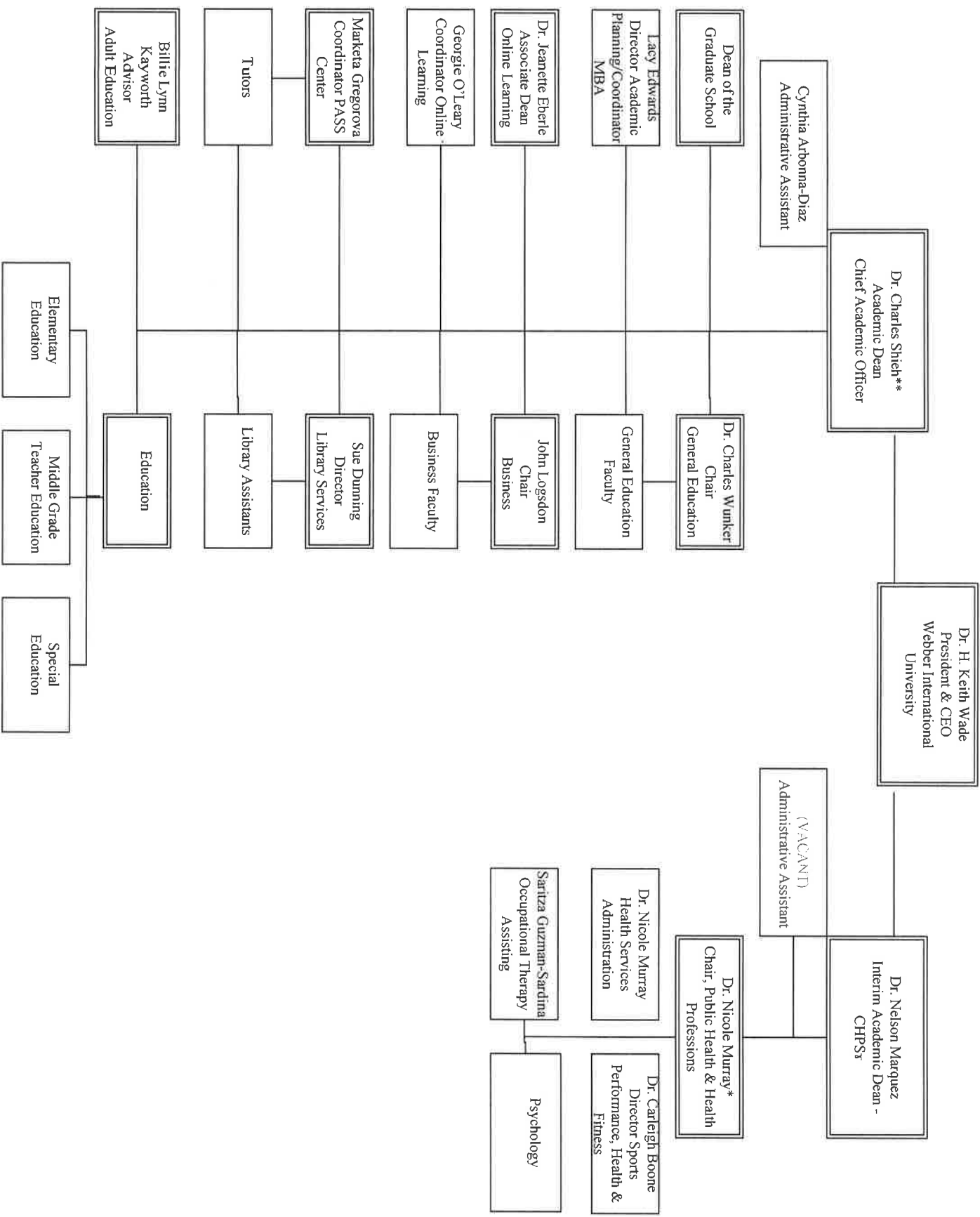
Name	Title	Responsibilities	Educational Qualifications	Professional Experience
Timothy A. Verhey	Dean of Students	<p><b>Responsibilities include:</b></p> <p>Overall responsibility for residence life and student affairs</p> <p>Preparation and monitoring of dept. budget</p> <p>Supervision of student affairs staff</p> <p>Mediate student problems</p> <p>Assist in enforcement of institutional policies</p>	<p>Ph. D. Ethics and Society Emory University, Graduate Division of Religion 2002</p> <p>M. Div. Union Theological Seminary 1994</p> <p>B.A., Philosophy Hope College 1990</p>	<p>2016-present Dean of Students</p> <p>2014-present Assistant Professor of Religion St. Andrews University</p> <p>2010-2014 Adjunct Professor of Religion Mount Olive College</p> <p>2001-2009 Director of Lilly Programs for Theological Exploration of Vocation and Adjunct Assistant Professor of Religion; Davidson College</p> <p>1998-1999 Adjunct Instructor in Religion and Philosophy UNC-Wilmington</p> <p>1995-1996 Teaching Assistant Candler Theological Seminary</p>

Webber International University  
Office of the President and CEO  
2018-2019

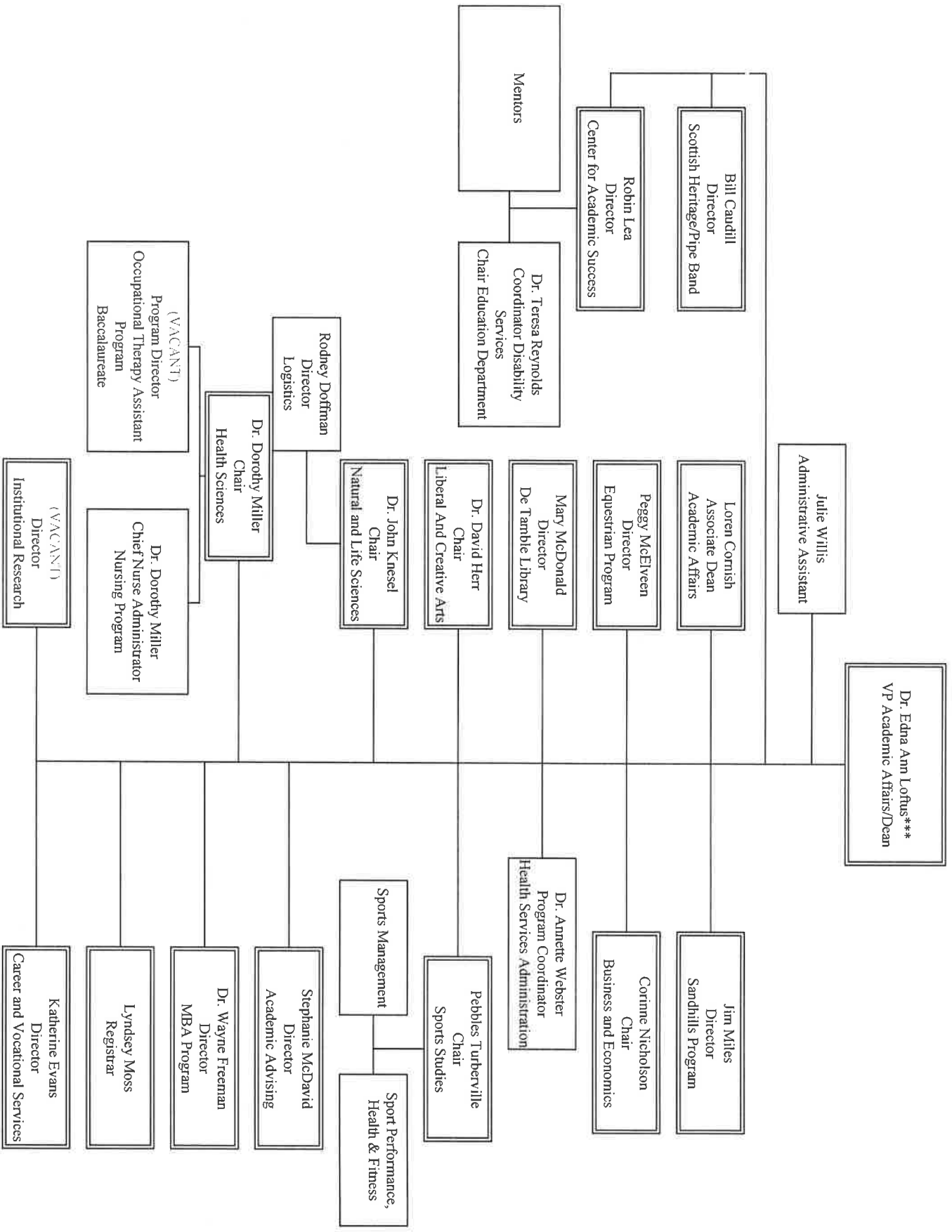
\* At the time of the merger, we had numerous discussions with SACSCOC, the United States Department of Education, and the Departments of Education of both Florida and North Carolina regarding appropriate legal structure to best service student needs. While as a legal corporation, St. Andrews Presbyterian College necessarily has a Board of Trustees and corporate officers, these are by bylaw identical to that of its sole member, Webber International University, Inc., and, as the minutes reflect, all University business is conducted at a joint meeting of the two identical boards.



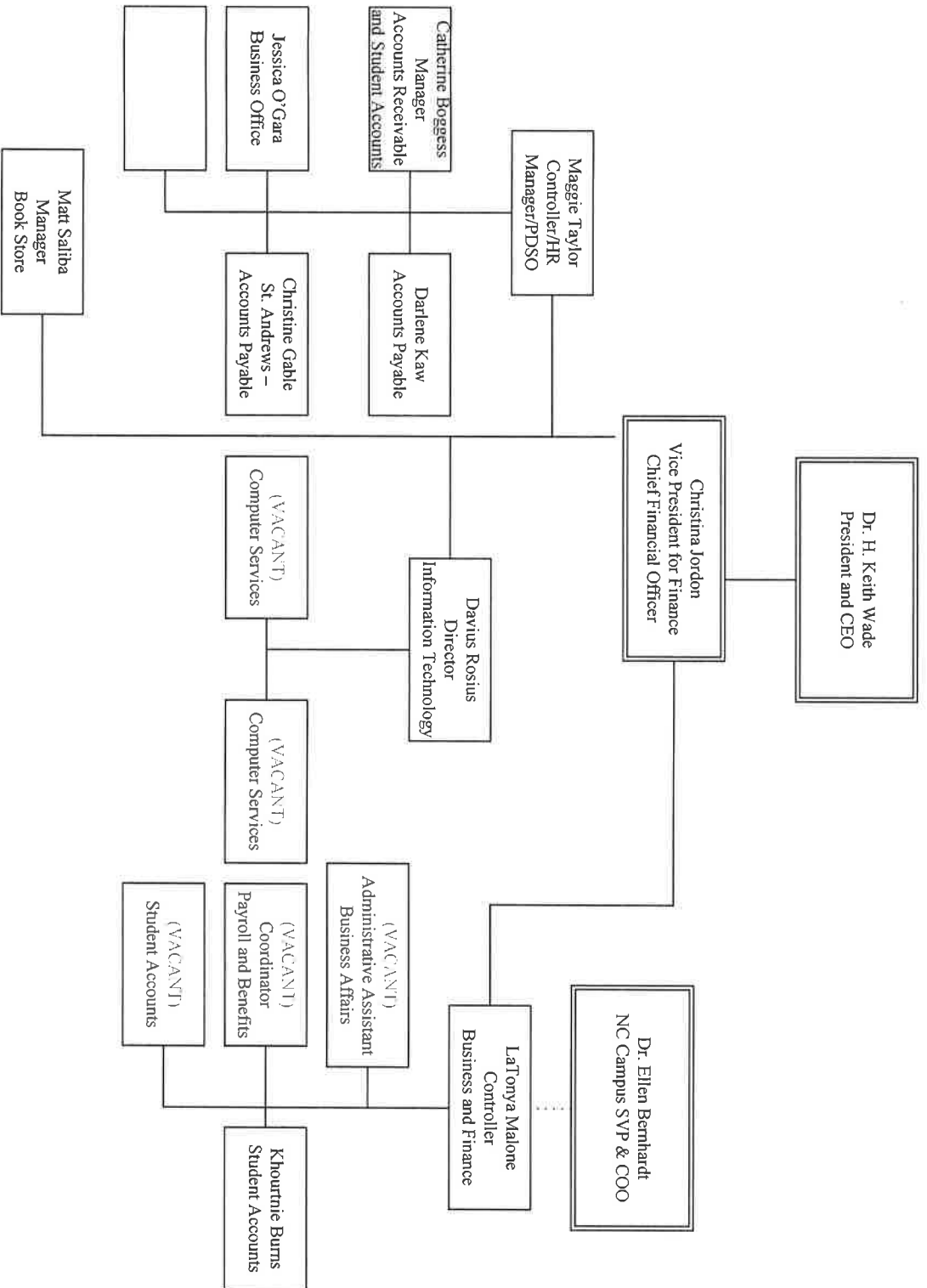
**Webber International University**  
**\*\* Academic Affairs: Florida Campus**  
**2018-2019**



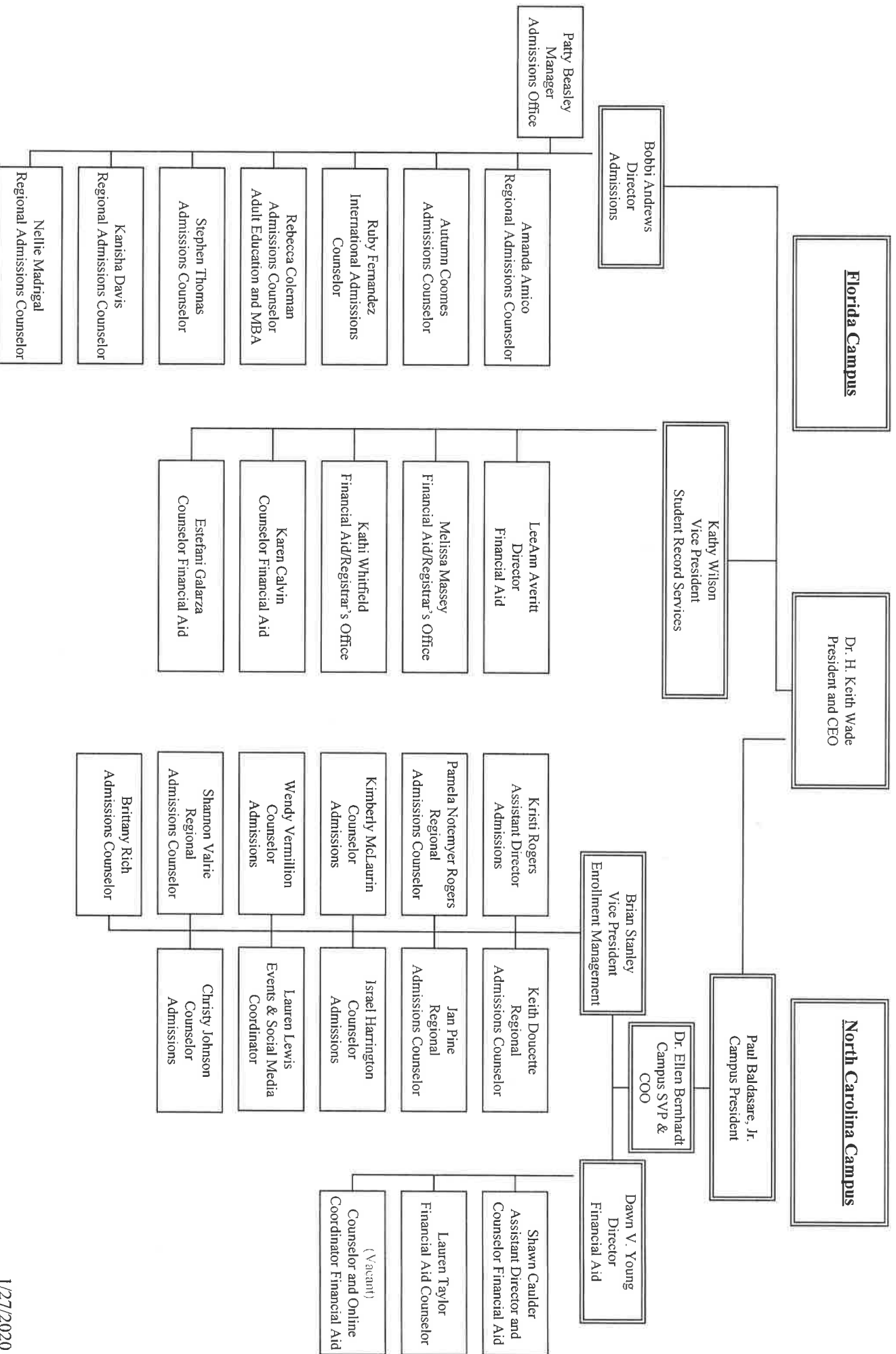
**Webber International University**  
**\*\*\* Academic Affairs: North Carolina Campus**  
**2018-2019**



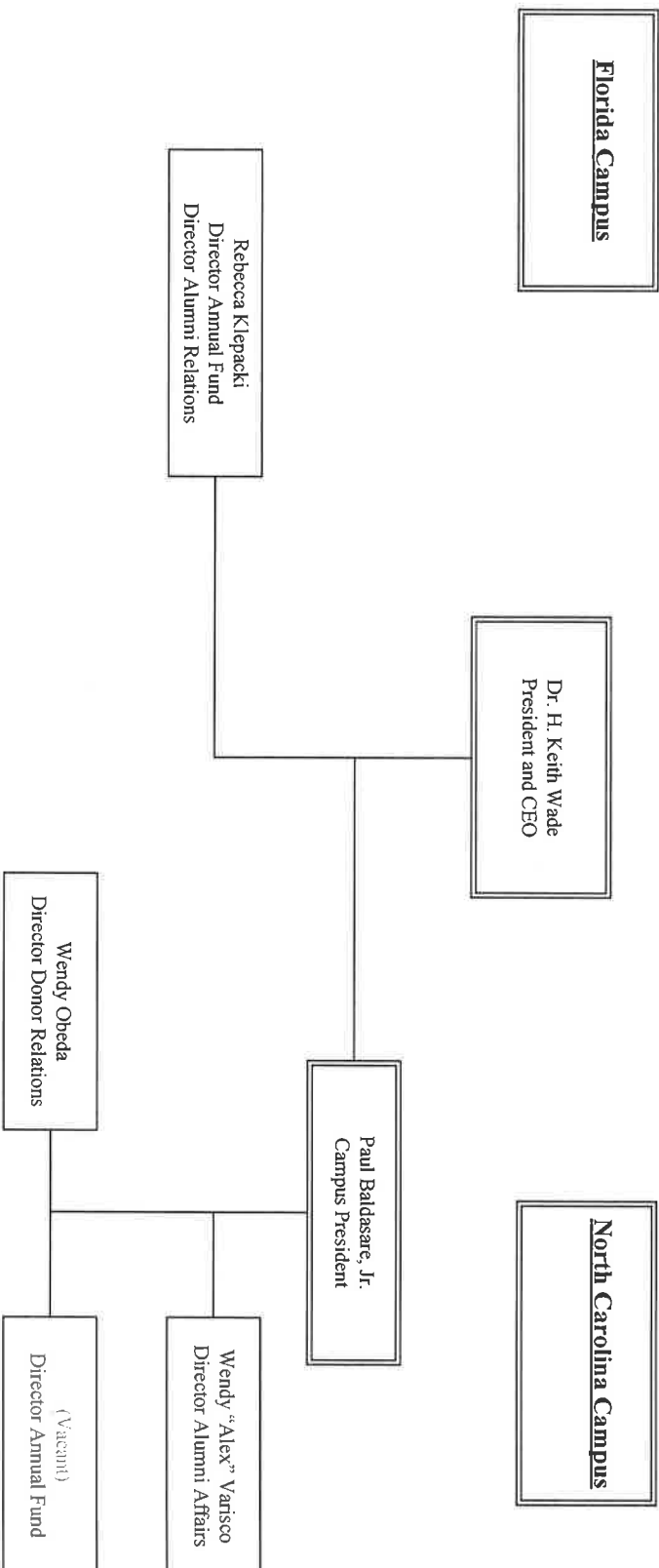
**Webber International University  
Business Affairs  
2018-2019**



**Webber International University  
Enrollment/Admissions  
2018-2019**

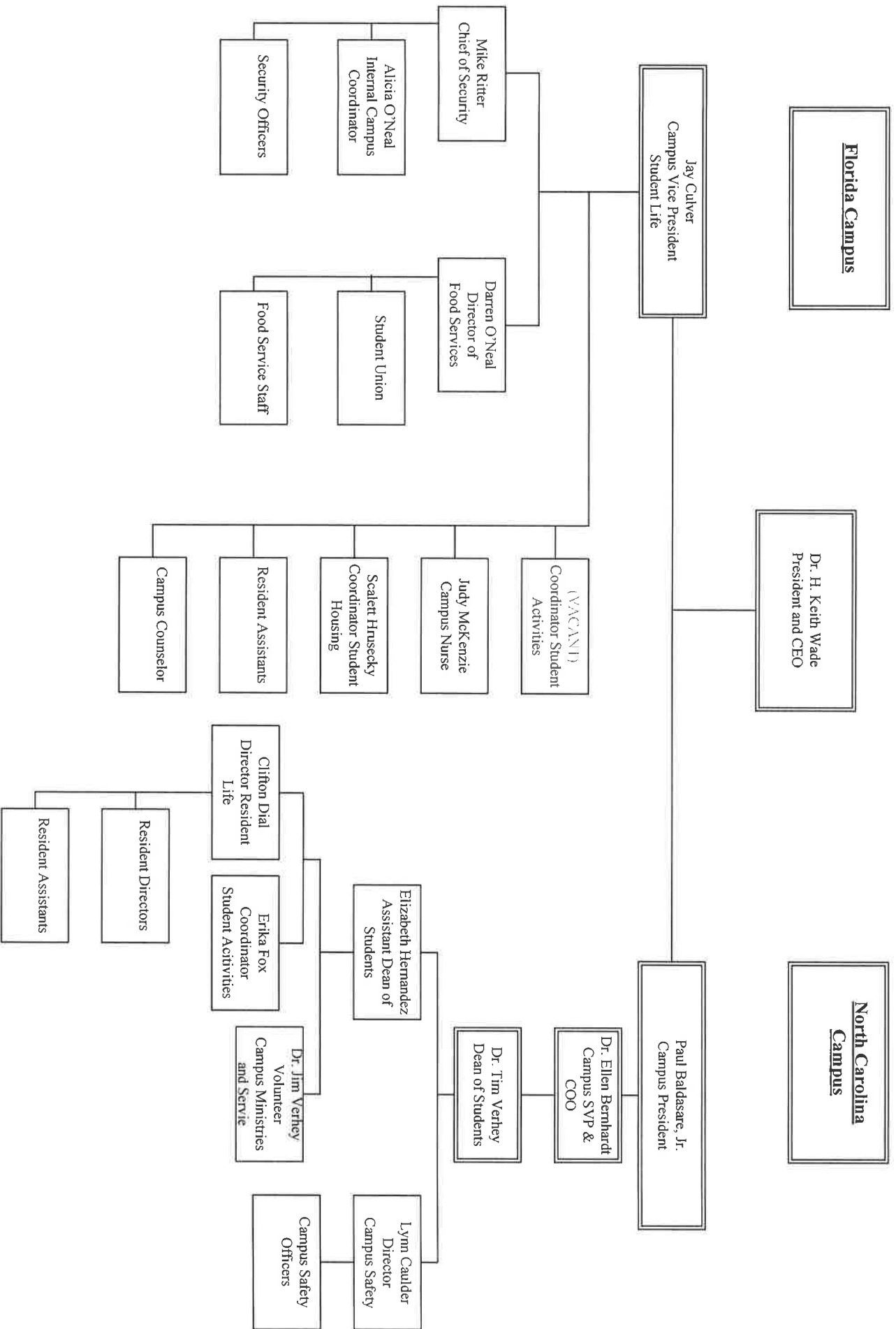


**Webber International University  
Institutional Advancement and Institutional Development  
2018-2019**

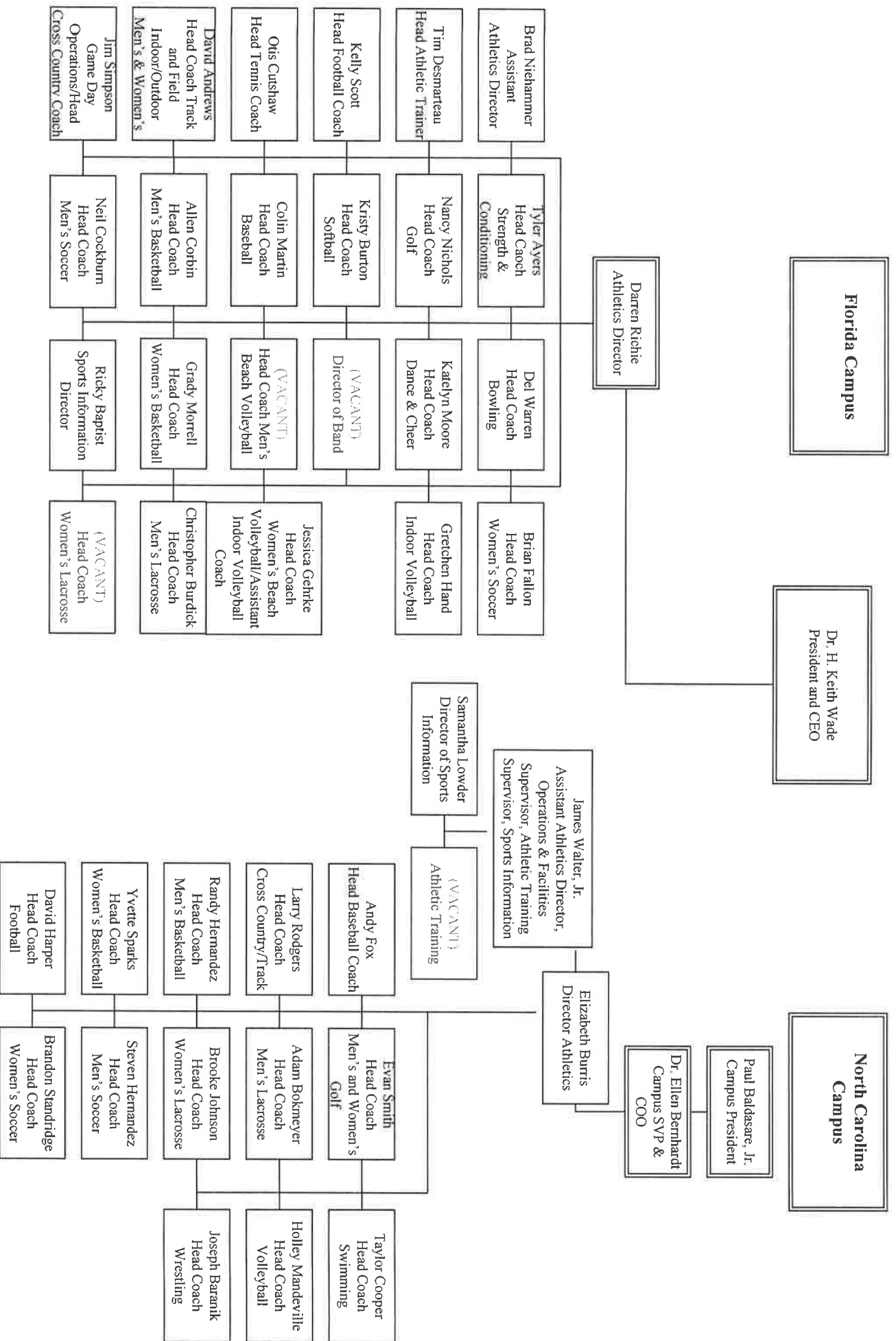




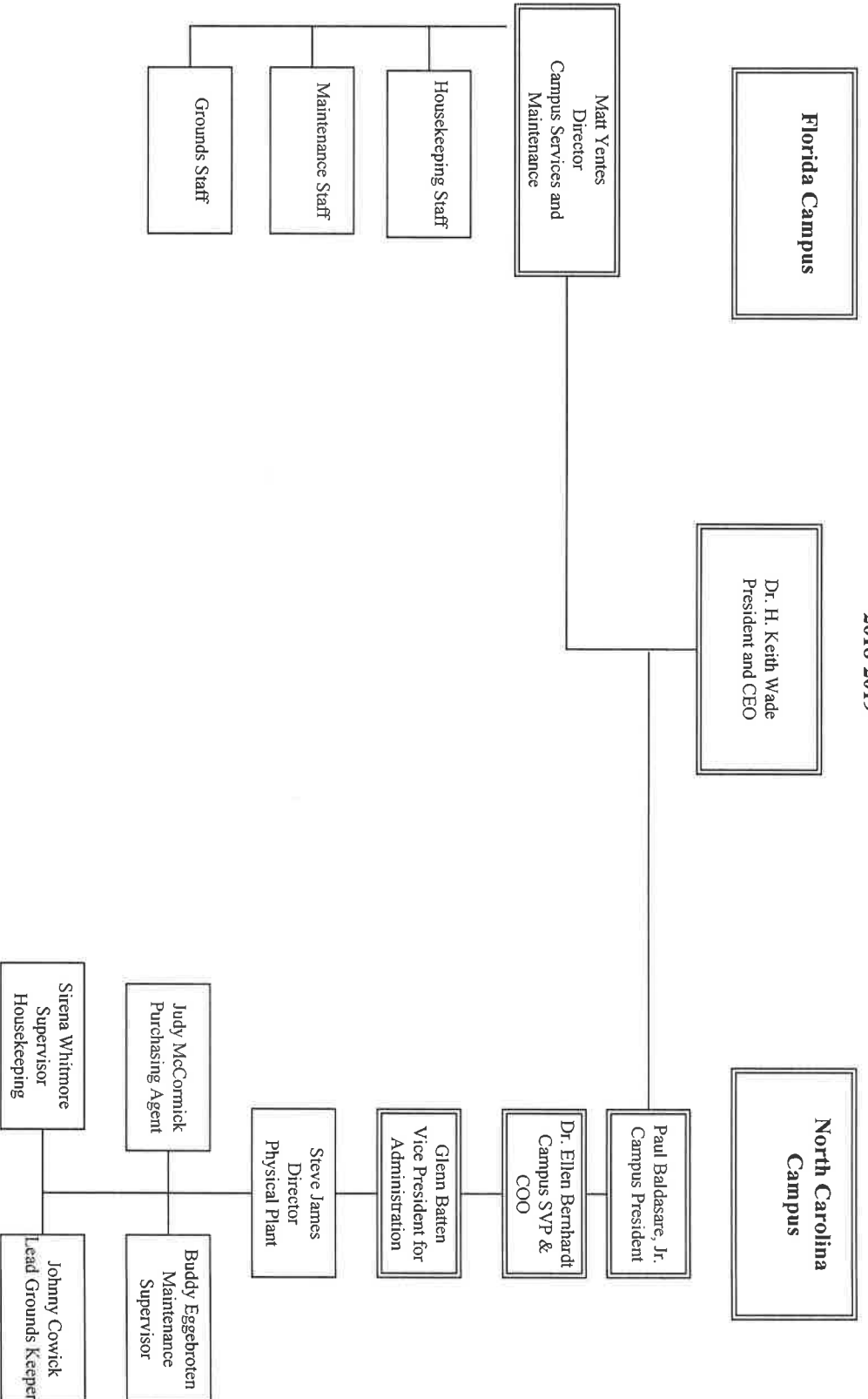
**Webber International University  
Student Affairs  
2018-2019**



**Webber International University**  
Athletics  
2018-2019

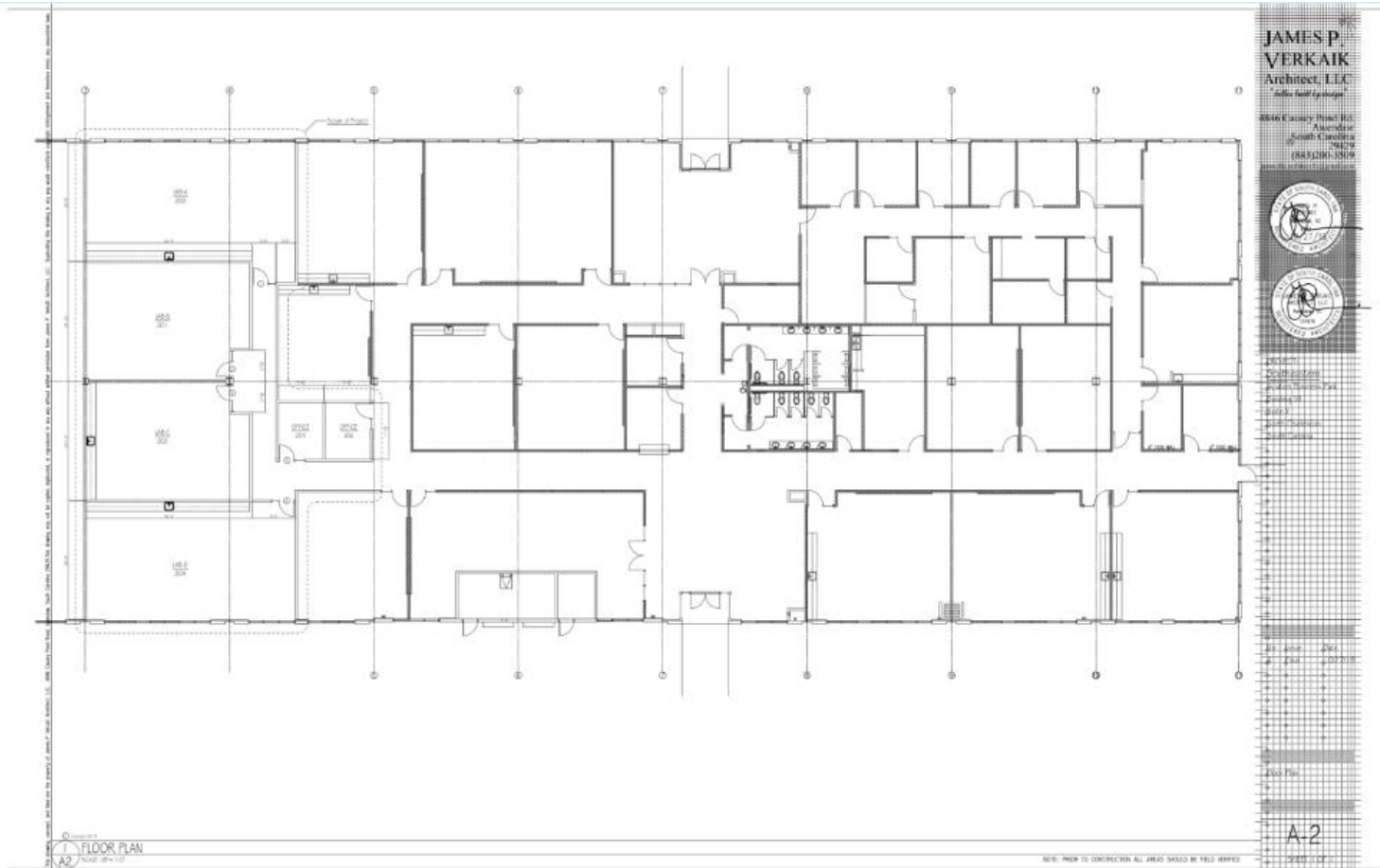


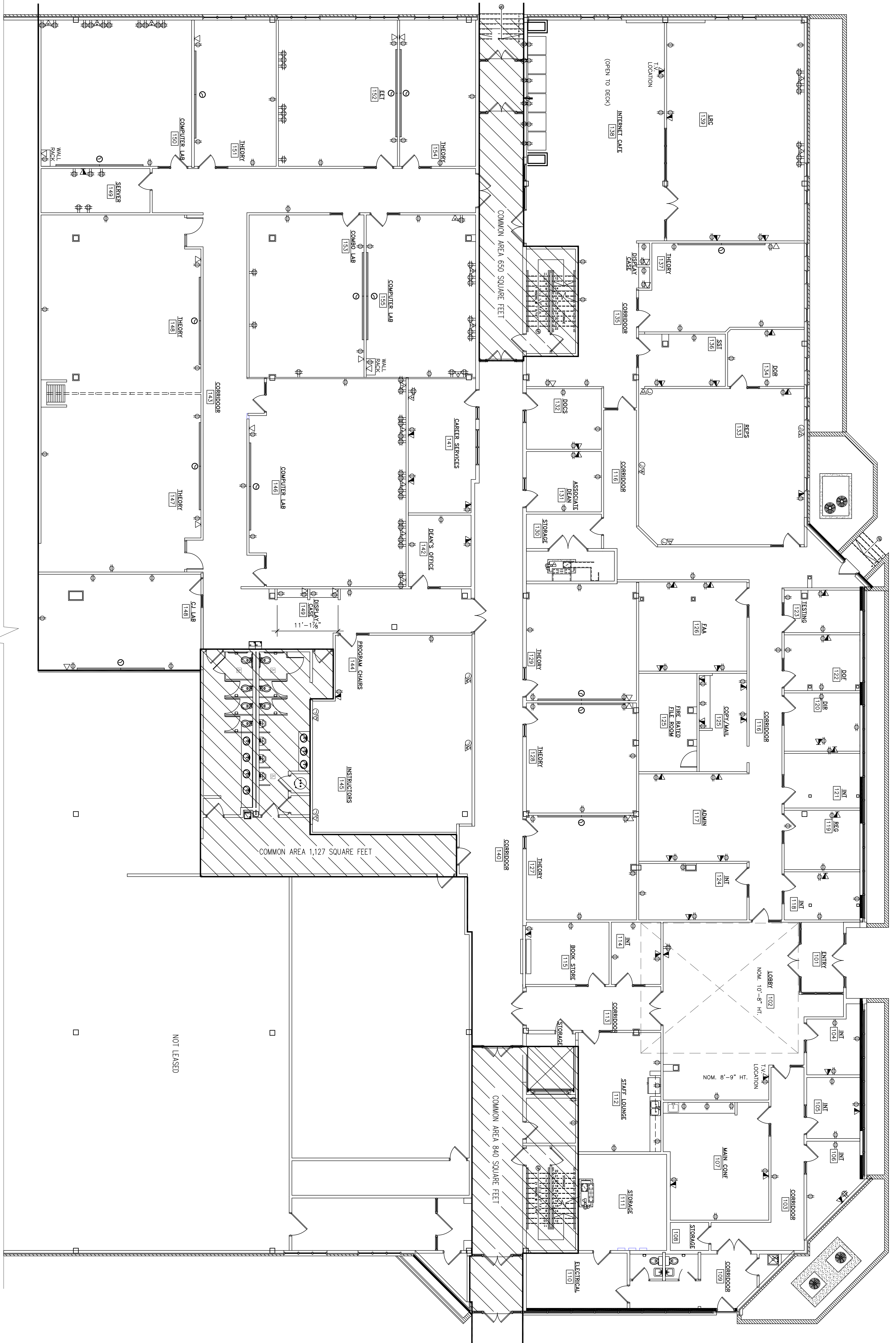
Webber International University  
 Campus Services/Physical Plant  
 2018-2019



# Attachment 3

## North Charleston Campus Floor Plan





9 FLOOR PLAN (I.T.T. TECH)  
1/8" = 1'-0"

SHEET NO.  
**A2**

ITT-TECH  
BROWNING  
COLUMBIA, SOUTH CAROLINA

ARCHITECTURA CONCEPTS INC.  
235 Stoneridge Drive Suite C - Columbia, South Carolina 29210  
PH. (803)750-8411 FAX: (803)750-8413 EMAIL: archconcepts@bellsouth.net

This drawing and the design shown thereon are the property of Architectural Concepts, Inc. The reproduction, copying, or other use of this drawing without the written consent of Architectural Concepts, Inc. is prohibited and any infringement will be

APPROVALS	REVISIONS
ARCHITECT: CDB	
ENGINEER:	
DRAWN BY: ID	
CHECKED BY:	

OF  
JOB NO. 3361  
DATE: 10.06.2001



St. Andrews  
UNIVERSITY  
a branch of Webber International University



SOUTHEASTERN  
INSTITUTE



SOUTHEASTERN  
COLLEGE

## Memorandum of Understanding

Between

Webber International University & St. Andrews University (a branch of Webber International University)

And

B.A.R. Education DBA: Southeastern Institute and Southeastern College

This Memorandum of Understanding is entered into this 24<sup>th</sup> day of JANUARY, 2020 by and between Webber International University and BAR Education.

### I. PREAMBLE

BAR education is committed to providing quality career education and skill development to aspiring individuals pursuing a career advancement in their chosen field. BAR education prepares graduates for careers in a variety of allied health, information technology, and business fields. To this end, BAR Education, d.b.a. Southeastern College and Southeastern Institute, is committed to the ideals of intellectual and professional growth. Naturally, this pursuit includes continuing education and partnering with institutions of similar rigor and ideals – such as Webber International University and St. Andrews University. Together, Southeastern College and Southeastern Institute along with Webber International University and St. Andrews University will offer students a meaningful path to success in both their academic and occupations pursuits.

### II. PURPOSE

The purpose of this Memorandum of Understanding (hereinafter “this MOU”) is to set guidelines for establishing a cooperative relationship between BAR Education Inc. (d.b.a. Southeastern College and Southeastern Institute and hereinafter collectively referred to as “BAR”) and Webber International University (hereinafter “WIU”) and St. Andrews University (hereinafter “SAU) to facilitate co-location and post-graduation matriculation of students. These programs include: students who have completed their certificates in Hospitality and Associates degrees in Associates of Science in Business Administration, Associates of Science in Registered Nursing, Associates of Science in Information Technology, Associates of Applied Science in Occupational Therapy Assisting at Southeastern College or Southeastern Institute to an Associates of Science in Hospitality and Tourism Management and Bachelor of Science in Occupational Therapy Assisting, Bachelor of Science in Accounting, Bachelor of Science in Computer Information Systems, Bachelor of Science in Finance, Bachelor of Science in General Business Studies, Bachelor of Science in Management, Bachelor of Science in Sports Business Management at WIU and Bachelor of Arts, Bachelor of Arts in Sport Management, and Bachelor of Arts in Health Services Administration, at SAU.

### III. UNDERSTANDING

**WHEREAS**, BAR wishes to form a cooperative relationship through this MOU to provide Webber International University a location on BAR's West Palm Beach and Miami Lakes campus to recruit students for WIU and a location on BAR's North Charleston, Columbia, and Charlotte to recruit students for SAU.

**WHEREAS**, BAR wishes to form a cooperative relationship through this MOU to better accommodate the students of BAR who have completed their certificate or an associate degree and now desire to complete an Associates or a bachelor's degree at WIU or SAU.

**NOW, THEREFORE**, BAR and WIU and SAU understand and agree as follows:

**A. BAR Covenants**

- (1) BAR will provide and furnish an office for WIU and/or SAU personnel at each of BAR's campuses;
- (2) BAR agrees to ensure that all faculty utilized by WIU or SAU, respectively will comply with all standards imposed by the Southern Association of Colleges and Schools, Commission on Colleges ("SACSCOC").

**B. Webber International University and St. Andrews University Covenants**

- (1) WIU agrees to review and ensure that all programs and curriculums meet or exceed SACSCOC standards and requirements.
- (2) SAU agrees to review and ensure that all programs and curriculums meet or exceed SACSCOC standards and requirements.
- (3) WIU and SAU will ensure that all students, faculty and staff shall abide by and comply with the terms, conditions, Rules, and Regulations of the respective leases at each campus.

**C. Mutual Covenants**

- (1) Southeastern College and Southeastern Institute are separate and independent institutions of higher education from WIU and SAU and under the terms of this MOU both will continue to operate as separate institutions
- (2) This MOU shall be reviewed on an annual basis.
- (3) Neither BAR nor WIU or SAU shall be exclusively bound by this MOU and may pursue other partnerships within each institution's sole discretion.
- (4) BAR, WIU and SAU shall comply respectively with the Family Education Rights and Privacy Act ("FERPA") and all associated regulations, taking the necessary steps to ensure that confidential personal information is not disclosed or distributed.
- (5) BAR, WIU and SAU shall continue their respective policies of nondiscrimination in regard to sex, age, race, color, height, weight, marital or family status, ethnicity, religion, national origin, sexual orientation, or disability based upon the Americans with Disabilities Act of 1990 ("ADA"), Title IV, Civil Rights Act of 1964, and all other applicable laws and regulations enacted at the time this MOU is executed as well as such

laws and regulations that are enacted during the term of this MOU and any subsequent renewal(s).

- (6) To the extent permitted by law, BAR shall indemnify, defend, and hold harmless the agents and employees of WIU and SAU from any claims, demands, or causes of action arising out of negligent acts or omissions of duties imposed by this MOU. In no event shall WIU and/or SAU be liable for incidental, indirect, special, or consequential damages, including but not limited to: loss of use, revenue, profit, or savings.
- (7) To the extent permitted by law, WIU and SAU shall indemnify, defend, and hold harmless the agents and employees of BAR from any claims, demands, or causes of action arising out of negligent acts or omissions of duties imposed by this MOU. In no event shall BAR be liable for incidental, indirect, special, or consequential damages, including but not limited to: loss of use, revenue, profit, or savings.
- (8) BAR and WIU and SAU agree all confidential or proprietary information including students' information is confidential and shall remain so during the term of this MOU and thereafter.
- (9) This document shall be the entire understanding between the parties with respect to the subject matter set forth herein, and all prior agreements, understandings, covenants, promises, warranties, and representations, oral and written, not incorporated herein are superseded hereby.
- (10) This MOU may not be amended, modified, altered, supplemented or changed in any way and no provision may be waived except in writing, signed by the parties and attached hereunto as an amendment.
- (11) Neither BAR, WIU or SAU may assign the obligations and responsibilities under this MOU, in whole or in part, without prior written consent of the other party.
- (12) All notices under this agreement must be sent by registered or certified mail properly addressed, postage pre-paid, return receipt requested or by expedited or personal delivery to the following or to such other address as either party provides from time to time:

Attn: Webber International University  
Office of the President  
1201 N Scenic Hwy, Babson Park, FL 33827

Attn: Bar Education Inc.  
Office of the Executive Director  
1900 W. Commercial Blvd, Fort  
Lauderdale, FL 33309

(16) The headings of this Agreement are used for convenience only and shall not be construed to affect the substance of any section or subsection.

(17) No agreements concerning the transfer or exchange of any assets of either party is intended or implied by this MOU.

(18) This MOU shall be construed in accordance with the laws of the State of Florida. Any dispute arising out of this MOU shall be filed in a state or federal court physically located in the State of Florida and located in Broward County.

Agreed to by:



Name: Arthur Keiser

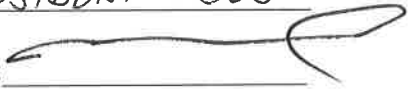
Title: Chairman

Signature: 

Date: 01/29/2020

Name: DR. H. KEITH WADE

Title: PRESIDENT & CEO

Signature: 

Date: 01/24/2020

**SOUTH CAROLINA COMMISSION ON HIGHER EDUCATION  
NONPUBLIC POSTSECONDARY INSTITUTION BOND (Regulation 62-7.)**

*Bond Number* LSM1320291

**KNOW ALL MEN BY THESE PRESENTS, that we,**

St. Andrews Presbyterian College DBA St. Andrews University/Webber International University, as Principal  
(Name of Principal, i.e., the Institution)

and RLI Insurance Company, a corporation of the  
(Name of Surety)

State of Illinois, lawfully doing business in the State of South Carolina, as Surety, are held and firmly bound unto the South Carolina Commission on Higher Education (Obligee), in the sum of \$150,000 Dollars, to be paid to the Obligee or its successors for which payment well and truly to be made and done, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the above bounded Principal has been duly licensed or is about to apply for a license as a nonpublic postsecondary institution pursuant to Act No. 497, 1992 South Carolina General Assembly, which requires the filing of a bond in an amount determined by the Commission as authorized by S. C. Code Ann., Section 59-58-80.(A), as added by Act No. 497, 1992 S.C. Acts 2505.

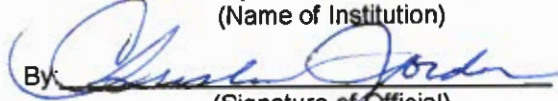
NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS that if Principal, its officers, agents, and employees shall faithfully perform the terms and conditions of contracts for tuition and other fees entered into between Principal and all persons enrolling as students with Principal, then this obligation is void, otherwise to remain in full force and effect; providing, however, this bond is executed by the Surety upon the following express conditions which shall be precedent to the right of recovery hereunder:

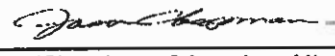
1. This bond shall be and remain in force during the term of the above license unless canceled, but if that license is renewed for one or more specific terms, this bond shall be and is hereby extended to cover such additional term or terms.
2. The aggregate liability of Surety is limited to the penal sum of this bond, and the penal sum of the bond is not considered cumulative from year to year.
3. This bond may be canceled by the Surety upon ninety (90) days written notice\* by certified mail served by the Surety upon the Obligee and the Principal.
4. Surety agrees to pay promptly all claims due as submitted by the Obligee; Surety indemnifies and holds the Obligee harmless from any and all claims, liens, or costs (including attorney's fees), which arise from the collection of amounts due under this Bond.


SIGNED, SEALED AND DATED THIS 31<sup>st</sup> DAY OF January, 2020.

St. Andrews Presbyterian College DBA  
St. Andrews University/Webber International University  
(Name of Institution)

RLI Insurance Company  
(Name of Surety Company)

By:   
(Signature of Official)

By:   
(Signature of Agent or Attorney-In-Fact)

  
(Title)

Jason Chapman  
(Type name of person who signed above)  
Telephone: 828-464-2643  
Agency: Twin City Insurance Agency, Inc.  
Address: PO Box 187 Newton, NC 28658

\*Written notice to be mailed "certified" to the South Carolina Commission on Higher Education, Nonpublic Postsecondary Institution Licensing, 1122 Lady Street, Suite 300, Columbia, South Carolina 29201 Revised 9/1/2011

# POWER OF ATTORNEY

## RLI Insurance Company

9025 N. Lindbergh Dr. Peoria, IL 61615  
Phone: 800-645-2402

Bond No. LSM1320291

### Know All Men by These Presents:

That the RLI Insurance Company, a corporation organized and existing under the laws of the State of Illinois, and authorized and licensed to do business in all states and the District of Columbia does hereby make, constitute and appoint: Jason Chapman in the City of Newton, State of North Carolina, as it's true and lawful Agent and Attorney In Fact, with full power and authority hereby conferred upon him/her to sign, execute, acknowledge and deliver for and on its behalf as Surety, in general, any and all bonds and undertakings in an amount not to exceed Ten Million and 00/100 Dollars (\$10,000,000.00) for any single obligation, and specifically for the following described bond.

Principal: St. Andrews Presbyterian College DBA St. Andrews University/Webber International University  
Obligee: South Carolina Commission on Higher Education  
Type Bond: Post Secondary Institution Bond  
Bond Amount: \$ 150,000.00  
Effective Date: January 31, 2020

The RLI Insurance Company further certifies that the following is a true and exact copy of a Resolution adopted by the Board of Directors of RLI Insurance Company, and now in force to-wit:

"All bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation shall be executed in the corporate name of the Company by the President, Secretary, any Assistant Secretary, Treasurer, or any Vice President, or by such other officers as the Board of Directors may authorize. The President, any Vice President, Secretary, any Assistant Secretary, or the Treasurer may appoint Attorneys in Fact or Agents who shall have authority to issue bonds, policies or undertakings in the name of the Company. The corporate seal is not necessary for the validity of any bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation. The signature of any such officer and the corporate seal may be printed by facsimile."

IN WITNESS WHEREOF, the RLI Insurance Company has caused these presents to be executed by its Vice President with its corporate seal affixed this 31st day of January, 2020.



RLI Insurance Company

By: B. W. Davis  
Barton W. Davis Vice President

State of Illinois }  
County of Peoria } SS

### CERTIFICATE

On this 31st day of January, 2020, before me, a Notary Public, personally appeared Barton W. Davis, who being by me duly sworn, acknowledged that he signed the above Power of Attorney as the aforesaid officer of the RLI Insurance Company, and acknowledged said instrument to be the voluntary act and deed of said corporation.

I, the undersigned officer of RLI Insurance Company do hereby certify that the attached Power of Attorney is in full force and effect and is irrevocable; and furthermore, that the Resolution of the Company as set forth in the Power of Attorney, is now in force. In testimony whereof, I have hereunto set my hand and the seal of the RLI Insurance Company this 31st day of January, 2020.

By: Gretchen L. Johnnigk  
Gretchen L. Johnnigk Notary Public

RLI Insurance Company  
By: Jeffrey D. Dick  
Jeffrey D. Dick Corporate Secretary



**St. Andrews University (A Branch of Webber International University)**  
**Curriculum and Course Sequence**  
**Bachelor of Arts Degree in Business Administration**

<b>General Education Requirements</b>	<b>35 credits</b>
SAGE 125 First Year Experience	3 credits
SAGE 230 Human Culture and Thought I	3 credits
SAGE 240 Human Culture and Thought II	3 credits
SAGE 381 Transitions	1 credit
SAGE 450 Global and Ethical Issues	3 credits
WRT 110 English Composition I	3 credits
WRT 120 English Composition II	3 credits
Humanities Course*	3 credits
Social Science Course*	3 credits
Mathematics Course* (Can be met with Business Statistics)	3 credits
Natural Science Course with Lab*	4 credits
Arts and Aesthetics Course*	3 credits

\*Courses approved to meet specific breadth requirements are listed in the course schedule for each semester. Students must fulfill the Humanities, Social Science, and Arts and Aesthetics breadth requirements with courses outside of their intended or declared majors.

<b>Business Core Requirements</b>	<b>54 Credits</b>
ACCT 201 Principles of Accounting I	3 credits
ACCT 202 Principles of Accounting II	3 credits
BUS 220 Business Technology	3 credits
BUS 252 or MAT 225 Business Statistics or Statistics	3 credits
BUS 301 Business Law	3 credits
BUS 302 Entrepreneurship	3 credits
BUS 303 Management Communications	3 credits
BUS 321 Principles of Marketing Management	3 credits
BUS 331 Principles of Management	3 credits
BUS 335 Business Ethics	3 credits
BUS 341 Principles of Financial Management	3 credits
BUS 480 Senior Policy and Strategy Seminar	3 credits
ECON 201 Microeconomics	3 credits
ECON 202 Macroeconomics	3 credits
Four Upper-level Business Courses selected in consultation with advisor	12 credits
<b>Electives</b>	<b>31 Credits</b>
<b>Total Requirements</b>	<b>120 Credits</b>

**St. Andrews University**  
**A Branch of Webber International University**  
**Bachelor of Arts Degree in Business Administration**

The suggested course sequence is as follows:

**Fall**

**Spring**

**First Year**

WRT 110 Composition I (3 credits)  
ECON 201 Microeconomics (3)  
SAGE 125 First Year Experience (3)  
HIS 201 American History I (3)  
ART 120 Art History I (1.5)  
ART 121 Art History II (1.5)

WRT 120 Composition II (3)  
ECON 202 Macroeconomics (3)  
BUS 220 Business Technology (3)  
BIO 101 Intro. To Biology (4)  
LIT 210 Classics of Western Lit (3)

**Second Year**

SAGE 230 Human Culture & Thought I (3)  
  
ACCT 201 Accounting I (3)  
BUS 321 Principles of Marketing (3)  
General Elective (3)  
General Elective (3 or 4)

SAGE 240 Human Culture & Thought II (3)  
ACCT 202 Accounting II (3)  
BUS 331 Principles of Management  
General Elective (3)  
General Elective (3 or 4)

**Third Year**

BUS 252 or MATH 205 Statistics (3)  
BUS 341 Principles of Financial Management. (3)  
BUS 303 Management Communication (3)  
BUS 302 Entrepreneurship (3)  
General Elective (3)

SAGE 381 Transitions (1)  
BUS 301 Business Law (3)  
BUS 335 Business Ethics (3)  
Business Elective (3)  
General Elective (3)

**Fourth Year**

SAGE 450 Global Issues (3)  
BUS 480 Senior Policy and Strategy Seminar (3)  
Business Elective (3)  
General Elective (3)  
General Elective (3)

Business Elective (3)  
Business Elective (3)  
General Elective (3)  
General Elective (3)  
General Elective (3)

**St. Andrews University (A Branch of Webber International University)**  
**Bachelor of Arts Degree in Business Administration**  
**Course Descriptions**

**General Education Course Descriptions**

**St. Andrews General Education Courses (SAGE) (19 credits)**

**SAGE 125 First-Year Experience: Transition and Transformation 3 credits**

This course emphasizes and supports the transition and transformation that each student will encounter during his or her First-Year Experience. This course is designed to help with practical “how-to” issues, rigorous engagement with college-level critical thinking, creative exploration of various topics, and a unique connection to St. Andrews University—pride of place and pride of self. Each class section is structured around matters essential not only for a student’s transition from high school to college life but also to the transformation of a student’s intellectual, academic, and social skills by the participation in a learning community of like-minded individuals that is known as the St. Andrews experience. Required of all students. Students are not permitted to withdraw from this course.

**SAGE 230 Human Thought and Culture I: Ancient to Medieval 3 credits**

This course begins an interdisciplinary survey of Western civilization in its global context. We will examine the variety of ways literate humans have grasped the human tasks of governance, moral obligation, artistic expression, and relationship to transcendence from our beginnings to the medieval period. Our purpose will be to appreciate the commonality and diversity among various cultures in their own terms and to respond critically to them. Communication and critical thinking skills continue to be emphasized: formal writing, research strategies, discussion, argumentation, and analysis. Prerequisite: Sophomore standing; Required of all students. Students are not permitted to withdraw from this course. Offered annually in the Fall semester

**SAGE 240 Human Thought and Culture II: Renaissance to Modern 3 credits**

This course continues the interdisciplinary survey of Western civilization in its global context. We will examine shifts in science and technology, governance, aesthetics, and concepts of authority from the Renaissance period through modernity. Our objective will be to understand the intellectual, social, and religious foundations of modern Western civilization. Rhetorical skills continue to be developed, including the ability to analyze and evaluate arguments rationally and to frame thoughtful and persuasive responses. Prerequisite: Sophomore standing; Required of all students. Students are not permitted to withdraw from this course. Offered annually in the Spring semester

**SAGE 381 Transitions 1 credit**

This course is designed to help the student with issues relating to transitioning into the world of work, graduate school, or professional school. It will involve weekly workshops and seminars. All students are required to complete this course or one within their major that has been approved to fulfill the requirement. Offered each semester

**SAGE 450 Global Issues and Ethical Response 3 credits**

SAGE 450 is the capstone course in the General Education program. This course challenges class members to investigate a topic of global significance and develop a response as servant leaders. Topics of

global concern will vary from year to year. Guided by a faculty convener, students will work to understand historical and ideological roots of this issue, to collect cross-disciplinary data, to explore political and social dimensions, and to formulate an ethically sensitive response. The path of inquiry will be particularly informed by the students' disciplinary studies. The class will work collaboratively on a culminating project and presentation. Students will write substantial essays that synthesize their learning in the context of the seminar and their broader academic experience. Prerequisite: Senior standing; Required of all students. Offered Fall and Spring semesters

### **WRT 110 Composition I: Inquiry through Writing**

**3 credits**

This course introduces students to academic writing. Through exposure to different genres in reading and writing, students develop an appreciation of the writing process, conventions and rhetorical approaches. The course emphasizes critical thinking and effective communication. Through writing, reading, and effective reasoning we challenge students to begin to develop habits of intellectual inquiry. Students must earn at least a C in WRT 110 to fulfill the requirement and enroll in WRT 120. Required of all students. Students are not permitted to withdraw from this course. Offered Fall and Spring semesters

### **WRT 120 Composition II: Reasoning through Writing**

**3 credits**

This course continues the development of critical thinking and effective written communication. The course emphasizes argumentative writing, focusing on the ability to construct and defend a thesis using supporting evidence from properly documented academic research. Students must earn at least a C in WRT 120 to fulfill the requirement. Prerequisite: a grade of C or better in WRT 110; Required of all students. Students are not permitted to withdraw from this course. Offered Fall and Spring semesters

## **Breadth Requirements: General Descriptions**

**(16 credits)**

**Mathematics:** a course in mathematics that develops an understanding of the appropriate use and limitations of quantitative analysis: (3 credits)

**Natural Science:** one science course designed to enrich a student's understanding of the natural world and the scientific method of inquiry; the course must include a laboratory experience: (4 credits)

**Arts and Aesthetics:** a course or courses selected from Art, Creative Writing, Music or Theater requiring either personal engagement in and critical reflection upon the creative process or the development of an appreciation of the aesthetic achievement of one or more disciplines in the fine arts: (3 credits)

**Humanities:** a course selected from the disciplines of English Literature, Philosophy, or Religious Studies allowing students to explore written expressions of the human spirit in historical and cultural contexts: (3 credits)

**Social Science:** a course selected from the disciplines of Politics, History, Business/Economics, or Education focused on the study of human society and culture.

Students must fulfill the Arts and Aesthetics, the Humanities, and the Social Sciences breadth requirements with courses outside of their intended or declared majors: (3 credits)

Courses approved to meet specific breadth requirements are listed in the front section of the course schedule for each semester.

## **Total General Education Credits: 35**

### **Business Administration Core Courses**

#### **ACCT 201 Principles of Accounting I**

**3 credits**

An introduction to financial accounting with an emphasis on the basic accounting equation, transactions and financial statements. The course stresses an understanding of basic concepts and the use of accounting information to support economic decision-making. Prerequisite: Sophomore standing. Offered annually in the Fall semester

#### **ACCT 202 Principles of Accounting II**

**3 credits**

An introductory study of managerial accounting with an emphasis on interpretation and application of accounting data inside specific organizations. The course stresses the use of financial and related information to make strategic, organizational and operational decisions. Prerequisite: ACCT 201. Offered annually in the Spring semester

#### **BUS 220 Business Technology**

**3 credits**

A study of the technologies required to be successful in entering today's business arena. Many software and hardware choices will be explored. Excel, e-mail, and presentation software will be emphasized to the intermediate level which will assist students in their future class work and employment. Designing spreadsheets, database report generation, and future developing technologies will be researched. Students will be required to review and undertake software tutorials if needed. Offered annually in the Spring semester

#### **BUS 252 Business Statistics**

**3 credits**

A study of statistical methods used for business decisions is covered. Topics include descriptive statistics, probability, estimation, hypothesis testing, regression analysis, and forecasting. Emphasis is on developing and interpreting information for business research and decision making. Normally taught only at Sandhills. Either MAT 225 or BUS 252 is offered every semester in Laurinburg.

#### **BUS 301 Business Law**

**3 credits**

A "nuts and bolts" study of the principles of law which create, define, and regulate the rights and liabilities of persons taking part in business transactions. Areas covered include contracts, agency relationships, commercial paper, sales, and bankruptcy. Prerequisite: Sophomore standing or permission of instructor. Offered every semester



**BUS 302 Entrepreneurship****3 credits**

A study of the methods used to determine the feasibility of successfully establishing a business in a specific industry or market. Financial, marketing, organizational, competitive, governmental, and demand factors will be analyzed. Each student will develop a business plan and a feasibility study for a new venture. Prerequisites: BUS 321 and BUS 331 and junior standing. Offered annually in the Fall semester

**BUS 303 Management Communication****3 credits**

This course will focus on developing, implementing and evaluating the written and oral communication skills required in a professional business setting. The use of effective decision-making and critical thinking skills will be emphasized. Prerequisites: BUS 220 and BUS 331 and junior standing, or permission of instructor. Offered annually in the Fall semester

**BUS 321 Principles of Marketing Management****3 credits**

A functional analysis of marketing and its importance as an economic activity. Topics covered include: demographic analysis, product development, pricing, distribution, and promotion. Additional managerial orientation is provided through case studies and decision-making practice. Prerequisite: ECON 201 or permission of instructor. Offered annually in the Fall semester

**BUS 331 Principles of Management****3 credits**

An introduction to the basic theories and practices within the management profession. Areas stressed are human relations, organizations and their structure, and delegation of authority. Prerequisites: ECON 201 and ACCT 201; or permission of instructor. Offered annually in the Spring semester

**BUS 335 Business Ethics****3 credits**

This course uses a managerial framework to identify, analyze, and understand how business people make ethical decisions and deal with ethical issues. It covers the theoretical concepts of ethical reasoning as well as the organizational environment that influences ethical decision-making. Case analysis, readings, and research are used to achieve the learning outcomes for the course. Prerequisite: BUS 331 and junior standing. Offered annually in the Spring semester

**BUS 341 Principles of Financial Management****3 credits**

This course surveys fundamental concepts and computational methods for the financial management of business firms. It will also survey the broad range of financial instruments and the relationship between risk and return. Topics include forecasting, operating and financial leverage, working capital, time value of money, valuation of bonds and stocks, the cost of capital, and capital budgeting. Prerequisites: ECON 201 or 202 and ACCT 201; or permission of instructor. Offered Fall and Spring semesters

**BUS 480 Senior Policy & Strategy Seminar****3 credits**

The course requires the student to combine and integrate business and economic principles in sophisticated analysis to a variety of firms and institutions. It includes a study of the formulation of organizational strategy and will emphasize research strategies, communication skills, and problem-solving and decision-making skills. Prerequisites: senior standing and ECON 201, ACCT 201, BUS 220, BUS 301, BUS 303, BUS 321, BUS 331, BUS 335, and BUS 341. Offered annually in the Fall semester

**ECON 201 Microeconomics****3 credits**

This is a survey of microeconomic theory. The theory of the pricing and allocation of resources will be applied to current issues. Offered annually in the Fall semester

**ECON 202 Macroeconomics****3 credits**

The course is an introduction to macroeconomic theory. The course identifies the primary social and economic goals for a society, including income, employment, and stability of prices. The methods and sources of the variables (economic indicators) used to measure those goals are described. The course presents the major theories on the cause and effect relationships between the variables, and explains the human behaviors that underlie those relationships. Offered annually in the Spring semester

**Four Upper Level Business Courses chosen in consultation with an advisor 12 credits****Total Business Major Credits: 54****General Elective Credits: 31****Total Required Credits: 120**

**St. Andrews University (A Branch of Webber International University)**  
**Curriculum and Course Sequence**  
**Masters of Business Administration**

**All courses are 3 credits and 36 hours are required for the degree**

- MBA610 Information Systems for Management Decisions
- MBA618 Financial Reporting
- MBA632 Global Economic Environment
- MBA636 Quantitative Research Methods for Business
- MBA640 Marketing Philosophy and Management
- MBA647 Innovation, New Products & Services, & E-Commerce
- MBA650 Topics in Legal and Ethical Environment of Business
- MBA662 Financial Decision Making
- MBA688 Human Behavior in Organizations
- MBA690 Strategic Thinking in Organizations
- MBA691 Practicum I: Business Consulting Project
- MBA692 Practicum II: Consulting Project Continued

**MBA Course Sequence**

**Year One**

Fall	Winter	Spring
MBA 610	MBA 636	MBA 632
MBA 618	MBA 640	MBA 688

**Year Two**

Summer	Fall	Winter
MBA 650	MBA 690	MBA 662
MBA 647	MBA 691	MBA 692

**St. Andrews University (A Branch of Webber International University)**  
**Master in Business Administration**  
**Course Descriptions for MBA Program**

**MBA610**

**INFORMATION SYSTEMS FOR MANAGEMENT DECISIONS** **3 Credits**

The student will develop or enhance their skills with various office technology software packages, which are fundamental to a computerized information system. Learn about the corporate information system and major issues that relate to the information system, such as decision making, security, privacy, ethics, technologies, project management, team skills, etc. Both individual and team projects are stressed.

Prerequisite: An introductory computer course in which the student has developed basic file management, word processing, and spreadsheet skills in creating and formatting neat tables, graphs, and documents.

**MBA618**

**FINANCIAL REPORTING** **3 Credits**

This course integrates accounting, economic theory and empirical research into a framework of financial analysis. It is designed to permit MBA students to understand the process which generates financial statements and to be able to locate and use both published and unpublished financial information. The tools of financial analysis are provided in the context of current financial reporting.

**MBA632**

**GLOBAL ECONOMIC ENVIRONMENT** **3 Credits**

Economics helps managers acquire a broader understanding of the factors that influence the demand for a firm's product. Knowledge of economics also equips the manager to deal with events that are external to the firm such as waves of consumer and business confidence and changes in monetary, fiscal, and trade policies. Managers who understand how markets work at the firm, industry and global economy levels are well prepared to make decisions in a dynamic environment.

**MBA636**

**QUANTITATIVE RESEARCH METHODS FOR BUSINESS** **3 Credits**

Strategic decisions in organizations must be based in part on information that is subject to cross-verification and validation. This course introduces students to the methods, strategies, and analysis options available to business researchers. Emphasis will be given to methodological

foundations of correlative and experimental research designs including hypothesis testing, sampling methods, and statistical analyses.

#### **MBA640**

#### **MARKETING PHILOSOPHY AND MANAGEMENT**

**3 Credits**

Marketing has evolved in recent years from a mere function of the organization to a business philosophy permeating all levels of the organization. An important objective of organizations is to satisfy the needs of existing and potential customers by meeting or exceeding expectations. In order to accommodate consumer needs efficiently, an organization must recognize the potential consumer (segmentation and targeting), and tailor the design, price, promotion and placing of offerings to most optimum levels.

#### **MBA647**

#### **INNOVATION, NEW PRODUCTS & SERVICES, & E-COMMERCE**

**3 Credits**

The viability of a business entity is based in part on its ability to innovate by marketing new products and/or services to accommodate rapid changes in tastes, technology, and competition and E-Commerce distribution. The innovation concepts will include breaking free from tradition, while thinking outside the box, and the emerging technological trends necessary to be competitive in E-Commerce. Students will also be introduced to the new product processes of idea generation, consumer research and R&D interface, concept and product testing, product launch, and product life- cycle management.

#### **MBA650**

#### **TOPICS IN THE LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS**

**3 Credits**

This course examines current topics related to business law and ethics, including international issues. Topics are covered through a discussion of cases, and business situations, including legal, ethical, social, and philosophical aspects. A "big picture" understanding of how legal and ethical issues affect managerial decision- making is stressed.

#### **MBA662**

#### **FINANCIAL DECISION MAKING**

**3 Credits**

This course explores the advanced theoretical concepts and practical applications associated with corporate finance in general and specifically on capital budgeting and the long-term financing of investment alternatives. Under the assumption of an environment of capital rationing, a particular emphasis is placed on improving decision making through the integrated application of the many aspects of the capital budgeting process to include: forecasting relevant after-tax cash flows, applying a cost of capital to assess project viability and planning to maintain an ideal capital structure while seeking the maximization of shareholder wealth.

**MBA688****HUMAN BEHAVIOR IN ORGANIZATIONS****3 Credits**

This course examines the principles and practices pertaining to human behavior and organizational development. Motivation and leadership issues are studied as they impact the organization and the individual; in turn, the characteristics of individuals and group dynamics are considered as they impact organizational performance. Specific topics relate to micro and macro organizational behavior.

**MBA690****STRATEGIC THINKING IN ORGANIZATIONS****3 Credits**

Through this capstone course, the student uses a process of strategic planning by drawing together the knowledge from various functional areas of an organization to enhance analysis of business in profit and non-profit settings. The course examines the vast array of strategic management tools that enable managers to evaluate traditional and contemporary strategies in an attempt to develop a strategic planning process. This course emphasizes the interacting and diverse interests of shareholders, managers, customers, employees, and the broader societal stakeholders of the organization. Finally, the role of politics and leadership style are examined in the implementation of strategy.

**MBA691 & 692****PRACTICUM I & II: AN INTEGRATED CONSULTING PROJECT****6 Credits**

A two term team based project that provides students with professional career-related experience. It is designed to synthesize knowledge and direct it towards the investigation of a specific business problem. This is not an internship but an actual consulting project staffed according to client needs and student skills. Projects are chosen from problems that corporate sponsors request students to solve.

**Total Required Credits: 36**

**Attachment 8**

**Employment Opportunities**

In researching employment opportunities in the field of business, Webber utilized the South Carolina Department of Employment and Workforce as a starting point. It was observed that the website has gaps in its current and long term employment projections for business-related careers. However, the US Bureau of Labor statistics and Projections Central: State Occupational Projections website presented robust datasets for the same business-related career categories used by the South Carolina Department of Employment and Workforce, including long term employment projections (2016-2026) at state and national levels. Presented in the table below are employment projections for graduates of the proposed business programs, aligned with the knowledge and skills that are addressed in the program’s curricula, based on available data from the information sources used:

Occupation	State		National		Data Type and Source
	Expected Number of Jobs	Employment Projection	Expected Number of Jobs	Employment Projection	
Management of Companies and Enterprises	17,893	20,503	169,435	706,900	Employment data by major industry sector State Data: SC Department of Employment and Workforce National Data: US Bureau of Labor Statistics
Business Operations: Management Analysts	8,270	10,360	876,300	921,600	Occupational projections and worker characteristics data US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Business Operations: Market Research Analysts and Marketing Specialists	7,090	7,580	595,400	733,700	Occupational projections and worker characteristics data US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Financial Specialist: Accountants and Auditors	16,920	19,050	1,397,700	1,537,600	Occupational projections and worker characteristics data US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Financial Specialist: Personal Financial Advisors	2,240	2,810	271,900	312,300	Occupational projections and worker characteristics data US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Management: Financial Managers	5,480	6,720	580,400	689,000	Occupational projections and worker characteristics data US Bureau of Labor Statistics; Projections Central: State Occupational Projections

Occupation	State		National		Data Type and Source
	Expected Number of Jobs	Employment Projection	Expected Number of Jobs	Employment Projection	
Management: Medical and Health Services Managers	5,450	6,790	352,200	424,300	US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Sales: Sales Representatives, services	7,180	7,980	983,000	1,077,900	US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Sales: Sales Representatives, wholesale and manufacturing	21,690	24,540	1,469,900	1,546,300	US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Operations Research Analysts	930	1,280	114,000	145,300	US Bureau of Labor Statistics; Projections Central: State Occupational Projections
Public Relations Specialists	3,160	3,480	259,600	282,600	US Bureau of Labor Statistics; Projections Central: State Occupational Projections

Also, please see *Items 5 and 6* in the previous section, which provides information on job outlook in the business sector as projected by the US Bureau of Labor Statistics, and results of cursory search in a popular job search engine for “*Business Management*” jobs.



### Similar Programs Offered in South Carolina: BA in Business Administration

Presented in the table below are comparisons between the proposed BABA program from Webber International University and select institutions offering similar programs in South Carolina or in close proximity to Webber's proposed instructional sites in Charleston and Columbia, SC. Based on the information gathered, similarities between programs are minimal and there were more variations observed between programs. For the BABA programs, similarities were observed in business foundation courses that are required. Many of the programs offer concentration areas; whereas Webber's program is a general BABA program. In some instances, a program may have a language requirement or a religious focus, which is not part of the Webber curriculum.

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Darla Moore School of Business: Undergraduate Programs (9 concentrations: Accounting, Economics, Finance, International Business, Management, Operations and Supply Chain, Marketing, Real Estate, and Risk Management and Insurance)	122	University of South Carolina- Columbia	Emphasize a strong liberal arts background combined with theory and practice in business administration; both programs introduce students to marketing, management, and finance	USC-Columbia's program allows students to choose from 9 areas of business concentrations; Webber's curriculum is a general business administration track and does not include operations and supply chain, real estate, and risk management/insurance)
BS in Accounting, BA in Economics, BS in Economics, BS in Financial Management, BS in Graphic Communications, BS in Management, BS in Marketing	120	Clemson University	General education requirements (except the SAGE courses) are quite similar, including the requirement for a science course with lab	Webber's curriculum is a general business administration track; Clemson University's programs are concentrated in specific business areas and business administration is offered only as a minor. A modern language course is also required at Clemson University

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Business Administration, BS	120	College of Charleston	Both programs require foundation courses in economics, accounting, management, and marketing; General education requirements (except SAGE courses) have strong liberal arts components	College of Charleston's program does not have an interdisciplinary general education program (SAGE), or an entrepreneurship focus; does not include required Business Ethics, Management Communication, or Senior Policy and Strategy Seminar courses; Webber's program is a general business program and does not include concentrations in entrepreneurship, finance, global logistics and transportation, hospitality and tourism management, and leadership, change and social responsibility, and real estate. A classical or modern language course is required at the College of Charleston
Business Administration, BA	120	Furman University	Both programs require foundation courses in economics, accounting, management, and marketing. Furman's program includes a 400-level Strategic Management course	Furman University's program does not have an interdisciplinary general education program (SAGE), an entrepreneurship focus, and does not require Business Ethics or Management Communication courses. Furman University's program uses a cohort model whereas, Webber's program does not

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Business Administration, BA	120	The Citadel	Both programs require foundation courses in economics, accounting, marketing, and management. The Citadel's program includes a 400-level Strategic Management course	The Citadel's program does not have an interdisciplinary general education program (SAGE), an entrepreneurship focus, and does not require Business Ethics or Management Communication courses. The Citadel's program has 62 credits of general education and business prerequisite courses; Webber's curriculum uses an integrated model with 36 general education requirements
Business Administration, BS	120	Lander University	Both programs require foundation courses in economics, accounting, marketing, and management	Webber's program is a general business program and does not include concentrations in accounting, financial services, healthcare management, management, and marketing. Lander University's program does not include an interdisciplinary general education program (SAGE), an entrepreneurship focus, and courses in Business Law, Management Communications, Business Ethics, and Senior Policy and Strategy Seminar

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Business Administration, BS	120	North Greenville University (NGU)	Both programs require: a) foundation courses in economics, accounting, marketing, and management; b) a First Year Experience course; c) courses in Business Law and Business Ethics	In addition to the courses for their major, every student at NGU is required to register and earn credit for Chapel, for each semester of full-time enrollment, and Cultural Events, for only the first four semesters of full-time enrollment. Each of these courses counts as one-half credit hour per semester. NGU's program also requires an internship. Webber's program is a general business program and does not include concentrations in accounting and economics. NGU's program does not include an interdisciplinary general education program (SAGE), an entrepreneurship focus, and courses in Business Law, Management Communications, Business Ethics, and Senior Policy and Strategy Seminar
Business Administration, BS	120	Winthrop University	Both programs require foundation courses in economics, accounting, marketing, and management	Winthrop University's business curriculum has a quantitative skills focus, a required internship, and a service learning component. It does not have an interdisciplinary general education program (SAGE), an entrepreneurship focus, and does not include courses in Senior Policy and Strategy Management Seminar. Webber's program is a general business program and does not include curricular concentrations in 10 business disciplines

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Business Administration, BS	120	Bob Jones University	Both programs require foundation courses in economics, accounting, marketing, and management. Also, both programs include a Business Ethics course but Bob Jones University's is from a particular Christian perspective	Bob Jones University's curriculum does not include an interdisciplinary general education program (SAGE), an entrepreneurship focus, and course work in Senior Policy and Strategy Management Seminar. In addition, Bob Jones University's program has a required internship, offers three concentration tracks, and has a specifically Christian focus throughout the curriculum

**Similar Programs Offered in South Carolina: Master in Business Administration**

Presented in the table below are comparisons between the proposed MBA program from Webber International University and select institutions offering similar programs in South Carolina or in close proximity to Webber’s proposed instructional sites in Charleston and Columbia, SC. For MBA programs, similarities were observed in several course requirements. Similar to the BABA programs, many of the MBA programs offer concentration areas; whereas, Webber’s program is a general MBA. However, a major difference between Webber’s MBA curriculum and the other MBA programs is Webber’s capstone Practicum requirement. The capstone courses allow students to apply their critical thinking skills and to work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues being experienced by their business clients.

<b>Program Name and Designation</b>	<b>Total Credit Hours</b>	<b>Institution</b>	<b>Similarities</b>	<b>Differences</b>
One-year Master in Business Administration	41	University of South Carolina - Columbia	Both programs include global economics and financial decision making courses	USC-Columbia’s program does not include Legal and Ethical Environment of Business courses. St. Andrews MBA includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues
Master in Business Administration	49	Clemson University	Both programs include courses in economics, management, ethics, and information systems; both programs can be completed either on a full-time or part-time basis	Clemson University’s MBA program offers several concentrations and includes electives in areas of supply chain and information management; Webber’s is a general MBA program. In addition, Webber’s MBA includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Master in Business Administration	30	Coastal Carolina University (CCU)	Both programs include courses in financial management, marketing, and legal issues	CCU's MBA program offers three concentrations to choose from; Webber's is a general MBA program. CCU's MBA program does not include courses in Innovation and New Product Development, E-commerce, and Research Methods. In addition, Webber's MBA program includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues
Master in Business Administration	36	College of Charleston	Both programs include courses in global economics, finance, legal issues, innovation, and organizational management	College of Charleston's MBA program offers three concentrations to choose from and is offered in a student cohort model; Webber's is a general MBA program. In addition, Webber's MBA program includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues

Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Master of Science in Management (MSM)	30	Lander University	Both programs include courses in research methods, management information systems, innovation, and leadership	Lander University's MSM program is focused on quality management and the curriculum does not include marketing, global economics, legal and ethical issues courses. Webber's MBA program is a general MBA and includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues
Master in Business Administration	36	North Greenville University (NGU)	Both programs include courses in research methods, financial management, organizational behavior, and professional ethics	NGU's MBA program offers the ability to pursue a concentration/track in human resources. Webber's MBA program is a general MBA and includes courses in global economics, innovation and new product development, E-commerce, and information systems. In addition, Webber's MBA program includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues



Program Name and Designation	Total Credit Hours	Institution	Similarities	Differences
Master in Business Administration	36	Winthrop University	Both programs include courses in organizational behavior, research methods, strategic management, and financial management	Winthrop University's MBA program offers selections from six business concentrations; Webber's MBA program is a general MBA that includes courses in global economics, innovation and new product development, E-commerce, and information systems. In addition, Webber's MBA program also includes two capstone Practicum courses in which students work as consultants with actual business clients to research, analyze, evaluate, and propose solutions to marketing and/or management issues

# Attachment 10

School Name	Type of Entity	Credential	Program Acceptance Criteria	Program Length	Programmatic/Specialized Accreditation	In-District	In-State Average	Program Delivery	Graduation Rate*	Average Annual Completions**	Placement Rate	Default Rate	Average Loan Debt	*Program-specific graduation rates are not available for non cohort programs.
						Average Tuition for Fulltime	Tuition for Fulltime							
Aiken Technical College	Public	AAS - Accounting AAS - Management	SAT, ACT or placement test results, and GPA and course requirements	63 Credits 60 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 8,832	\$ 9,952	Resident and Online	N/A N/A	9 15	90% 83%	16%	\$4,143	
Allen University	Private not-for-profit, 4-year or above	Bachelor-Business Administration	SAT, ACT, GPA			\$ 25,080	\$ 25,080	Resident	N/A	17		10.3%	\$7,897	
Anderson University	Private not-for-profit, 4-year or above	Bachelor, Master-Health Service Admin	SAT/ACT, HS GPA	120 Credits		\$ 52,260	\$ 52,260	Resident				5.5%	\$7,390	
Benedict College	Private not-for-profit, 4-year or above	Bachelor-Business Administration	SAT/ACT, HS GPA	128 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 28,560	\$ 28,560	Resident	N/A	29		18.5%	\$11,999	
Bob Jones University	Private not-for-profit, 4-year or above	AS, Bachelor- Business Administration	Open Admissions	60 Credits (Associate); 120 Credits (Bachelor)	None	\$ 36,282	\$ 36,282	Resident	N/A	69		1.9%	\$5,994	
Central Carolina Technical College	Public	AAS - Management AAS - Accounting	SAT, ACT or placement test results, and GPA and course requirements	66 Credits 69 Credits	None	\$ 10,618	\$ 12,324	Resident and Online	N/A N/A	28 17	100% 93%	19%	\$4,242	
Charleston Southern University	Private not-for-profit, 4-year or above	Bachelor, Master-Business Administration	SAT/ACT, HS GPA	104 Credits (Bachelor); 36 Credits (Master)	International Assembly for Collegiate Business Education (IACBE)	\$ 52,000	\$ 52,000	Resident and Online	N/A	22		95%	\$5,974	
Citadel Military College of South Carolina	Public	Bachelor, Master-Business Administration	SAT/ACT, HS GPA	120 Credits (Bachelor); 36 Credits (Master)	Association to Advance Collegiate Schools of Business (AACSB)	\$ 12,620	\$ 12,620	Resident and Online	N/A	187	100%	4.0%	\$11,257	
Citflin University	Private not-for-profit, 4-year or above	Bachelor, Master-Business Administration	SAT/ACT, HS GPA, GMAT	126 Credits (Bachelor); 36 Credits (Master)	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 32,952	\$ 32,952	Resident and Online	N/A	23	100%	10.6%	\$6,854	
Clemson University	Public, 4-year or above	Bachelor, Master-Business Administration	HS GPA, Prep Program, SAT/ACT	120 Credits (Bachelor); 36 Credits (Master)	Association to Advance Collegiate Schools of Business (AACSB)	\$ 28,236	\$ 28,236	Resident	N/A	271	93%	2.9%	\$8,747	
Clinton College	Private not-for-profit, 4-year or above	AS, AAS, Bachelor-Management	Open Admissions	63 Credits	None	\$ 19,840	\$ 19,840	Resident	N/A	5	100%	28.5%	\$4,017	
Coastal Carolina University	Public, 4-year or above	Bachelor-Health Administration; Management	SAT/ACT, HS GPA	131 Credits	None	\$ 22,920	\$ 22,920	Resident	N/A	162	85%	8.3%	\$9,423	
Coker University	Private not-for-profit, 4-year or above	Bachelor-Business Administration	SAT/ACT, HS GPA	104 Credits	None	\$ 59,952	\$ 59,952	Resident and Online	N/A	24		70%	\$7,024	
College of Charleston	Public, 4-year or above	Bachelor, Master-Business Administration	SAT/ACT, Rank, HS GPA, GMAT/GRE	120 Credits (Bachelor);	Association to Advance Collegiate Schools of	\$ 140	\$ 140	Resident	N/A	24	83%	5.3%	\$7,863	
Columbia College	Private not-for-profit, 4-year or above	AS-Business Administration; Bachelor-Healthcare Management; Business Administration	HS Rank, HS GPA, SAT/ACT recommended	60 Credits (AS); 120 Credits (Bachelor)	None	\$ 36,794	\$ 36,794	Resident	N/A	16	68%	6.6%	\$6,615	
Columbia International University	Private/NonProfit	AA - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	60 Credit Hours	None	\$ 23,400		Online	N/A	0	N/A	4.2%	\$5,487	
Converse College	Private not-for-profit, 4-year or above	Bachelor-Business Administration; Master-Healthcare Management	HS GPA, HS rank recommended	120 Credits (Bachelor); 42 Credits (Master)	None	\$ 37,780	\$ 37,780	Resident	N/A	10	60%	7.2%	\$6,734	
Denmark Technical College	Public	AAS - Business Administration	GPA, and course requirements	63 Credits	None	\$ 10,814	\$ 10,814	Resident	N/A	3	67%	44%	\$4,954	
Erskine College	Private not-for-profit, 4-year or above	Bachelor-Business Administration; Accounting	HS GPA, Prep Program, SAT/ACT	120 Credits	None	\$ 68,870	\$ 68,870	Resident	N/A	21	65%	4.7%	\$3,343	
Florence-Darlington Technical College	Public	AAS - Accounting AAS - Management	SAT, ACT or placement test results, and GPA and course requirements	60 Credits 60 Credits	None	\$ 9,212	\$ 9,740	Resident and Online	N/A	18 28	77% 53%	22.70%	\$5,761	
Forrest College	Private/For Profit	AAS - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	100.5 Credits	None	\$ 27,637		Resident	N/A	5	80%	29%	\$6,355	
Francis Marion University	Public, 4-year or above	Bachelor, Master-Business Administration	HS GPA, Prep Program, SAT/ACT	129 Credits (Bachelor); 30 Credits (Master)	Association to Advance Collegiate Schools of Business (AACSB)	\$ 20,768	\$ 20,768	Resident	N/A	41	75%	8.4%	\$4,629	
Furman University	Private not-for-profit, 4-year or above	Bachelor-Business Administration	GPA	120 Credits	None	\$ 100,928	\$ 100,928	Resident	N/A	78	83%	2.7%	\$7,237	
Greenville Technical College	Public	AAS - Accounting AAS - Management AAS - Accounting	SAT, ACT or placement test results, and GPA and course requirements	66 Credits 64 - 66 Credits 63 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 9,016	\$ 9,832	Resident and Online	N/A N/A N/A	24 55 14	97% 98% 98%	16%	\$5,288	
Horry Georgetown Technical College	Public	AAS - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	63 Credits	None	\$ 8,208	\$ 10,176	Resident and Online	N/A	48	98%	15%	\$9,557	
Lander University	Public	Bachelor - Accounting,	SAT, GPA	120 Credits	Association to Advance Collegiate Schools of	\$ 10,700	\$ 10,700	Resident and Online	N/A	95		10%	\$6,132	
Uimestone College	Private/NonProfit	AA - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	62 Credit Hours	None	\$ 25,200		Resident	N/A	19	N/A	12.9%	\$9,021	
Morris College	Private not-for-profit, 4-year or above	Bachelor-Business Administration	Open	122 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 25,930	\$ 25,930	Resident	N/A	14	94%	11.4%	\$6,013	
Midlands Technical College	Public	AAS - Accounting AAS - Management	SAT, ACT or placement test results, and GPA and course requirements	69 Credits 66 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 9,024	\$ 11,280	Resident and Online	N/A	20 35	99% 89%	11%	\$3,816	
Newberry College	Private not-for-profit, 4-year or above	Bachelor-Business Administration	GPA, SAT/ACT	120 Credits	None	\$ 50,000	\$ 50,000	Resident	N/A	32	75%	15.3%	\$6,093	
North Greenville University	Private not-for-profit, 4-year or above	Bachelor-Business Administration	GPA, SAT/ACT	126 Credits	International Assembly for Collegiate Business Education (IACBE)	\$ 42,240	\$ 42,240	Resident	N/A	30	85%	7.0%	\$4,168	
Northeastern Technical College	Public	AAS - Business Administration AAS - Business with Accounting Specialty AAS - BA w/Accounting	GPA, and course requirements	63 Credits 60 Credits 69 Credits	None	\$ 8,112	\$ 8,544	Resident	N/A N/A N/A	13 6 3	77% 63% 100%			Not Available* Not Available*
Orangeburg Calhoun Technical College	Public	AAS - BA w/Enterprise Management AAS - BA w/Accounting AAS - BA w/Management	SAT, ACT or placement test results, and GPA and course requirements	69 Credits 60 Credits 60 Credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 8,880	\$ 10,848	Resident and Online	N/A N/A N/A	6 6 6	100% 100% 100%	17.1%	\$3,346	
Piedmont Technical College	Public	AAS - BA w/Office Management	SAT, ACT or placement test results, and GPA and course requirements	60 Credits	None	\$ 8,604	\$ 10,140	Resident and Online	N/A	116	82%	20%	\$4,232	
Platt College-Miller-Motte Technical College	Private/For Profit	AAS - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	92 Credits	None	\$ 26,680		Resident	N/A	0	N/A	N/A	N/A	
Presbyterian College	Private not-for-profit, 4-year or above	Bachelor-Accounting, Management	GPA	120 Credits	None	\$ 72,600	\$ 72,600	Resident	N/A	46	88%	2.4%	\$6,499	

South Carolina State University	Public, 4-year or above	Bachelor-Management; Master	GPA, Rank, SAT/ACT	122 Credits (Bachelor); 30-36 Credits (Master)	Association to Advance Collegiate Schools of Business	\$ 19,056	\$ 19,056	Resident and Hybrid	N/A	21	83%	20.0%	\$6,948	
South University-Columbia	Private for-profit, 4-year or above	Bachelor, Master-Business Administration	Open	180 Credits (Bachelor); 48 Credits (Master)	None	\$ 33,840	\$ 33,840	Resident and Online	N/A	13	64%	11.7%	\$8,833	
Southwestern Institute	Private for-profit	AAS - Business Administration (Operations Management)	SAT, ACT or placement test results, and GPA and course requirements	60 Credit	None	\$45,560.00	\$45,560	Resident	Columbia Campus: 56%*				Columbia Campus: 9.8%*	Columbia Campus: \$9,721*
Southern Wesleyan University	Private not-for-profit, 4-year or above	Bachelor-Management, Accounting, General Business	GPA, SAT/ACT	120 Credits	None	\$ 49,852	\$ 49,852	Resident and Online	N/A	141	68%	8.7%	\$6,595	
Spartanburg Community College	Public	AAS - Accounting AAS - Management	SAT, ACT or placement test results, and GPA and course requirements	67 Credits 61 Credits	None	\$ 9,264	\$ 11,472	Resident and Online	N/A	10 35	95% 79%			
St. Leo University	Private/NonProfit	AA - Business Administration AA - Accounting	SAT, ACT or placement test results, and GPA and course requirements	63 Credits 90 Credits	None	\$ 22,570 \$ 32,505		Resident and Online	N/A	2 6		Not Available	8%	\$9,940
Strayer University	Private/For Profit	AA - Business Administration MBA-Management; Jack Welch MBA	SAT, ACT or placement test results, and GPA and course requirements	90 credits 30 Credits; 36 credits	Accreditation Council for Business Schools and Programs (ACBSP)	\$ 38,025		Resident and Online	N/A	37 25				
Technical College of the Lowcountry	Public	AAS - Business Administration	SAT, ACT or placement test results, and GPA and course requirements	66 Credits	None	\$ 9,120	\$ 10,320	Resident and Online	N/A	19	95%	11%	\$3,289	
Trident Technical College	Public, 2-year	AAS - Business Administration AAS - Accounting AAS - Business Administration	HS Graduation/GED; placement test results	45 Credits 63 Credits	None	\$ 9,058	\$ 10,048	Resident	N/A	87 12	95% 81%	14.1%	\$3,628	
Tri-County Technical College	Public	AAS - BA w/Management	SAT, ACT or placement test results, and GPA and course requirements	66 Credits	None	\$ 8,512	\$ 11,200	Resident and Online	N/A	40	73%	10%	\$4,768	
University of South Carolina Aiken	Public, 4-year or above	Bachelor-Business Administration; Master	HS GPA, Rank, Prep Program, SAT/ACT	123-124 Credits (Bachelor); 30-40 Credits (Master)	Association to Advance Collegiate Schools of Business	\$ 20,796	\$ 20,796	Resident and Online	N/A	127	95%	8.4%	\$5,518	
University of South Carolina Beaufort	Public, 4-year or above	Bachelor-Business Administration	HS GPA, Rank, Prep Program, SAT/ACT	120 Credits	None	\$ 20,688	\$ 20,688	Resident	N/A	62	82%	9.0%	\$6,747	
University of South Carolina-Columbia	Public, 4-year or above	Bachelor-Business Administration	HS GPA, Prep Program, SAT/ACT	122 Credits	None	\$ 24,576	\$ 24,576	Resident	N/A	217	86%	1.3%	\$8,750.00	
University of South Carolina-Upstate	Public, 4-year or above	Bachelor-Management	Completion program, SAT/ACT	120 Credits	Association to Advance Collegiate Schools of Business	\$ 22,416	\$ 22,416	Resident	N/A	185	84%	8.0%	\$6,483	
Voorhees College	Private not-for-profit, 4-year or above	Bachelor-Accounting, Finance, General Business	Open	125-126 Credits	None	\$ 23,260	\$ 23,260	Resident	N/A	8	52%	21.7%	\$6,590	
Williamsburg Technical College	Public	AAS - Business Administration	GPA, and course requirements	66 Credits	None	\$ 8,592	\$ 8,832	Resident	N/A	3	92%	Not Available*	Not Available*	*Default rates are unavailable due to having less than 10 borrowers in repayment for the 3 cohort years collected by Federal loan default rates database.
Winthrop University	Public, 4-year or above	Bachelor-Healthcare Management, Marketing	HS GPA, Rank, Prep Program, SAT/ACT	120 Credits	None	\$ 30,612	\$ 30,612	Resident	N/A	179	91%	5.7%	\$7,511	
York Technical College	Public	AAS - Management AAS - Business Administration AAS - Accounting	SAT, ACT or placement test results, and GPA and course requirements	60 Credits 64 Credits 65 Credits	None	\$ 8,832	\$ 9,552	Resident and Online	N/A	32 15 31	100% 97% 96%			
<b>Average</b>						<b>\$27,076</b>				<b>45</b>	<b>84%</b>	<b>12.1%</b>	<b>\$6,391</b>	

\*\*Calculated based on last 3-years' average

\*Average SC Entry-Level Salary (Operations Manager): \$45,010

\*Average SC Entry-Level Salary (Bookkeeper and Accounting Clerk): \$24,790