EARN YOUR MASTER’S.

CHANGE YOUR WORLD.

Thomas Edison State University
CHOOSE YOUR PATH TO LEADERSHIP

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The Graduate Prospectus provides an overview of many of the policies and services of the University. The information contained in this Prospectus is current as of the time of publication. While every effort has been made to ensure accuracy of the information contained in this Prospectus, the University reserves the right to make changes without prior notice.

* The W. Cary Edwards School of Nursing at Thomas Edison State University offers graduate degree and graduate certificate nursing programs. For more information about graduate nursing programs at Thomas Edison State University or to request a W. Cary Edwards School of Nursing Prospectus, call (609) 777-5680 or visit www.tesu.edu/nursing.
MESSAGE FROM THE PRESIDENT

Researching graduate programs is the first step in the bold decision to change your professional and personal life. Whether you are looking to start a new career, chart the course for a promotion or acquire new skills for personal development, the decision to embark on this journey is an important one.

In today’s highly competitive marketplace, the right graduate degree can set you apart. Thomas Edison’s graduate degree programs offer the ability for you to network with other professionals and work with seasoned graduate mentors who hold strong academic credentials and experience in their respective fields. Your learning will be relevant, interesting and flexible to meet your unique needs as a busy adult.

I am grateful for your interest in Thomas Edison State University’s graduate degree programs and believe you will find that our offerings will help you to reach your personal and professional goals. I applaud you for taking this first, important step in advancing your education and your life.

Sincerely,

Dr. Merodie A. Hancock
President

Congratulations!

The university specializes in providing flexible, high-quality graduate programs tailored to the working adult student.
IF WE DID ALL THE THINGS WE ARE CAPABLE OF DOING, WE WOULD LITERALLY ASTOUND OURSELVES.

— Thomas A. Edison
Established in 1972, Thomas Edison State University is one of New Jersey’s senior public institutions of higher education and one of the oldest institutions in the country designed specifically for adults. Thomas Edison State University is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104, (267) 284-5000 and offers associate, bachelor’s, master’s and doctoral degrees and undergraduate, graduate and noncredit certificates in more than 100 areas of study.

The University has pioneered the use of the latest technology to develop flexible, high-quality educational programs for self-directed adults and is a national leader in the assessment of adult learning. The New York Times called Thomas Edison State University “the college that paved the way for flexibility.”

The entire academic program at the University revolves around the unique needs of adults, removing the barriers that limit many excellent candidates who juggle family and career responsibilities. Those barriers are largely time and place. Most adults cannot put their lives on hold to sit in a classroom at a specific time and place: at Thomas Edison State University, they do not have to.

Academic programs at Thomas Edison State University are administered through its academic schools:

- Heavin School of Arts and Sciences
- School of Applied Science and Technology
- School of Business and Management
- W. Cary Edwards School of Nursing
- John S. Watson School of Public Service
**FREQUENTLY ASKED questions**

What graduate programs does the University offer?

The University currently offers the following programs (all available online):

- Doctor of Nursing Practice (DNP)*
- Master of Arts in Liberal Studies (MALS)
- Master of Arts in Educational Leadership (MAEdL)
- Master of Arts in Educational Technology and Online Learning (MAETOL)
- Graduate Business Degree Preparatory Program (see Page 30)
- Master of Business Administration (MBA)
- Master of Public Service Leadership (MPSL)
- Master of Science (MS)
- Master of Science in Accounting (MSA-Coming Soon)
- Master of Science in Management (MSM)
- Master of Science in Healthcare Management (MSHCM)
- Master of Science in Hospitality Management (MSHM)
- Master of Science in Human Resources Management (MSHRM)
- Master of Science in Information Technology (MSIT)
- Master of Science in International Business Finance (MSIBF)
- Master of Science in Nursing* (MSN)
- Master of Science in Management (MSM) - Public Service Careers
- Master of Science in Homeland Security (MSHS)

**GRADUATE CERTIFICATE PROGRAMS**

- Clinical Trials Management
- Cybersecurity - Critical Infrastructure
- Digital Humanities
- Educational Leadership
- Fundraising and Development
- Geropsychology
- Homeland Security
- Human Resources Management
- Industrial-Organizational Psychology
- Online Learning and Teaching
- Organizational Leadership
- Professional Communications
- Project Management
- Nurse Educator*
- Nursing Informatics*
- Nursing Administration*
- Strategic Planning and Board Leadership for Nonprofits

*This program is offered through the W. Cary Edwards School of Nursing at Thomas Edison State University. To request a W. Cary Edwards School of Nursing Prospectus or for more information, please call (609) 835-6460, email nursing@tesu.edu or visit www.tesu.edu/nursing.

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Is the University accredited?

Yes. Thomas Edison State University is regionally accredited by the Middle States Commission on Higher Education, the accrediting body for colleges and universities in the Middle Atlantic States region. See Page 63 of this publication for more details.

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Which graduate program is best for me?

All graduate programs at Thomas Edison State University have a central theme: leadership. The graduate program you select depends on your professional and personal interests and goals. To discuss which graduate programs best fit your needs, call the Office of Admissions and Enrollment Services at (609) 777-5680 (select option 2) or visit www.tesu.edu/gradstudies.

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Do I need to travel to the University in Trenton, N.J.?

Thomas Edison State University delivers your graduate education directly to you, whether you live in a home in Princeton, on a houseboat on the Mississippi River, in an apartment in San Francisco or on a military base in the Middle East. Students can complete a graduate degree no matter where they live or work. In addition, there are no physical residency requirements. The only program that requires students to visit Thomas Edison State University is our Accelerated 2nd Degree BSN Program.

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How proficient do I need to be on the computer?

All graduate degree programs at Thomas Edison State University are online programs and the expecta-
FREQUENTLY ASKED QUESTIONS

Is the GMAT or GRE required?
No. Thomas Edison State University finds that the quality of experience that our students bring to the program is a better indication of their ability to succeed. However, students who have taken these examinations are encouraged to submit their scores as part of their application.

How can I apply?
You can apply online 24 hours a day. To apply online, visit www.tesu.edu/apply. Applications are reviewed throughout the year and students who are accepted are placed into the next available cohort (or class), which begin four times a year for most graduate programs. See the side bar on Page 7 for more information.

What happens after I apply?
Your application will be acknowledged via email. The completed application package, including all supporting materials, will be reviewed by the Committee on Admissions within three weeks of receipt. Applicants will receive written notice via email regarding the committee’s admissions decision.

What are the admission requirements?
Admission to a graduate degree program is competitive and is based on a qualitative review of a prospective student’s application. Depending on the program of interest, applicants must have a bachelor’s degree from a regionally accredited college or university and provide a current resume and two letters of reference. Additionally, a written essay is evaluated critically and used to assess a student’s ability to succeed in and benefit from a graduate program. A statement of background and goals is also required for most graduate programs.*

Admission to most graduate programs is based on:
› a qualitative evaluation of the applicant’s undergraduate and graduate educational work from a regionally accredited college or university. A minimum undergraduate GPA of 2.75 (3.0 for MBA and MSIBF and John S. Watson School programs) is recommended to be successful in the program;
› a qualitative assessment of the applicant’s personal statement, essay and two letters of reference (one letter for graduate certificate programs);
› relevance of work experience and career objectives to the program objectives; and
› three years professional, managerial or related experience is suggested for all graduate degree programs.

Bachelor’s to Master’s Program
The Bachelor’s to Master’s Program at Thomas Edison State University enables undergraduate students to earn up to 12 graduate credits that will apply to both their bachelor’s degree and a master’s degree at the University. The program gives undergraduate students who are serious about earning a master’s degree a head start toward that goal and enables them to earn up to 12 graduate credits at the undergraduate tuition rate. Students accepted into the program will be conditionally admitted to the graduate program of their choice, but will not be eligible to take their first graduate course at the undergraduate tuition rate until they have completed 90 credits with an overall Thomas Edison State University GPA of 3.0. Your ability to take advantage of the Bachelor’s to Master’s Program depends on the courses you have already completed and those that apply to your degree. You must have room in your undergraduate degree for these recommended courses.

*The MBA, MAEdL, MSIBF and MSN programs have additional admission requirements.
What are mentors?

Thomas Edison State University does not have a standing faculty. Instead, the University engages well-qualified faculty from accredited colleges and universities from around the nation to provide guidance for students as they progress through their course work and to make assessments of that work and of the course examinations. We call them mentors. Mentors assign course grades and are available to students via email, phone and fax.

Who is required to take the TOEFL (Test of English as a Foreign Language)?

The TOEFL examination is required for applicants living outside the U.S. whose primary language is not English and who have not received their undergraduate education from a U.S. college or university. Thomas Edison State University requires graduate students to score at least 550 on the paper TOEFL exam, at least 213 on the computer-based TOEFL exam or at least 79 on the internet-based exam. If you are an international student, contact the Office of Admissions and Enrollment Services at (609) 777-5680 (select option 2) for further information.

What type of professional backgrounds do students have?

Our graduate students have a wide variety of professional backgrounds in the public and private sectors as well as the military and law enforcement communities. Our students have a broad range of careers, including CEOs, human resources directors, public school teachers and administrators, college instructors and administrators, healthcare professionals, sales managers, project managers, researchers, customer service administrators, financial services officers, nuclear reactor operators, nursing administrators, newspaper editors, data management specialists, military officers, pharmaceutical administrators, senior systems analysts, law enforcement officials, substance abuse counselors, veterinarians, budget directors, librarians and insurance industry executives.

Can I earn credit for passing the CPA exam?

Yes. Individuals who have successfully completed the Uniformed CPA examination may be awarded up to 9 graduate credits. Current CPA license holders may receive credits.

How will I meet other students?

You will meet other students in several ways. The most common mode of contact is online through the course discussion boards. Our students connect with each other and develop strong relationships as they learn together on the issues they study.
What happens once I am accepted into a graduate program?

Once you are admitted into a graduate program, you will receive course registration materials. Before the semester begins, you will be given login information and a password for direct, 24-hour access to myEdison®, Thomas Edison State University’s online classroom portal. The center of communications throughout your program will be myEdison®.

How are online graduate courses structured?

Online graduate courses at Thomas Edison State University have a specified start and end date. Students are expected to work through the syllabus and complete assignments in the assigned time. Structured courses are a key element to creating an environment where students can work, think and learn together. The online classroom is a vibrant learning community where students communicate with each other and with their graduate mentors.

Can I control my study schedule?

The online classroom frees students from the constraints of having to attend class at a specific time and place. Students study where and when it is convenient for them. The University and mentors are able to receive emails sent at all hours of the day and night. As long as you are meeting required deadlines, you may complete your assignments at times convenient to you.

When can I apply?

Applications are reviewed throughout the year, and students who are accepted are placed into the next available cohort (or class).

Students can begin the following graduate programs four times during the year:

> Master of Arts in Educational Leadership
> Master of Arts in Educational Technology and Online Learning
> Master of Arts in Liberal Studies
> Master of Public Service Leadership
> Master of Science
> Master of Science in Information Technology
> Master of Science in Homeland Security
> Master of Science in Management (Public Service areas of study only)
> Master of Science in Nursing

To ensure consideration to begin the cohort of your choice, your application should be received at least six weeks prior to the semester course start date. To help you visualize a potential timeline for earning your degree, consider the following timetable:

### Admissions Calendar

<table>
<thead>
<tr>
<th>To Begin in:</th>
<th>Apply by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2018</td>
<td>Aug. 15, 2018</td>
</tr>
<tr>
<td>January 2019</td>
<td>Nov. 15, 2018</td>
</tr>
<tr>
<td>April 2019</td>
<td>Feb. 15, 2019</td>
</tr>
<tr>
<td>July 2019</td>
<td>May 15, 2019</td>
</tr>
</tbody>
</table>

Students can begin the following graduate programs three times during the year:

> Master of Business Administration
> Master of Science in Healthcare Management
> Master of Science in Hospitality Management
> Master of Science in Human Resources Management
> Master of Science in International Business Finance
> Master of Science in Management (Business and Management areas of study only)

### School of Business and Management Admissions Calendar

<table>
<thead>
<tr>
<th>To Begin in:</th>
<th>Apply by:</th>
<th>Term Start Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 2018</td>
<td>Aug. 15, 2018</td>
<td>Aug. 28, 2018</td>
</tr>
<tr>
<td>May 2019</td>
<td>April 17, 2019</td>
<td>April 30, 2019</td>
</tr>
</tbody>
</table>
Earning your Graduate Degree at TESU

Graduate degree programs at Thomas Edison State University are designed to transform students into industry leaders and meet the demands of working adults. Graduate degree programs are available completely online and integrate management and leadership theories and practices as they apply to a student's career.

Our graduates earn master's degrees to be eligible for executive management positions, earn higher salaries and pursue new careers. Our alumni report that their graduate experiences have given them the added confidence and tools to lead, make decisions, take risks and see a broader world view. Additionally, alumni have said their experiences helped them learn to foster collaborations and develop team approaches to exchanging ideas and solving problems.

Most graduate degree programs at Thomas Edison State University are 36 credits and include three integral parts:

> Core courses
> Electives that may include a professional focus
> Capstone project

Institutional Graduate Outcomes

All Thomas Edison State University students who graduate from advanced-level degree programs will be able to:

> apply in-depth knowledge of the major questions, theories, debates and methodologies in their organization, field or profession;
> use critical analysis and research to make informed decisions and to improve an organization, field or profession;
> communicate effectively to positively impact an organization, field or profession;
> apply ethical principles and theories in research, evaluation, organizational culture and communities;
> interpret cultural influences in organizations and communities; and
> create sophisticated arguments supported by quantitative evidence.

Core Courses

Core courses are required to complete the program. Generally, students begin their program by taking the core courses that have been designed to allow students to demonstrate a set of skills identified by educators and practitioners that are at the heart of the best thinking and practices in the field. These courses address the question, “What should a graduate of this degree program be able to do?”

Elective Courses

Elective courses may be selected based on a student’s education, professional experiences and self-development needs and goals. In this flexible section of the degree requirements, students can:

> take additional online courses from some of Thomas Edison State University’s graduate offerings;
> apply up to 12 credits of American Council on Education courses that have been evaluated at the graduate level;
> earn credits for courses offered through educational partnership organizations whose programs fit a degree requirement;
> develop a graduate-level prior learning assessment portfolio, in which students can demonstrate the graduate-level knowledge they have acquired in their work, training or other programs; or
> transfer up to 12 graduate-level credits earned at other regionally accredited institutions.

Capstone Project

The Capstone project, also referred to as master’s project, is a requirement in which students must synthesize what they have learned in their core and elective courses and apply that knowledge in a project.
What is graduate-level prior learning assessment?

Graduate-level prior learning assessment (PLA) is a process that enables graduate students to earn graduate credit for college-level knowledge they have acquired outside the classroom as a result of professional and military training, work, recreational and voluntary pursuits or other learning experiences.

Thomas Edison State University is a national leader in assessing college-level knowledge acquired outside the classroom and determining whether students can earn college credit for that knowledge.

There are several options for students interested in earning graduate-level credit for their prior learning. Organizations such as the American Council on Education (ACE) College Credit Recommendation Service, the National College Credit Recommendation Service (NCCRS) and Thomas Edison State University have reviewed certain professional and military training and credentials and determined that some of these should be awarded graduate-level credit. The University evaluates official transcripts from ACE and NCCRS to determine if the program credit recommendations can be applied as credit toward a graduate degree. Professional training reviews conducted by the University’s Office for Assessment of Professional and Workplace Learning (OAPWL) are typically aligned with a specific graduate program.

Students can also earn graduate credit for prior learning through the graduate PLA portfolio development process.

For college-level knowledge that has not been reviewed by ACE, NCCRS, OAPWL or another organization, students can use graduate PLA to earn graduate credit for knowledge acquired through work, corporate, military or industry training, workforce development programs and other learning experiences. With the guidance of a graduate mentor, students articulate and document how their learning is equivalent to a specific graduate-level course. This online process is conducted within a graduate semester (eight weeks for graduate business programs, 12 weeks for all others) and must be preapproved by the University.

To learn more about graduate-level PLA, visit:

- www.tesu.edu/apr
- www.tesu.edu/pla
- www.acenet.edu
- www.nationalccrs.org

For additional information on graduate-level PLA at Thomas Edison State University, contact us at (609) 777-5680 or PLAWeb@tesu.edu.

The professors came from all over the industry. They do not just teach the material in the courses. They actually work in the field as practitioners and provide excellent information on the industry. The networking between mentors and students and the content and relevancy of the courses was amazing. This is what sets Thomas Edison above everyone else.

Iris Smith, MSAST ’14
Global Regulatory Affairs Lead
PRA Health Sciences
HEAVIN SCHOOL OF ARTS AND SCIENCES

OUR GRADUATE PROGRAMS FOCUS ON PROVIDING STUDENTS WITH THE KNOWLEDGE AND COMPETENCIES REQUIRED BY THE CONTEMPORARY ENVIRONMENT AND COMPETITIVE WORKPLACE. OUR GRADUATE STUDENTS FULFILL THEIR DEGREE REQUIREMENTS THROUGH FLEXIBLE LEARNING METHODS THAT COMPLEMENT THEIR BUSY LIFESTYLES.

John R. Woznicki, PhD
Dean, Heavin School of Arts and Sciences

The Heavin School of Arts and Sciences provides an interdisciplinary approach to lifelong learning for the adult learner who is interested in exploring values inherent in the liberal arts.

Master of Arts in Liberal Studies (MALS)
The Master of Arts in Liberal Studies (MALS) degree program is designed for working professionals who wish to engage in rigorous study of the liberal arts and apply what they learn to their chosen professions. The program is drawn from a variety of cultures, religious perspectives and time periods, and challenges students to examine their own perspectives, professional values and ways of approaching real-life issues.

Master of Arts in Educational Leadership (MAEdL)
The Master of Arts in Educational Leadership (MAEdL) is a degree that serves adults who wish to prepare for roles as school leaders. The program, accredited through the Council for the Accreditation of Educator Preparation (CAEP), prepares school leaders to articulate a vision of school and student success that considers the complex social and cultural environment of the school and the students, and is shared by the community. It prepares instructional leaders to collaborate in developing strategies aimed at improving student learning and school performance. The curriculum articulates performance standards that improve teacher effectiveness, enhance student learning and create a framework that allows an assessment of their personal effectiveness and school effectiveness against those standards.

COUNCIL FOR THE ACCREDITATION OF EDUCATOR PREPARATION (CAEP)
1140 19th Street NW, Suite 400
Washington, DC 20036
www.caepnet.org

Master of Arts in Educational Technology and Online Learning (MAETOL)
The Master of Arts in Educational Technology and Online Learning (MAETOL) degree is designed for those interested in becoming practitioners and leaders in the field of educational technology and online learning. The program prepares graduates to develop, facilitate and administer online learning experiences for all levels of education, from preschool to high school and higher education, including adult learners.
Master of Arts in Liberal Studies (MALS) - Learning Outcomes

After successfully completing the Master of Arts in Liberal Studies degree program, students will be able to:

> articulate and evaluate a system of values and its historical content, and its effect on personal well-being and workplace and community cohesion;
> apply the imaginative and analytical skills developed through immersion in the liberal arts to decision making in the family, at the workplace and/or in the local and global community;
> incorporate new knowledge to transform awareness of self and the local and global community;
> emphasize the values of compassion, justice and respect for the rights of others inherent in all metaphysical and spiritual traditions;
> demonstrate the ability to sustain a cogent, cohesive and articulate argument informed by the liberal arts and the learner-designed area of study; and
> assess the environmental impact of our viewpoints and projects on the natural world.

Applying the Study of Liberal Arts to Your Profession

The Master of Arts in Liberal Studies (MALS) degree program provides working professionals an opportunity to study the liberal arts with an applied perspective and invites students to leverage what is learned from the rigorous study of the liberal arts to their chosen field. The program focuses on the links between the liberal arts and professional life. The core curriculum is drawn from a variety of disciplines and perspectives and challenges students to examine their professional values and ways of approaching problems.

Students focus their degree program on their own interests by selecting the learner-designed area of study.

Master of Arts in Liberal Studies

CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MALS CORE COURSES</th>
<th>Credits</th>
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<td>LAP-500</td>
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<tr>
<td>SAM-501</td>
<td>3</td>
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<tr>
<td>SAM-502</td>
<td>3</td>
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<tr>
<td>CCR-610</td>
<td>3</td>
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<tr>
<td>SIC-520</td>
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<td>THC-625</td>
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<table>
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<tr>
<th>AREAS OF STUDY</th>
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<tr>
<td>DIGITAL HUMANITIES</td>
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<tr>
<td>GEROPSYCHOLOGY</td>
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<tr>
<td>INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY</td>
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<tr>
<td>ONLINE LEARNING AND TEACHING</td>
<td></td>
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<tr>
<td>PROFESSIONAL COMMUNICATIONS</td>
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<tr>
<th>LEARNER-DESIGNED AREA OF STUDY</th>
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<table>
<thead>
<tr>
<th>CORE ADVANCED-LEVEL COURSES</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MLS-700; MLS-710</td>
<td>6</td>
</tr>
</tbody>
</table>

TOTAL 36

Once students complete the core MALS courses (18 credits), they then choose one of the areas of study listed above (or can design their own area with the approval of the dean) that provides additional depth in a learner-designed area of study.
DIGITAL HUMANITIES
AREA OF STUDY REQUIREMENTS

Students who complete this area of study will be prepared to confidently engage in the vast range of digital contexts for synthesizing and generating content for new media, from social media technologies to data visualization tools.

DIGITAL HUMANITIES COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>DDM-510</td>
<td>Digital Communication</td>
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</tr>
<tr>
<td>DDM-610</td>
<td>Introduction to Digital Humanities</td>
<td>3</td>
</tr>
<tr>
<td>DDM-620</td>
<td>Social Media and Social Change</td>
<td>3</td>
</tr>
<tr>
<td>DDM-710</td>
<td>Mapping Time, Space and Identity</td>
<td>3</td>
</tr>
</tbody>
</table>

GEROPSYCHOLOGY
AREA OF STUDY REQUIREMENTS

Students who complete this area of study will develop the skills and knowledge needed to work with older adults and their families in a wide variety of healthcare settings and interdisciplinary contexts.

GEROPSYCHOLOGY COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>GER-510</td>
<td>Adult Development and Aging</td>
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<tr>
<td>GER-610</td>
<td>Geropsychological Assessment</td>
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</tr>
<tr>
<td>GER-620</td>
<td>Geropsychological Interventions</td>
<td>3</td>
</tr>
<tr>
<td>GER-710</td>
<td>Geropsychological Consultation</td>
<td>3</td>
</tr>
</tbody>
</table>

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY
AREA OF STUDY REQUIREMENTS

Students who complete the program will learn to create and manage work environments that lead to satisfied, motivated, productive and fulfilled employees and to foster positive change that increases an organization’s competitive edge.

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>IOP-510</td>
<td>Industrial and Organizational Psychology</td>
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</tr>
<tr>
<td>IOP-610</td>
<td>Psychological Factors in Selecting and Growing Organizational Talent</td>
<td>3</td>
</tr>
<tr>
<td>IOP-620</td>
<td>Unearthing and Enhancing Organizational Talent Through Psychology</td>
<td>3</td>
</tr>
<tr>
<td>IOP-710</td>
<td>The Psychology of Leadership, Motivation and Teamwork</td>
<td>3</td>
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</tbody>
</table>

It has been a wonderful experience and a test of my endurance to balance my education, home and professional career. Thomas Edison has helped me earn a graduate degree while successfully juggling my family, work and community commitments.

Faraz Amjad Khan, MALS ‘10
Senior Geologist, N.J. Department of Environmental Protection
Adjunct Professor, St. Francis College (N.Y.)
ONLINE LEARNING AND TEACHING

AREA OF STUDY REQUIREMENTS

Online Learning and Teaching focuses on developing online pedagogy for those who want to be well prepared to teach online. Since Thomas Edison State University pioneered the use of technology to deliver quality higher education, this program leverages the institution’s deep expertise.

ONLINE LEARNING AND TEACHING COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>OLT-510</td>
<td>Theory and Culture of Online Learning</td>
<td>3</td>
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<tr>
<td>OLT-520</td>
<td>Learning Technology as an Issue in Online Learning</td>
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</tr>
<tr>
<td>OLT-630</td>
<td>Issues in Instructional Design in Online Learning</td>
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</tr>
<tr>
<td>OLT-640</td>
<td>Communication and Interactivity in Online Learning</td>
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</tr>
</tbody>
</table>

PROFESSIONAL COMMUNICATIONS

AREA OF STUDY REQUIREMENTS

Students who complete this area of study will develop their communications skills, especially in the new media shift that encompasses all fields of communication from education and healthcare to public policy and business.

PROFESSIONAL COMMUNICATIONS COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM-610</td>
<td>Professional Communications Theory</td>
<td>3</td>
</tr>
<tr>
<td>COM-620</td>
<td>Advanced Professional and Business Writing</td>
<td>3</td>
</tr>
<tr>
<td>DHM-620</td>
<td>Social Media and Social Change</td>
<td>3</td>
</tr>
<tr>
<td>MSP-662</td>
<td>Practical Grant Writing</td>
<td>3</td>
</tr>
</tbody>
</table>

LEARNER-DESIGNED

AREA OF STUDY REQUIREMENTS

The learner-designed area of study gives students the opportunity to choose areas of interest and to plan and implement their own academically robust learning activities. Students develop a coherent plan of study in the liberal arts that links directly to their Capstone project.

Students may propose to complete their learner-designed area of study in several ways:

- take additional online graduate courses from Thomas Edison State University;
- apply up to 12 credits of American Council on Education courses that have been evaluated at the graduate level;
- earn credits for courses offered through educational partnership organizations, whose programs fit degree requirements;
- develop graduate-level portfolio assessments, where students can demonstrate the graduate-level knowledge they have acquired in their work, training or other programs; or
- transfer up to 12 graduate-level credits earned at other regionally accredited institutions.

The Heavin School of Arts and Sciences authorizes acceptance of the learner-designed area of study.

I had a degree in business education and I wanted to broaden my horizons and the liberal arts was the perfect fit for me. I learned about different areas from business, English, history and research. It was all that I needed at the time.

Robertha Walters, MALS ‘14
Supplemental and Compensatory Teacher
Monmouth Ocean Educational Services (MOESC)
MAEdL  MASTER OF ARTS IN EDUCATIONAL LEADERSHIP

Preparing Educators and School Administrators to be Effective Instructional Leaders

The Master of Arts in Educational Leadership (MAEdL) degree program prepares teachers and administrators to become educational leaders serving in the complex environment of elementary and secondary education. The program is offered completely online and is built around the unique needs of working adults.

The curriculum presents a coherent set of learning experiences that build and deepen students’ understanding of educational leadership and administration. The program enables students to build a substantive knowledge and research base that provides dynamic opportunities to master the core competencies of educational leadership and contributes to the development of a portfolio, which demonstrates the breadth and depth of their learning.

An integral part of the curriculum is the use of technology that enables students to collaborate on projects, and discuss and examine theories, ideas, research, applications and practices.

In addition, the program is consistent with the professional standards required by the New Jersey Department of Education (NJDOE) and recommended by the New Jersey Principals and Supervisors Association.

Program Objectives

The Master of Arts in Educational Leadership promotes an understanding of educational leadership and administration through a program based upon the national Interstate School Leaders Licensure Consortium (ISLLC) standards. These standards have been identified as critical to successful school leadership. The six standards are:

> **Standard 1:** An educational leader promotes the success of every student by facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared and supported by all stakeholders.

> **Standard 2:** An educational leader promotes the success of every student by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

> **Standard 3:** An educational leader promotes the success of every student by ensuring management of the organization, operation and resources for a safe, efficient and effective learning environment.

> **Standard 4:** An educational leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs and mobilizing community resources.

> **Standard 5:** An educational leader promotes the success of every student by acting with integrity and fairness, and in an ethical manner.

> **Standard 6:** An educational leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal and cultural context.

Graduates of the Master of Arts in Educational Leadership program holding a current New Jersey administrative, instructional or educational services certificate will be eligible to earn the principal, supervisor, school business administrator and chief school administrator (superintendent) endorsements in New Jersey.
What are the admission requirements?

Admission to the Master of Arts in Educational Leadership degree program is competitive and based on a qualitative review of a prospective student’s application.

Specific requirements include:

- All applicants must have a bachelor’s degree from a regionally accredited college or university; official copies of all undergraduate transcripts (and graduate transcripts, if applicable) must be submitted.
- All applicants must have a minimum of three years teaching or educational services experience.
- All applicants must submit a current resume.
- All applicants must provide two letters of recommendation, one from the New Jersey standard (not provisional) certified current superintendent, principal or assistant principal who will serve as his/her school site leader; the school leader (site supervisor) must also sign the MAEdL Site Supervisor Responsibilities form and the applicant must include this signed form in the application packet; the MAEdL Site Supervisor Responsibilities form is accessible at www.tesu.edu/heavin/maedl/maedl-application-requirements.
- All applicants must complete a Statement of Objectives that includes the applicant’s purpose for attaining this degree and the applicant’s professional goals as an educational leader (all essays are evaluated critically and used to assess a student’s ability to succeed in and benefit from a graduate program).
- All applicants must submit a copy of their current teaching, educational services or administrative certificate.
- All applicants must currently be working in a K-12 setting.

“After a long day in the classroom, I liked that I did not have to drive across town and sit in another classroom for hours. It was nice to wake up on a Sunday morning and be able to do a paper.”

Sarah Finley, MAEdL ’09
Assistant Principal
Gloucester City (N.J.)
Junior-Senior High School
At Thomas Edison, there was much more interaction with classmates in our online courses than with classroom-based courses. There was also more one-on-one interaction with the mentors.

Michael Mendes, MAEdL ’09
Principal, New Egypt (N.J.) High School

**Building Leadership**

**CURRICULUM REQUIREMENTS**

This 36-credit program prepares graduates to earn supervisor and principal endorsements.

<table>
<thead>
<tr>
<th>MAEdL COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDL-500 Effective Leadership: From Theory to Practice</td>
<td>3</td>
</tr>
<tr>
<td>EDL-510 The Inquiry Process: A Framework</td>
<td>3</td>
</tr>
<tr>
<td>EDL-520 Standards-Based Curriculum Development, Pre-K-12</td>
<td>3</td>
</tr>
<tr>
<td>EDL-530 Critical Issues and Theories in Curriculum Design and Evaluation, Pre-K-12</td>
<td>3</td>
</tr>
<tr>
<td>EDL-540 Curriculum Leadership and Supervision</td>
<td>3</td>
</tr>
<tr>
<td>EDL-550 School Law</td>
<td>3</td>
</tr>
<tr>
<td>EDL-660 Human Resources Administration</td>
<td>3</td>
</tr>
<tr>
<td>EDL-670 Technology for Instruction and Administration</td>
<td>3</td>
</tr>
<tr>
<td>EDL-680 Budget Forecasting and Fiscal Planning</td>
<td>3</td>
</tr>
<tr>
<td>EDL-690 Developing School and Community Partnerships</td>
<td>3</td>
</tr>
<tr>
<td>EDL-700 Field-Based Practicum</td>
<td>3</td>
</tr>
<tr>
<td>EDL-710 Professional Portfolio Development</td>
<td>3</td>
</tr>
</tbody>
</table>

**TOTAL** 36
# District Leadership

**CURRICULUM REQUIREMENTS**

This 42-credit program prepares graduates to earn supervisor, principal and chief school administrator endorsements.

<table>
<thead>
<tr>
<th>MAEdL COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDL-500</td>
<td></td>
</tr>
<tr>
<td>EDL-510</td>
<td></td>
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<tr>
<td>EDL-520</td>
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<tr>
<td>EDL-530</td>
<td></td>
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<td>EDL-540</td>
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<tr>
<td>EDL-550</td>
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<tr>
<td>EDL-660</td>
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<tr>
<td>EDL-670</td>
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<tr>
<td>EDL-680</td>
<td></td>
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<tr>
<td>EDL-690</td>
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<tr>
<td>EDL-700</td>
<td></td>
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<tr>
<td>EDL-800</td>
<td></td>
</tr>
<tr>
<td>EDL-810</td>
<td></td>
</tr>
<tr>
<td>EDL-820</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>42</strong></td>
</tr>
</tbody>
</table>

# School Business Administration

**CURRICULUM REQUIREMENTS**

This 36-credit program prepares graduates to earn the school business administrator endorsements.

<table>
<thead>
<tr>
<th>MAEdL COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDL-500</td>
<td></td>
</tr>
<tr>
<td>EDL-510</td>
<td></td>
</tr>
<tr>
<td>EDL-540</td>
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<tr>
<td>EDL-550</td>
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<tr>
<td>EDL-660</td>
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<td>EDL-680</td>
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<tr>
<td>EDL-690</td>
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<td>MNP-502</td>
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<tr>
<td>MNP-520</td>
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<tr>
<td>MNP-540</td>
<td></td>
</tr>
<tr>
<td>EDL-700</td>
<td></td>
</tr>
<tr>
<td>EDL-710</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>36</strong></td>
</tr>
</tbody>
</table>
MAETOL
MASTER OF ARTS IN EDUCATIONAL TECHNOLOGY AND ONLINE LEARNING

Preparing the Next Generation of Educational Technology Leaders

The Master of Arts in Educational Technology and Online Learning (MAETOL) degree program prepares leaders and practitioners in educational technology and online learning. The program prepares graduates to develop and administer online programs for all learners, from preschool to high school and higher education, including adult learners.

The program infuses a well-grounded series of applied professional studies in educational technology, online learning, educational leadership and curriculum development to prepare leaders and practitioners who are able to make an immediate and substantive impact in their educational organizations and settings. The program also provides ample opportunities for the personalization of curriculum sequence to meet individual needs with regard to career goals.

Students must be working in or have access to an educational or academic setting in order to complete assignments and Practicum.

Master of Arts in Educational Technology and Online Learning (MAETOL) - Learning Outcomes

Graduates of the Master of Arts in Educational Technology and Online Learning degree program will be able to:

- articulate and apply best practices in the creation and delivery of online courses for the target learning group (Pre-K-12, adult education, higher education);
- evaluate online material for integration into online teaching and school management;
- evaluate online curriculum to assess alignment with national content standards (Pre-K-12) or programmatic outcomes (higher education);
- develop a research-based technology plan designed to enhance student learning; and
- develop a research-based technology plan to increase overall organization and efficiency of a Pre-K-12 school/district and/or higher education institution.
### Master of Arts in Educational Technology and Online Learning

#### CURRICULUM REQUIREMENTS

The curriculum provides a solid grounding in both relevant academic theory and applied practice. Students will complete coursework in a prescribed order and complete a research-based Capstone project and applied Practicum experience in the field.

**MAETOL CORE COURSES**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDT-500</td>
<td>Foundations of Educational Technology, Theories and Practices</td>
<td>3</td>
</tr>
<tr>
<td>EDT-510</td>
<td>Educational Technology in Curriculum Development</td>
<td>3</td>
</tr>
<tr>
<td>EDT-520</td>
<td>Leadership and Supervision in Educational Technology</td>
<td>3</td>
</tr>
<tr>
<td>OLT-510</td>
<td>Theory and Culture of Online Learning</td>
<td>3</td>
</tr>
<tr>
<td>OLT-520</td>
<td>Learning Technology as an Issue in Online Learning</td>
<td>3</td>
</tr>
<tr>
<td>OLT-630</td>
<td>Issues in Instructional Design in Online Learning</td>
<td>3</td>
</tr>
<tr>
<td>OLT-640</td>
<td>Communication and Interactivity in Online Learning</td>
<td>3</td>
</tr>
<tr>
<td>THC-625</td>
<td>Technology and the Human Community</td>
<td>3</td>
</tr>
<tr>
<td>EDL-670</td>
<td>Technology for Instruction and Administration</td>
<td>3</td>
</tr>
</tbody>
</table>

Students select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDL-520</td>
<td>Standards-Based Curriculum Development, Pre-K-12</td>
<td>3</td>
</tr>
<tr>
<td>OR</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EDL-540</td>
<td>Curriculum Leadership</td>
<td>3</td>
</tr>
<tr>
<td>EDT-700</td>
<td>Capstone in Educational Technology and Online Learning</td>
<td>3</td>
</tr>
<tr>
<td>EDT-710</td>
<td>Practicum in Educational Technology and Online Learning</td>
<td>3</td>
</tr>
</tbody>
</table>

**TOTAL**                                                                 | **36**  |

Students may transfer up to 12 credits into the program as long as they are equivalent to the degree requirements.
SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

Our graduate programs address the increasing need to develop a specially trained workforce to manage and lead today’s complex and dynamic technical enterprises. Our courses are led by experts in the fields of applied science and technology and prepare students to become leaders in a wide range of industries.

John O. Aje, DSc
Dean, School of Applied Science and Technology

The School of Applied Science and Technology provides innovative graduate programs that facilitate learning, engagement and discovery in the applied science and technology fields. The curriculum provides advanced learning in the modern tools of business management, leadership, applied science and technology.

Master of Science (MS)

The Master of Science (MS) degree program is designed to meet the advanced, multidisciplinary educational requirements of students interested in obtaining leadership positions in their chosen fields.

The program enables students to select from the following areas of study:

- CLINICAL TRIALS MANAGEMENT
- INFORMATION SYSTEMS
- NUCLEAR ENERGY TECHNOLOGY MANAGEMENT
- TECHNICAL STUDIES

The MS is a 36-credit program offered completely online that is designed for adults who are interested in professional advancement in a technical field or those interested in transitioning to a technical industry.

The program can be completed in less than two years on a part-time basis and without the need for students to sacrifice their professional and personal responsibilities. Online courses are delivered asynchronously, so students can access and complete their assignments on their own schedule and set their own pace.

The School’s graduate-level curriculum provides opportunities for students to achieve their personal and career goals. The School’s vision is to continually enhance its position as a leader in engineering technology and applied science education through the exemplary quality of the graduates of its degree and certificate programs, in all aspects of their academic and professional endeavors and civic and social responsibilities.
Master of Science in Information Technology (MSIT)

The Master of Science in Information Technology (MSIT) degree program prepares students with the expertise and knowledge required for leadership roles in information technology (IT). The program provides a solid foundation in IT and six areas of study that enable students to develop specialized, marketable skills in the area of IT that are most relevant to their careers and professional interests.

Areas of study offered in the program include:

- Cybersecurity – Critical Infrastructure
- Data Management and Analytics
- Health Information Technology
- Information Assurance
- Network Management
- Software Engineering

Matthew Hayes
AAS ’10, BSAST ’10, BSAST ’14, MSAST ’14
Radiation Protection Manager
Diablo Canyon Power Plant
Diablo Canyon Independent Spent Fuel Storage Installation (ISFSI) and Humboldt Bay ISFSI

"Thomas Edison provides the type of student that employers are looking for. Graduates have work experience in the nuclear field and they have demonstrated the ability to go back and finish a college degree while working full time. This separates the kids from the adults."

Matthew Hayes
AAS ’10, BSAST ’10, BSAST ’14, MSAST ’14
Radiation Protection Manager
Diablo Canyon Power Plant
Diablo Canyon Independent Spent Fuel Storage Installation (ISFSI) and Humboldt Bay ISFSI
Master of Science (MS) - Learning Outcomes

Graduates of the Master of Science degree program will be able to:

- demonstrate mastery, orally and in writing, of the knowledge, techniques, skills, modern tools and advanced technologies of the appropriate discipline;
- initiate, design and conduct research;
- integrate theoretical concepts and research findings into product and/or process innovation;
- incorporate productivity measurement and project planning tools to plan, manage and evaluate constant improvement projects that support organizational goals;
- demonstrate leadership in the workplace through the use of advanced technological and management tools and techniques; and
- evaluate the impact of ethical and cultural influences on organizational interactions and/or decisions.

Developing the Skills to Lead Today’s Technical Enterprises

The Master of Science (MS) degree program provides graduate study in the modern tools of business management, leadership, applied science and technology, and for developing the research, analysis and critical-evaluation skills necessary to support decision making and problem solving required to lead today’s technical enterprises.

Master of Science CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MS CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>APS-610 Cost Estimation and Financial Management for Engineers and Technologists</td>
<td>3</td>
</tr>
<tr>
<td>THC-625 Technology and the Human Community: Challenges and Responses</td>
<td>3</td>
</tr>
<tr>
<td>APS-600 Productivity Measurement and Continuous Improvement</td>
<td>3</td>
</tr>
<tr>
<td>APS-510 Project Management for Technology</td>
<td>3</td>
</tr>
<tr>
<td>APS-601 Technology Innovation and Commercialization</td>
<td>3</td>
</tr>
<tr>
<td>APS-602 Managing People in Technology Based Organizations</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AREA OF STUDY</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; CLINICAL TRIALS MANAGEMENT</td>
<td></td>
</tr>
<tr>
<td>&gt; INFORMATION SYSTEMS*</td>
<td></td>
</tr>
<tr>
<td>&gt; NUCLEAR ENERGY TECHNOLOGY MANAGEMENT</td>
<td></td>
</tr>
<tr>
<td>&gt; TECHNICAL STUDIES</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MASTER’S PROJECT</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>APS-700 Master’s Project in Applied Science and Technology</td>
<td>6</td>
</tr>
</tbody>
</table>

| TOTAL | 36 |

*The Information Systems area of study requires students who are not working IT professionals to take MSI-501 (Foundation of Information Technology) as part of the core requirements, bringing the total credits needed to earn the degree to 39 credits. Students who are IT professionals at the time they are admitted into the program will not be required to take MSI-501, pending a review by the dean.
### CLINICAL TRIALS MANAGEMENT

**AREA OF STUDY REQUIREMENTS**

The Clinical Trials Management area of study was designed by experts working in the clinical research field and focuses on the fundamentals of the clinical trials environment, study design and management.

#### CLINICAL TRIALS MANAGEMENT COURSES  

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTM-510</td>
<td>Introduction to Clinical Trials Research and Drug Development</td>
<td>3</td>
</tr>
<tr>
<td>CTM-520</td>
<td>Clinical Trials Research: Practice to Policy</td>
<td>3</td>
</tr>
<tr>
<td>CTM-530</td>
<td>Introduction to Clinical Trials Data Management</td>
<td>3</td>
</tr>
<tr>
<td>CTM-540</td>
<td>Ethical Issues and Regulatory Principles in Clinical Trials</td>
<td>3</td>
</tr>
</tbody>
</table>

### INFORMATION SYSTEMS

**AREA OF STUDY REQUIREMENTS**

The Information Systems area of study is an applications-oriented program designed for professionals who are either currently in information technology (IT) positions in their organizations or those who wish to make the transition to an IT career. The program prepares learners for leadership positions in organizations where they can effectively apply IT for operational and strategic advantages.

#### INFORMATION SYSTEMS COURSES  

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSI-501</td>
<td>Foundation of Information Technology*</td>
<td>3</td>
</tr>
<tr>
<td>MSI-502</td>
<td>Telecommunications and Networking</td>
<td>3</td>
</tr>
<tr>
<td>MSI-503</td>
<td>Object-Oriented Application Development</td>
<td>3</td>
</tr>
<tr>
<td>MSI-504</td>
<td>Information Systems Analysis, Modeling and Design</td>
<td>3</td>
</tr>
<tr>
<td>MSI-505</td>
<td>Principles of Database Design</td>
<td>3</td>
</tr>
<tr>
<td>MSI-506</td>
<td>Operating Systems</td>
<td>3</td>
</tr>
</tbody>
</table>

*Students who select the Information Systems area of study are not required to take THC-625 Technology and the Human Community: Challenges and Responses. The Information Systems area of study requires students who are not working IT professionals to take MSI-501 Foundation of Information Technology as part of the core requirements, bringing the total credits needed to earn the degree to 39 credits. Students who are IT professionals at the time they are admitted into the program will not be required to take MSI-501, pending a review by the dean.

### NUCLEAR ENERGY TECHNOLOGY MANAGEMENT

**AREA OF STUDY REQUIREMENTS**

The Nuclear Energy Technology Management area of study prepares working professionals for technology specialist and management careers in the nuclear energy sector. The program enables graduates to develop a deep understanding of human performance improvement, atmospheric dispersion of radioisotopes and criticality safety, and examine case studies of current issues, such as the Fukushima disaster, to understand best-practices and lessons learned from these events.

#### NUCLEAR ENERGY TECHNOLOGY MANAGEMENT COURSES  

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>APS-501</td>
<td>Human Performance Improvement</td>
<td>3</td>
</tr>
<tr>
<td>NUC-501</td>
<td>Atmospheric Dispersion of Radioisotopes</td>
<td>3</td>
</tr>
<tr>
<td>NUC-502</td>
<td>Criticality Safety</td>
<td>3</td>
</tr>
<tr>
<td>NUC-503</td>
<td>Current Issues Case Studies</td>
<td>3</td>
</tr>
</tbody>
</table>

### TECHNICAL STUDIES

**AREA OF STUDY REQUIREMENTS**

The Technical Studies area of study was developed by experts from a range of technical industries. It focuses on the fundamental philosophy of technology development and implementation to drive productivity and performance improvement with a focus on energy cost reduction and information management and security.

#### TECHNICAL STUDIES TRACK  

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EHT-500</td>
<td>Renewable and Alternative Energy</td>
<td>3</td>
</tr>
<tr>
<td>APS-501</td>
<td>Human Performance Improvement</td>
<td>3</td>
</tr>
<tr>
<td>APS-502</td>
<td>Advanced Quality Analysis</td>
<td>3</td>
</tr>
<tr>
<td>CMP-500</td>
<td>Network Security</td>
<td>3</td>
</tr>
</tbody>
</table>

Students can also complete the Technical Studies track by completing any four area of study graduate courses offered by the School of Applied Science and Technology for the MS or MS in Information Technology degree programs.
Preparation Students to Become Information Technology Leaders

The Master of Science in Information Technology (MSIT) degree program is a 36-to 39-credit program offered completely online that provides students with a solid coverage of technologies at the core of current information technology that serves the needs of practitioners tasked with the development, implementation, operation and management of sophisticated computing environments. Graduates will gain the knowledge and skills needed to solve a variety of complex computing problems using cutting-edge tools and techniques.

Master of Science in Information Technology (MSIT)-Learning Outcomes

Graduates of the Master of Science in Information Technology degree program will be able to:

- demonstrate a comprehensive understanding of the broad themes in information technology (IT);
- use and apply current technical concepts and practices in the core information technologies of networking, data management, software engineering and computer security;
- demonstrate a deep understanding of the IT methodologies and frameworks used to solve complex computing problems related to at least one IT Body-of-Knowledge;
- identify and analyze user needs and take them into account in the selection, creation, evaluation and administration of computer-based systems;
- effectively integrate IT-based solutions into the user environment;
- develop and implement optimal solutions to complex computing problems using industry-recognized best practices and standards; and
- apply ethical decision making in the development, implementation and management of IT systems.
# Master of Science in Information Technology

## CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSI-501</td>
<td>Foundations of Information Technology*</td>
<td>3</td>
</tr>
<tr>
<td>MSI-502</td>
<td>Telecommunications and Networking</td>
<td>3</td>
</tr>
<tr>
<td>MSI-503</td>
<td>Object Oriented Application Development</td>
<td>3</td>
</tr>
<tr>
<td>MSI-504</td>
<td>Information Systems Analysis, Modeling and Design</td>
<td>3</td>
</tr>
<tr>
<td>MSI-505</td>
<td>Principles of Database Design</td>
<td>3</td>
</tr>
<tr>
<td>APS-510</td>
<td>Project Management for Technology</td>
<td>3</td>
</tr>
</tbody>
</table>

### MSIT CORE COURSES

- **Credits**: 15-18

**Area of Study**

Students take five courses in one of the following areas:

- **Cybersecurity - Critical Infrastructure**
- **Data Management and Analytics**
- **Health Information Technology**
- **Information Assurance**
- **Network Management**
- **Software Engineering**

### Master's Project

- **Credits**: 6

- Master's Project in Information Technology

### TOTAL

- **Credits**: 36-39

---

*This course is required for learners who need a refresher or who lack the prerequisite knowledge in IT as determined during the application evaluation period.*

---

### CYBERSECURITY - CRITICAL INFRASTRUCTURE AREA OF STUDY REQUIREMENTS

The Cybersecurity - Critical Infrastructure area of study blends both information technology (IT) and operational technology (OT) and focuses specifically on securing critical infrastructures in sectors such as energy, water, gas and transportation. The program prepares students, especially those currently in the utility industry, to advance professionally in the cybersecurity field and prepares IT professionals to transition into the utility industry.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CYB-521</td>
<td>Foundation of Utility Cybersecurity</td>
<td>3</td>
</tr>
<tr>
<td>CYB-522</td>
<td>Cybersecurity Risk Management in Utility Environments</td>
<td>3</td>
</tr>
<tr>
<td>CYB-523</td>
<td>Protective Security Controls in Utility Systems and Networks</td>
<td>3</td>
</tr>
<tr>
<td>CYB-524</td>
<td>Monitoring, Detection, Response and Recovery in Utility Environments</td>
<td>3</td>
</tr>
<tr>
<td>CYB-525</td>
<td>Integrating Cybersecurity into the System Lifecycle</td>
<td>3</td>
</tr>
</tbody>
</table>

### DATA MANAGEMENT AND ANALYTICS AREA OF STUDY REQUIREMENTS

The Data Management and Analytics area of study provides students with the knowledge needed to develop, deploy, manage and integrate enterprise-wide data and information systems to support the goals of the organization.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>DTM-531</td>
<td>Advanced Database Systems</td>
<td>3</td>
</tr>
<tr>
<td>DTM-532</td>
<td>Data Warehouse Design</td>
<td>3</td>
</tr>
<tr>
<td>DTM-533</td>
<td>Data Analytics</td>
<td>3</td>
</tr>
<tr>
<td>DTM-534</td>
<td>Information Retrieval</td>
<td>3</td>
</tr>
<tr>
<td>DTM-535</td>
<td>Data Mining and Knowledge Management</td>
<td>3</td>
</tr>
</tbody>
</table>
HEALTH INFORMATION TECHNOLOGY

AREA OF STUDY REQUIREMENTS

The Health Information Technology area of study prepares students with the knowledge and skills to manage computerized information systems that support the storage, retrieval, sharing and use of health-related data for communication and decision making.

HEALTH INFORMATION TECHNOLOGY COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIT-541</td>
<td>Foundations in Health Informatics</td>
<td>3</td>
</tr>
<tr>
<td>HIT-542</td>
<td>Clinical Informatics</td>
<td>3</td>
</tr>
<tr>
<td>HIT-543</td>
<td>Electronic Health Records Management</td>
<td>3</td>
</tr>
<tr>
<td>HIT-544</td>
<td>Telehealth Systems</td>
<td>3</td>
</tr>
<tr>
<td>HIT-545</td>
<td>Legal, Ethical and Social Issues in Health Informatics</td>
<td>3</td>
</tr>
</tbody>
</table>

INFORMATION ASSURANCE

AREA OF STUDY REQUIREMENTS

The Information Assurance area of study is designed to prepare students with the knowledge and skills needed to address the operational issues, policies and procedures, threat and response mechanisms, risk analysis, system recovery and information security frameworks that can be deployed to secure corporate assets. The program focuses on preparing students to be able to protect an organization’s data assets and manage all aspects of information assurance and security across an organization’s systems.

INFORMATION ASSURANCE COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>IAS-551</td>
<td>Foundations of Information Assurance</td>
<td>3</td>
</tr>
<tr>
<td>IAS-552</td>
<td>Vulnerabilities, Threats and Attacks</td>
<td>3</td>
</tr>
<tr>
<td>IAS-553</td>
<td>Countermeasures Design and Implementation</td>
<td>3</td>
</tr>
<tr>
<td>IAS-554</td>
<td>Policies and Procedures Development and Implementation</td>
<td>3</td>
</tr>
<tr>
<td>IAS-555</td>
<td>Computer Forensics and Information Systems Auditing</td>
<td>3</td>
</tr>
</tbody>
</table>

NETWORK MANAGEMENT

AREA OF STUDY REQUIREMENTS

The Network Management area of study provides students with the skills and knowledge needed to manage large-scale computer networks. Graduates will be prepared to coordinate the vast array of software applications, hardware components and personnel that make up large scale networks.

NETWORK MANAGEMENT COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET-561</td>
<td>Designing Large-Scale Routing, Switching and Broadband Systems</td>
<td>3</td>
</tr>
<tr>
<td>NET-562</td>
<td>Wireless and Mobile Networks</td>
<td>3</td>
</tr>
<tr>
<td>NET-563</td>
<td>Pervasive and Cloud Computing</td>
<td>3</td>
</tr>
<tr>
<td>NET-564</td>
<td>Large-Scale Network Operations, Administration and Maintenance</td>
<td>3</td>
</tr>
<tr>
<td>NET-565</td>
<td>Network Security</td>
<td>3</td>
</tr>
</tbody>
</table>
SOFTWARE ENGINEERING
AREA OF STUDY REQUIREMENTS

The Software Engineering area of study enables students to gain the skills and knowledge needed to develop and manage robust and dependable large-scale software systems. Graduates will be prepared to create, manage and evaluate software systems using a systematic, controlled and efficient approach.

SOFTWARE ENGINEERING COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWT-571</td>
<td>Software Design and Architecture</td>
<td>3</td>
</tr>
<tr>
<td>SWT-572</td>
<td>Software Modeling, Validation and Analysis</td>
<td>3</td>
</tr>
<tr>
<td>SWT-573</td>
<td>Design and Development of Large Software Systems</td>
<td>3</td>
</tr>
<tr>
<td>SWT-574</td>
<td>Software Testing and Quality Management</td>
<td>3</td>
</tr>
<tr>
<td>SWT-575</td>
<td>Software Systems Integration</td>
<td>3</td>
</tr>
</tbody>
</table>

For me, it was about leading the way and showing the young people in my family that temporary pain is worth a lifetime of glory. I have failed as much as I have succeeded, but of all my personal achievements, two that I am most proud of are being a United States Army soldier and earning my master’s degree. My hope is to pass along my positive experiences and acquired knowledge to everyone in order to encourage their personal achievements.

Cesar Rodriguez, MSAST ’15
Safety NCO
U.S. Army
The School of Business and Management provides a broad curriculum that encompasses the academic and professional areas of business and management. The curriculum is designed with a leadership focus and suited for working adults seeking professional growth and corporations interested in developing a talented 21st century workforce.

The School of Business and Management graduate degree courses are all offered in eight-week sessions. Core courses are offered every term that includes January, March, May, July, September and November. Areas of study and electives have trimester offerings (January, May and September).

Master of Business Administration (MBA)

The Master of Business Administration (MBA) degree is an accelerated, highly flexible and career-focused degree program that prepares students for leadership roles in a complex, dynamic, global economy. The program provides graduates with competencies that are in demand by the fastest growing professions and industries. Students may select a specialization in order to enhance their career opportunities in sectors that are projected to realize above average growth in job creation. The program is the only accelerated, online MBA in New Jersey offering areas of study in Accounting, Data Analytics, Healthcare Management, Human Resources Management, Finance and Marketing. The entire program can be completed in 12-15 months.

Master of Science in Management (MSM)

The Master of Science in Management (MSM) degree is an accelerated program that focuses on organizational leadership and serves management professionals by integrating management theory and practice as they apply to a wide range of organizations. The program addresses areas critical to managerial success: leadership, organizational understanding, activity management, effective resource use and managerial self-development. The entire program can be completed in approximately 12 months.

Master of Science in Hospitality Management (MSHM)

The Master of Science in Hospitality Management (MSHM) degree is an accelerated program designed to develop informed, competent and innovative leaders in the international hospitality industry. The program focuses on strategic and cultural models of hospitality management and a critical analysis of the leading debates, challenges and trends in the hotel, gaming and resort markets to provide a solid grounding in relevant academic theory and applied practice. The entire program can be completed in approximately 12 months.
I firmly believe that Thomas Edison has prepared me well to pursue my ultimate goal of having as many options in life as possible, giving me the freedom to take advantage of any and all opportunities that interest me on my journey toward personal and professional success.

Andrew Feller, MBA ’14
Supervisor, Outdoor Advertising Services
New Jersey Department of Transportation

Master of Science in Human Resources Management (MSHRM)

The Master of Science in Human Resources Management (MSHRM) degree is an accelerated program that serves human resources professionals who wish to become strategic partners in their organizations. The degree was developed in consultation with key members of the Society for Human Resource Management in New Jersey and across the nation. The program provides practitioners with technical human resources skills in staffing, providing professional development, managing organizational culture, and measuring and rewarding performance. Skills in assessing and using research and best-practice standards from the human resources field to improve their practice are integrated. The entire program can be completed in approximately 12 months.

Master of Science in International Business Finance (MSIBF)

The Master of Science in International Business Finance (MSIBF) degree is an accelerated program that is designed to prepare students with the required skills and knowledge to excel in this new global business environment and compete effectively for managerial positions across the business spectrum. The program provides a solid foundation in international business management that enables graduates to gain the competencies required for financial management in diverse business environments. The entire program can be completed in about 12 months.

Master of Science in Healthcare Management (MSHCM)

The Master of Science in Healthcare Management (MSHCM) degree program is designed for individuals who wish to work or are currently working in responsible management positions in a wide variety of medical and healthcare institutions and organizations including: healthcare and medical providers, payers, manufacturers, Pharma and Biotech, and regulatory organizations. The courses themselves have broad appeal and relevance to individuals in direct medical care including: physician assistants, hospital and outpatient managers, and all individuals who interact with the healthcare system in general. The program presents a practitioner-focused curriculum that includes critical knowledge, competencies and skills necessary to lead and work effectively in the core business sectors within the healthcare industry.
The Graduate Business Degree Preparatory Program is a series of online, noncredit courses that prepare professionals to enroll in the Master of Business Administration (MBA) and Master of Science in International Business Finance (MSIBF) degree programs and satisfies the prerequisites of the MBA and MSIBF programs.

The program presents foundational principles in the areas of financial accounting, finance, microeconomics and statistics. The program’s adult-centered course design, peer-engaged learning strategies and mentor-facilitated topic review session combine to offer a powerful learning platform. It is designed for professionals who have earned a nonbusiness undergraduate degree and those who want a “refresher” course in business fundamentals.

**Program Schedule: MBA Prep**

**FIRST FOUR WEEKS**
(both courses can be taken simultaneously)
- Principals of Financial Accounting (4 weeks) Cost: $795
- Principals of Microeconomics (4 weeks) Cost: $795

**NEXT EIGHT WEEKS**
- Principals of Statistics (8 weeks)
  Cost: $1,195

**Program Schedule: MSIBF Prep**

**FIRST FOUR WEEKS**
(both courses can be taken simultaneously)
- Principals of Financial Accounting (4 weeks) Cost: $795
- Principals of Microeconomics (4 weeks) Cost: $795

**NEXT EIGHT WEEKS**
- Principals of Finance (4 weeks)
  Cost: $795
- Principals of Statistics (8 weeks)
  Cost: $1,195

Students accepted into the Graduate Business Degree Preparatory Program follow customized curricula and learning plans aligned with the key topics and learning objectives in each program. The program’s weekly topic-specific discussions, content assignments and facilitated topic review sessions focus on content learning, performance feedback and skills acquisition in preparation for course final exams. Applicants who pass courses in the Graduate Business Degree Preparatory Program satisfy the prerequisite requirements of the MBA or MSIBF degrees and can be accepted directly into the programs.

**Who Should Apply?**

Professionals who have earned a nonbusiness undergraduate degree in areas such as education, medicine, law, healthcare, humanities or the arts as well as those wanting “refresher” courses in business fundamentals are ideal candidates. For professionals who have earned discipline-specific certifications or acquired experience and expertise deemed equivalent to prerequisite courses, the courses may be waived. Applicants who satisfy the prerequisite requirements for the MBA and MSIBF degrees can be accepted directly into the respective degree program.

**Creating The Future Today**

The 21st century global business environment needs professionals who are academically and experientially prepared to address and solve today’s emerging business challenges. The Graduate Business Degree Preparatory Program offers pregraduate degree paths for earning the MBA and MSIBF degree programs. These degrees are key academic credentials for business professionals worldwide. Earning either of these degrees can provide access to industries, markets and careers. Business management innovator and author Dr. Peter Drucker wrote “the best way to predict the future is to create it.” This spirit of creating the future today is the cornerstone focus of the Graduate Business Degree Preparatory Program.

**What Makes This Graduate Business Degree Prep Program Unique?**

- **Prerequisite Courses Waived:** Prerequisite courses may be waived if prior course work, earned professional certifications and/or professional knowledge and expertise satisfy program standards.
- **Instructional Delivery:** Fully online with facilitator-led topic review sessions.
- **Grading:** Courses are pass/fail and noncredit.
- **Program Offering Schedule:** Periodically throughout the year prior to annual degree program entries (September, January and May).
- **Affordability:** The cost for completing the Graduate Business Degree Preparatory Program is between $2,785 - $3,580 (depending which courses are needed). This is a significant value when compared with other public, regionally accredited business schools.
**An Accelerated, Career-Focused MBA Preparing Organizational Leaders**

The Master of Business Administration (MBA) degree prepares students for professional growth and can be completed in 15 months. Graduates gain advanced communications, analytical and leadership skills and develop expertise in utilizing qualitative and quantitative methods to identify, examine and solve critical business challenges. Courses are offered entirely online in eight-week formats.

**Prerequisites**

All MBA candidates are required to have completed undergraduate courses in the following topics: financial accounting, statistics and microeconomics. Candidates may apply to the program prior to completing these courses and receive conditional acceptance to the program, but will not be able to enroll in MBA courses until the prerequisite requirements are satisfied.

The University’s Graduate Business Degree Preparatory Program enables candidates to satisfy these prerequisites. See Page 30 for more information.

The prerequisites can also be completed at regionally accredited institutions, including Thomas Edison State University, as long as they were completed within the last seven years and the candidate earned a grade of B or better. In addition, prerequisites can also be completed via credit-by-exam programs, such as a College-Level Exam Program (CLEP®) or Thomas Edison Credit-by-Examination Program (TECEP®). Students satisfying the microeconomics requirement via CLEP® must earn a score of at least 64. Students satisfying the financial accounting requirement must earn a score of 50. TECEP® exams are pass/fail. Candidates who have earned a certified public accountant (CPA) license or who have passed levels I and II Chartered Financial Analyst (CFA) exams will be exempt from the financial accounting prerequisite requirement.

**Admissions Requirements**

Applicants must have earned a bachelor’s degree from a regionally accredited college or university and must be ready to participate in an online environment. A minimum cumulative grade point average (GPA) of 3.0 is required.

- A minimum of two years of professional, managerial or related experience is required, which includes a solid understanding of business activities such as marketing, financial reporting, management and operations. Alternatively, students may be admitted to the program without such depth of knowledge if they have some work experience as well as an undergraduate business degree.

- Applicants are requested to submit a graduate application essay for review by the MBA Admissions Committee. The committee will assess the applicants’ background and writing skills.

The Master of Business Administration degree program is accredited by The Accreditation Council for Business Schools and Programs (ACBSP).
Master of Business Administration (MBA) - Learning Outcomes

Graduates of the Master of Business Administration degree program will be able to:

- communicate effectively in a variety of formats;
- identify the key issues facing a business or business subdivision;
- utilize qualitative and quantitative methods to investigate and solve critical business problems;
- integrate tools and concepts from multiple functional areas (e.g., finance, marketing, operations) to solve business problems;
- evaluate and integrate ethical considerations when making business decisions; and
- incorporate diversity and multicultural perspectives when making business decisions.

Master of Business Administration
CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MBA CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETM-750 Ethics for Managers</td>
<td>3</td>
</tr>
<tr>
<td>FIN-710 Financial Management</td>
<td>3</td>
</tr>
<tr>
<td>GSM-730 Global Strategic Management</td>
<td>3</td>
</tr>
<tr>
<td>SOP-720 Strategic Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>MKM-700 Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>ORR-710 Organizational Research</td>
<td>3</td>
</tr>
<tr>
<td>MBA-730 Management Capstone</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ELECTIVES AND AREAS OF STUDY</th>
<th>18</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENP-732 Entrepreneurship</td>
<td>3</td>
</tr>
<tr>
<td>FSA-712 Financial Statement Analysis</td>
<td>3</td>
</tr>
<tr>
<td>HRM-760 Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>INV-711 Investments</td>
<td>3</td>
</tr>
<tr>
<td>MCO-740 Management Communications</td>
<td>3</td>
</tr>
<tr>
<td>MKR-700 Market Research</td>
<td>3</td>
</tr>
<tr>
<td>NEG-731 Negotiations</td>
<td>3</td>
</tr>
<tr>
<td>PJM-721 Project Management</td>
<td>3</td>
</tr>
<tr>
<td>SOM-702 Social Media</td>
<td>3</td>
</tr>
<tr>
<td>SUS-700 Designing a Business Case for Sustainability</td>
<td>3</td>
</tr>
</tbody>
</table>

| TOTAL                                    | 39      |

See Page 33 for additional area of study information.

Areas of Study

Students selecting an area of study must complete all course work listed under the area of study designation and have the option of satisfying a portion of the course work in the area of study with prior learning assessment (PLA). Area of study and electives are offered by trimester (January, May and September).
# Accounting
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC-700</td>
<td>Managerial Accounting for Decision Making</td>
<td>3</td>
</tr>
<tr>
<td>ACC-701</td>
<td>Auditing and Accounting Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>ACC-702</td>
<td>Financial Essentials for Accountants</td>
<td>3</td>
</tr>
<tr>
<td>ACC-703</td>
<td>Emerging Issues in Accounting</td>
<td>3</td>
</tr>
</tbody>
</table>

### Accounting Courses
- ACC-700: Managerial Accounting for Decision Making (3 credits)
- ACC-701: Auditing and Accounting Information Systems (3 credits)
- ACC-702: Financial Essentials for Accountants (3 credits)
- ACC-703: Emerging Issues in Accounting (3 credits)

# Data Analytics
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MST-700</td>
<td>Managerial Statistics</td>
<td>3</td>
</tr>
<tr>
<td>BFO-701</td>
<td>Business Forecasting</td>
<td>3</td>
</tr>
<tr>
<td>DAM-702</td>
<td>Predictive Analytics for Business Intelligence</td>
<td>3</td>
</tr>
<tr>
<td>DAA-703</td>
<td>Data Analytics and Visualization with Capstone</td>
<td>3</td>
</tr>
</tbody>
</table>

### Data Analytics Courses
- MST-700: Managerial Statistics (3 credits)
- BFO-701: Business Forecasting (3 credits)
- DAM-702: Predictive Analytics for Business Intelligence (3 credits)
- DAA-703: Data Analytics and Visualization with Capstone (3 credits)

# Finance
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>INV-711</td>
<td>Investments</td>
<td>3</td>
</tr>
<tr>
<td>IBF-504</td>
<td>Corporate and Managerial Finance</td>
<td>3</td>
</tr>
<tr>
<td>IBF-507</td>
<td>Financial Modeling</td>
<td>3</td>
</tr>
<tr>
<td>TGF-713</td>
<td>Topics in Global Finance</td>
<td>3</td>
</tr>
</tbody>
</table>

### Finance Courses
- INV-711: Investments (3 credits)
- IBF-504: Corporate and Managerial Finance (3 credits)
- IBF-507: Financial Modeling (3 credits)
- TGF-713: Topics in Global Finance (3 credits)

# Healthcare Management
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HCF-701</td>
<td>Healthcare Finance</td>
<td>3</td>
</tr>
<tr>
<td>HCO-702</td>
<td>Strategic Management within a Healthcare Organization</td>
<td>3</td>
</tr>
<tr>
<td>HCD-703</td>
<td>Healthcare Delivery</td>
<td>3</td>
</tr>
<tr>
<td>HCL-704</td>
<td>Healthcare Law</td>
<td>3</td>
</tr>
</tbody>
</table>

### Healthcare Management Courses
- HCF-701: Healthcare Finance (3 credits)
- HCO-702: Strategic Management within a Healthcare Organization (3 credits)
- HCD-703: Healthcare Delivery (3 credits)
- HCL-704: Healthcare Law (3 credits)

# Human Resources Management
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM-761</td>
<td>Human Resources Management in the 21st Century Global Marketplace</td>
<td>3</td>
</tr>
<tr>
<td>HRM-762</td>
<td>Human Capital Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM-763</td>
<td>Professional and Attorney Relationship</td>
<td>3</td>
</tr>
<tr>
<td>HRM-764</td>
<td>Technology, Data and Analytics</td>
<td>3</td>
</tr>
</tbody>
</table>

### Human Resources Management Courses
- HRM-761: Human Resources Management in the 21st Century Global Marketplace (3 credits)
- HRM-762: Human Capital Management (3 credits)
- HRM-763: Professional and Attorney Relationship (3 credits)
- HRM-764: Technology, Data and Analytics (3 credits)

# Marketing
## Area of Study Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKR-700</td>
<td>Market Research</td>
<td>3</td>
</tr>
<tr>
<td>SOM-702</td>
<td>Social Media</td>
<td>3</td>
</tr>
<tr>
<td>GMK-703</td>
<td>Global Marketing</td>
<td>3</td>
</tr>
<tr>
<td>DMA-704</td>
<td>Digital Marketing Analytics</td>
<td>3</td>
</tr>
</tbody>
</table>

### Marketing Courses
- MKR-700: Market Research (3 credits)
- SOM-702: Social Media (3 credits)
- GMK-703: Global Marketing (3 credits)
- DMA-704: Digital Marketing Analytics (3 credits)
Developing Leadership Skills for Management

The Master of Science in Management (MSM) degree focuses on organizational leadership and the development of leadership and management skills. At the request of major New Jersey employers, Thomas Edison State University designed the MSM degree program as an academically rigorous and practical educational experience for seasoned managers who demonstrate a promise for growth and advancement.

The program is structured for professionals with responsibilities in management, technical and administrative positions. It is an ideal program for those whose career paths include the management of people in complex, dynamic organizations that compete in a global marketplace.

The MSM degree program has a strong focus on organizational leadership and provides the flexibility working adults need to control their own study schedules. In addition, students may tailor their degree program to provide additional depth in one of three specialized professional focus areas: Accounting, Organizational Leadership or Project Management.

Master of Science in Management (MSM) - Learning Outcomes

Graduates of the Master of Science in Management will be able to:

- evaluate management practices within a global context;
- evaluate strategic planning models within organizations;
- analyze human capital productivity data associated with business development, growth and sustainability;
- apply ethical, legal and data-informed decision making in management policies, procedures and business recommendations;
- analyze leadership strategies within a variety of business models; and
- demonstrate written and oral communication skills targeting business-related purposes and audiences.

All courses are offered completely online and structured in an eight-week format. Students will be challenged to extend, redefine and enhance their managerial understanding and to apply their basic learning tools such as seeking, evaluating and communicating information and ideas. Grounded in the knowledge base of the well-informed manager, students will practice new ways of seeking and acquiring course-related knowledge, synthesizing information into models of effective practice and communicating their learning in ways that may positively affect the organizations in which they work.

Five key managerial role competencies are developed in the MSM degree program:

The learner-designed area of study gives students the responsibility to choose areas of interest and an opportunity to plan and implement their own academically robust learning activities. Students develop a coherent plan of study that links directly to their Capstone project.

Students may propose to complete their learner-designed area of study in several ways:

- ORGANIZATIONAL UNDERSTANDING
- ACTIVITY MANAGEMENT
- LEADERSHIP
- RESOURCE UTILIZATION
- MANAGERIAL SELF-DEVELOPMENT

Selecting an Area of Study

Students may decide to specialize in one of the following areas of study to develop depth in one particular area:

- ACCOUNTING
- ORGANIZATIONAL LEADERSHIP
- PROJECT MANAGEMENT

See Page 47 for additional areas of study focusing on public service professionals.
I wanted to show my two young daughters that education is important if they want the opportunity to succeed in life and that a good education will open the doors to those opportunities. Secondly, I wanted to earn the degree for myself to prove that I could accomplish that task.

Col. Vito A. Di Micco Jr., MSM '06
Deputy Commander of 621
Air Mobility Advisory Group
U.S. Air Force

Master of Science in Management
CURRICULUM REQUIREMENTS

MSM CORE COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORG-502</td>
<td>Leadership Management in the 21st Century</td>
<td>3</td>
</tr>
<tr>
<td>HRM-530</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>ORR-510</td>
<td>Organizational Research</td>
<td>3</td>
</tr>
<tr>
<td>EIO-520</td>
<td>Economic Issues in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>FAM-540</td>
<td>Finance and Accounting for Managers</td>
<td>3</td>
</tr>
</tbody>
</table>

Students select one of the following: 3

- MKM-560 Marketing Management 3
- ORPJM-510 Project Management 3

ELECTIVES AND AREAS OF STUDY

Students have the option of taking Thomas Edison State University graduate business or business-related online courses to fulfill the elective requirement. Electives not offered by the School of Business and Management must be approved by the dean prior to enrollment in the course. Students may also decide to specialize in one of the following areas of study to develop depth in one particular area:

- Accounting
- Organizational Leadership
- Project Management

Students may also select a Public Service area of study, which are offered in partnership with the John S. Watson School of Public Service.

Students may transfer graduate credits from other regionally accredited institutions and/or apply credits recommended by the American Council on Education (ACE).

Advisory: The maximum core course and elective course credit a student may transfer into the Master of Science in Management degree program is 12 credits.

CORE ADVANCED-LEVEL COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSM-620</td>
<td>Leadership, Vision and Strategic Planning</td>
<td>3</td>
</tr>
<tr>
<td>MAN-630</td>
<td>Management Capstone</td>
<td>3</td>
</tr>
</tbody>
</table>

TOTAL 36

Thomas Edison State University • www.tesu.edu/graduate
MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT

Preparing Strategic Leaders for the Hospitality Industry

The Master of Science in Hospitality Management (MSHM) degree program is designed to develop informed, competent and innovative leaders in the international hospitality industry.

The 36-credit program features a practitioner-focused curriculum that enables student to earn the knowledge, competencies and skills necessary to lead and work effectively in the core business sectors of the hospitality industry. Students will acquire knowledge, critical awareness and experience in key hospitality-centric domains, including human capital management, technology, finance and entrepreneurship. Course work focuses on globally framed, cultural-specific models of hospitality management, including historical overview, trends and issues in the hospitality industry, gaming and resort markets, and relevant business, management and operations topics. Courses are offered completely online and structured in an eight-week format.

Master of Science in Hospitality Management (MSHM)-Learning Outcomes

Graduates of the Master of Science in Hospitality Management will be able to:

> analyze hospitality management within a global context;
> evaluate operational requirements associated with managing multisize hospitality enterprises;
> synthesize culturally aligned communication skills to deliver client services in multicultural contexts;
> apply ethical, legal and data-informed decision making in managing across countries and cultures; and
> use information and web-based technologies to enable business development, growth and sustainability.
### Master of Science in Hospitality Management

#### CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MSM CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSH-501 Hospitality Management in the 21st Century Global Workplace</td>
<td>3</td>
</tr>
<tr>
<td>FAM-540 Finance and Accounting for Managers</td>
<td>3</td>
</tr>
<tr>
<td>MSH-502 Hospitality Industry Law and Labor Relationships</td>
<td>3</td>
</tr>
<tr>
<td>HRM-530 Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>MKM-560 Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>ETH-590 Ethics for Managers</td>
<td>3</td>
</tr>
<tr>
<td>MSH-503 Strategic Planning and Operations in the Hospitality Industry</td>
<td>3</td>
</tr>
<tr>
<td>MSH-504 Technology Systems and Applications in the Hospitality Industry</td>
<td>3</td>
</tr>
<tr>
<td>MSH-505 Hospitality Management Seminar</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRADUATE ELECTIVES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Students have the option of taking Thomas Edison State University graduate business or business-related online courses to fulfill their electives. Electives not offered by the School of Business and Management must be approved by the academic dean prior to enrolling in the course. Students have the option to transfer business graduate credits from other regionally accredited institutions and/or apply credits recommended by the American Council on Education (ACE). <strong>Advisory:</strong> The maximum core course and elective course credit a student may transfer into the Master of Science in Hospitality Management degree program is 12 credits.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CAPSTONE OR CORE ADVANCED-LEVEL COURSE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>MAN-630 Management Capstone</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Credits: 36</td>
<td></td>
</tr>
</tbody>
</table>

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The hospitality business is all about dealing with people, from guests to employees, and taking classes that make you look at different situations through other departments’ eyes has been fantastic. I think this program will help students become better-rounded people who think of the ramifications of making a decision and how that decision will affect the entire organization, not just their department.

James “Greg” Wathen, MSHM ‘16
U.S. Army Veteran
Preparation for Human Resources Professionals as Strategic Partners

The Master of Science in Human Resources Management (MSHRM) degree was developed with the guidance of human resources professionals and is aligned with the Society for Human Resource Management (SHRM) HR Curriculum Guidebook and Templates. Members from New Jersey and across the nation identified the characteristics that would make a graduate degree valuable: a broad-based knowledge of the business they serve; skills in managing a human resources enterprise; and the vision and ability to become strategic business partners. With the increasing demand for academic credentials in the human resources field, working professionals need high-quality, accessible degree options that they can complete while they continue to work.

The MSHRM, a practitioner-focused degree, develops the human resources management competencies identified through extended research about what makes effective human resources practitioners. Large-scale studies, conducted at the University of Michigan Business School, queried respondents from different types of organizations both in the United States and abroad. They asked the question, “What are the competencies demonstrated by human resources professionals from high-performance as opposed to those from low-performance organizations?” The MSHRM degree curriculum was developed based on their answers.

The program’s content and design are grounded in current best practices and directed toward preparing human resources professionals to become strategic partners within their organizations. Courses are offered completely online and structured in an eight-week format.

The MSHRM degree program is designed to build these competencies. Graduates will:

> develop the basic knowledge of business goals and functional areas;
> be able to define the critical human resources role competencies and use the tools needed to become strategic partners in their organizations;
> identify and select models critical to effective organizations (culture management, fast change, strategic decision making and market-driven connectivity), apply them to practice (through simulations, case studies and workplace projects) and develop strategies to connect these elements to enhance organizational performance;
> articulate strategies that capitalize on their organization’s intellectual capital;
> develop technical human resources skills in staffing, providing professional development, managing organizational culture, and measuring and rewarding performance; and
> assess and use research and best-practice standards from the human resources field to improve their practice.

Gain Advanced Standing for Society of Human Resource Management (SHRM) Certification

Human resources management students can earn up to 3 elective credits by earning the Senior Professional in Human Resources (SPHR) designations or the Senior Certified Professional (SHRM-SCP).
When I landed my first job at Saudi Aramco, I knew what the lack of a college degree meant. In today’s highly competitive job market, despite any business acumen and career success that I may have, my career would eventually reach its limits in terms of progress. I decided to capitalize on the company’s self-development system to continue my dream of obtaining a bachelor’s degree and then a master’s degree in human resources management. Since then, new doors have opened to advance my career.

Sana Saud Al Hajri
BSBA ’09, MSHRM ’09
Saudi Aramco

The Master of Science in Human Resources Management degree program is accredited by The Accreditation Council for Business Schools and Programs.

When I landed my first job at Saudi Aramco, I knew what the lack of a college degree meant. In today’s highly competitive job market, despite any business acumen and career success that I may have, my career would eventually reach its limits in terms of progress. I decided to capitalize on the company’s self-development system to continue my dream of obtaining a bachelor’s degree and then a master’s degree in human resources management. Since then, new doors have opened to advance my career.

Sana Saud Al Hajri
BSBA ’09, MSHRM ’09
Saudi Aramco

The Master of Science in Human Resources Management degree program is accredited by The Accreditation Council for Business Schools and Programs.
MSIBF  MASTER OF SCIENCE IN INTERNATIONAL BUSINESS FINANCE

Preparing Students to Lead Organizations in a Global Marketplace

The Master of Science in International Business Finance (MSIBF) degree program is designed to help students develop essential skills and competencies in business finance and prepare to take on leadership positions in complex, modern organizations operating in an increasingly global business environment.

The 36-credit program has a practitioner focus that facilitates the assimilation of skill sets and knowledge for those aspiring to leadership positions in organizations that require managerial expertise in financial and/or international business management, including experienced executives and midlevel managers who hold bachelor’s degrees in business, accounting or finance. The curriculum provides a solid foundation in international business management with particular emphasis on the skills required for financial management in diverse cultural, economic, legal and financial environments. Courses are offered completely online and structured in an eight-week format.

Prerequisites

Candidates for the Master of Science in International Business Finance (MSIBF) are required to have completed undergraduate courses in the following topics:

- Financial Accounting
- Microeconomics
- Finance
- Statistics

Candidates who have a CPA license will be exempt from the financial accounting requirement. Candidates who have passed levels I and II of the CFA examination will be exempt from the financial accounting and the finance requirement.

Candidates may apply to the program prior to completing these courses and receive conditional acceptance to the program, but will not be able to enroll in MSIBF courses until the prerequisite requirements are satisfied. The prerequisites can be completed via the University’s Graduate Business Degree Preparatory Program (see Page 30 for more information).

The prerequisites can also be completed at regionally accredited institutions, including Thomas Edison State University, as long as they were completed within the last seven years and the candidate earned a grade of B or better. The prerequisites can also be completed via credit-by-exam programs, such as a College-Level Exam Program (CLEP®) or Thomas Edison Credit-by-Examination Program (TECEP®). Students satisfying the microeconomics requirement via CLEP® must earn a score of at least 64. Students satisfying the financial accounting via CLEP® must earn a score of at least 50. TECEP® exams are pass/fail.

Admissions Requirements

- Applicants must have earned a bachelor’s degree from a regionally accredited college or university and must be ready to participate in an online environment. A minimum cumulative grade point average (GPA) of 3.0 is required.
- A minimum of two years of professional, managerial or related experience is required, which includes a solid understanding of business activities such as marketing, financial reporting, management and operations. Alternatively, students may be admitted to the program without such depth of knowledge if they have some work experience as well as an undergraduate business degree.
- Applicants are required to submit a graduate application essay that will be reviewed by the MSIBF Admissions Committee, which will assess the applicants’ background and writing skills.
Master of Science in International Business Finance (MSIBF) - Learning Outcomes

Graduates of the Master of Science in International Business Finance will be able to:

- evaluate corporate practices required for effective financial management of international businesses;
- apply financial modeling and forecasting for international financial management;
- evaluate multinational management of risk and return;
- evaluate marketing research methods and practices in global markets;
- analyze the global human resources management processes and theoretical frameworks; and
- evaluate ethical challenges in the global financial marketplace.

Master of Science in International Business Finance
CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MSIBF CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>IBF-500 International Business Policy</td>
<td>3</td>
</tr>
<tr>
<td>and Operations</td>
<td></td>
</tr>
<tr>
<td>IBF-501 Comparative Economic and Political</td>
<td>3</td>
</tr>
<tr>
<td>Analysis</td>
<td></td>
</tr>
<tr>
<td>IBF-503 U.S. and International Accounting</td>
<td>3</td>
</tr>
<tr>
<td>IBF-504 Corporate and Managerial Finance</td>
<td>3</td>
</tr>
<tr>
<td>IBF-505 Statistics in Managerial Decision</td>
<td>3</td>
</tr>
<tr>
<td>Making</td>
<td></td>
</tr>
<tr>
<td>IBF-506 Instruments, Options and Derivatives</td>
<td>3</td>
</tr>
<tr>
<td>IBF-507 Financial Modeling</td>
<td>3</td>
</tr>
<tr>
<td>IBF-508 Applied Corporate Research</td>
<td>3</td>
</tr>
<tr>
<td>IBF-509 International Finance</td>
<td>3</td>
</tr>
<tr>
<td>IBF-510 International Marketing</td>
<td>3</td>
</tr>
<tr>
<td>IBF-511 International Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>IBF-512 Capstone in International Business</td>
<td>3</td>
</tr>
<tr>
<td>Finance</td>
<td></td>
</tr>
</tbody>
</table>

TOTAL 36
Preparing the Next Generation of Healthcare Leaders

The Master of Science in Healthcare Management (MSHCM) degree is designed for midlevel managers working in the healthcare field and experienced professionals interested in transitioning to the healthcare industry. The practitioner-focused curriculum prepares students to work effectively in the core business sectors within the healthcare industry. Students will acquire competencies and skills in key healthcare management domains, including finance, leadership, human capital management, technology, quality improvement and strategy that are critical variables in establishing, managing and leading successful healthcare organizations.

<table>
<thead>
<tr>
<th>MSHCM COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HCM-500</td>
<td>3</td>
</tr>
<tr>
<td>HCM-501</td>
<td>3</td>
</tr>
<tr>
<td>HCL-704</td>
<td>3</td>
</tr>
<tr>
<td>HCM-502</td>
<td>3</td>
</tr>
<tr>
<td>HCM-503</td>
<td>3</td>
</tr>
<tr>
<td>HRM-530</td>
<td>3</td>
</tr>
<tr>
<td>PJM-510</td>
<td>3</td>
</tr>
<tr>
<td>HCO-702</td>
<td>3</td>
</tr>
<tr>
<td>HCF-701</td>
<td>3</td>
</tr>
<tr>
<td>ORR-510</td>
<td>3</td>
</tr>
<tr>
<td>MSM-620</td>
<td>3</td>
</tr>
<tr>
<td>MAN-630</td>
<td>3</td>
</tr>
</tbody>
</table>

TOTAL 36
Master of Science in Healthcare Management (MSHCM) Learning Outcomes

Graduates of the Master of Science in Healthcare Management will be able to:

› analyze the competitive environment to develop and execute healthcare strategy;
› employ statistical, qualitative and quantitative data to support informed decision making to healthcare strategy, policy and delivery;
› manage the changing needs in a complex healthcare environment;
› use management practices to advance a healthcare organization’s strategic goals;
› apply business principles and quality management to improve healthcare delivery; and
› apply ethical, legal and professional standards affecting relationships in healthcare organizations.
Our programs actively shape the nursing profession by preparing nurses who are intellectually curious, clinically competent and technologically prepared to assume leadership positions at the forefront of healthcare transformation.

The W. Cary Edwards School of Nursing offers the following degrees:

**RN to BSN**
Bachelor of Science in Nursing.

**RN to BSN/MSN**
For BSN students interested in an accelerated path to a Master of Science in Nursing degree.

**Accelerated 2nd Degree BSN Program**
Twelve-month Bachelor of Science in Nursing degree program designed for adults who already possess a non-nursing bachelor’s degree completed prior to admission and who are interested in becoming registered nurses.

**MSN**
Master of Science in Nursing for those who have a BSN degree and want an MSN degree.

**DNP**
The Doctor of Nursing Practice for MSN-prepared nurses who want to lead their health systems at the executive level.

The nursing programs are accredited. Please see details on Page 63.
Master of Science in Nursing Degree Program Requirements

The Master of Science in Nursing (MSN) degree requires a minimum of 36 credits consisting of core courses, electives and courses in the selected area of nursing specialty. Two years experience in nursing is recommended and a BSN degree from an accredited program is required.

The BSN program’s unique format includes up to 12 graduate credits toward the MSN as students pursue their BSN at Thomas Edison State University. Students select from the following areas of specialty.

➤ NURSE EDUCATOR
➤ NURSING ADMINISTRATION
➤ NURSING INFORMATICS

Doctor of Nursing Practice

The Doctor of Nursing Practice (DNP) degree is offered online with a specialty area in Systems-Level Leadership that can be completed in 18 months. The 36-credit program focuses on the improvement of evidence-based outcomes using theoretical knowledge and systems-level initiatives to advance nurses to the highest level of nursing practice. The program prepares nurse leaders with competencies in advanced nursing practice, organizational leadership, economics and finance, healthcare policy and technology.

For more information about nursing programs at Thomas Edison State University, please call the W. Cary Edwards School of Nursing at (609) 633-6460, visit www.tesu.edu/nursing or email nursing@tesu.edu.
JOHN S. WATSON SCHOOL OF PUBLIC SERVICE

Joseph Youngblood II, JD, PhD
Dean, John S. Watson School of Public Service

Our programs prepare professionals for leadership roles in a wide variety of public service settings, build capacity and provide state-of-the-art learning opportunities for adult learners in public service related professions.

The John S. Watson School of Public Service is dedicated to strengthening leadership in governmental, nonprofit and corporate sectors. Graduate programs in the John S. Watson School of Public Service have a praxis orientation with an applied focus toward building capacity and leadership within the public service professions. Students engage in rigorous and relevant experiences that integrate policy and management across disciplines.

Master of Public Service Leadership (MPSL)

The Master of Public Service Leadership (MPSL) degree program is designed to develop the next generation of leaders for nonprofit, faith-based and community-based organizations and local, state and federal government. The program has a competency-based curriculum and offers the following areas of study: Community and Economic Development; Environmental Policy and Environmental Justice; Information and Technology Management for Public Service; Nonprofit Management; Public and Municipal Finance; and Public Health/Public Policy.

Master of Science in Homeland Security (MSHS)

The Master of Science in Homeland Security (MSHS) degree is designed for adults interested in preparing for leadership positions in the fields of homeland security and emergency management. The curriculum focuses on domestic and global issues in security and developing competencies in theory, analysis, practice and policymaking. Graduates will be prepared to guide and supervise daily operations, strategic planning and decision making, and gain an in-depth knowledge of the current major questions, debates and methodologies in this interdisciplinary field.
Master of Science in Management (MSM) -
Public Service Careers

The John S. Watson School of Public Service, in partnership with the School of Business and Management, has developed eight areas of specialization that are offered under the Master of Science in Management (MSM) degree program as well as a learner-designed area of study.

These areas of specialization include:

- COMMUNITY AND ECONOMIC DEVELOPMENT
- ENVIRONMENTAL POLICY AND ENVIRONMENTAL JUSTICE
- HOMELAND SECURITY*
- INFORMATION AND TECHNOLOGY MANAGEMENT FOR PUBLIC SERVICE
- LEARNER-DESIGNED AREA OF STUDY**
- NONPROFIT MANAGEMENT
- PUBLIC AND MUNICIPAL FINANCE
- PUBLIC HEALTH/PUBLIC POLICY
- PUBLIC SERVICE ADMINISTRATION AND LEADERSHIP

These areas of study position the University to enable students to prepare for several rapidly evolving fields or for students in these fields to advance professionally and strengthen the capacity of those who provide services in the public interest. See Page 34 for more information about the Master of Science in Management degree program. Information on the areas of study can be found on Page 49 under the University’s Master of Public Service Leadership degree program.

*Area of study requirements for Homeland Security are the same as the graduate certificate, please see Page 59.

**Students may discuss the option of a LDAS (learner-designed area of study) with the School during the admissions process if there is a special need to blend areas of study or to incorporate another aspect of public services.
Developing the Next Generation of Public Service Leaders

The Master of Public Service Leadership (MPSL) degree program is designed to develop the next generation of leaders for nonprofit, faith-based and community-based organizations and local, state and federal government.

The 36-credit program is offered entirely online and meets the accelerating demand for education and careers in public service, a broadly defined sector that includes government agencies as well as nonprofit, philanthropic and nongovernmental organizations. The program has been developed in alignment with the National Association of Schools of Public Affairs and Administration (NASPAA) standards for accreditation.

The program has a competency-based curriculum focusing on advancing the knowledge, research and practice of public affairs that emphasizes theory, research and application. The program gives students an applied experience that provides an opportunity to apply what they learn to their actual work environments.

### Master of Public Service Leadership

CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MPSL CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPL-582 Law, Ethics and Decision Making in the Public Sector</td>
<td>3</td>
</tr>
<tr>
<td>MPL-510 Research Methods in Public Service</td>
<td>3</td>
</tr>
<tr>
<td>Students select one of the following:</td>
<td>3</td>
</tr>
<tr>
<td>MNP-525 Project Leadership and Communications in Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MPL-520 Program Analysis and Evaluation</td>
<td>3</td>
</tr>
<tr>
<td>Students select one of the following:</td>
<td>3</td>
</tr>
<tr>
<td>MNP-505 Organizational Management and Leadership in Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MNP-530 Human Resource Management for Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MPL-580 Public Service Leadership and Governance</td>
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<tr>
<td>Students select one of the following:</td>
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<tr>
<td>MSP-570 Public Finance</td>
<td>3</td>
</tr>
<tr>
<td>MSP-684 Municipal Finance</td>
<td>3</td>
</tr>
</tbody>
</table>

**AREAS OF STUDY**

> COMMUNITY AND ECONOMIC DEVELOPMENT
> ENVIRONMENTAL POLICY/ENVIRONMENTAL JUSTICE
> INFORMATION TECHNOLOGY MANAGEMENT FOR PUBLIC SERVICE
> LEARNER-DESIGNED AREA OF STUDY
> NONPROFIT MANAGEMENT
> PUBLIC AND MUNICIPAL FINANCE
> PUBLIC HEALTH/PUBLIC POLICY

### PUBLIC SERVICE ELECTIVES

**CAPSTONE**

MPL-710 Public Service Capstone

**TOTAL**

36

### Areas of Study

Thomas Edison State University’s areas of study for public service professionals provide an evidence-based, inquiry-based approach to problem solving that enable students to address and identify solutions to real-world challenges and work with leaders in their respective fields. Students engage in rigorous and relevant experiences that integrate policy and management across disciplines. Students may discuss the option of a LDAS (learner-designed area of study) with the School during the admissions process if there is a special need to blend areas of study or to incorporate another aspect of public services.
COMMUNITY AND ECONOMIC DEVELOPMENT

AREA OF STUDY REQUIREMENTS

Community and Economic Development (CED) explores how community and government leaders work together to build critical organizations and partnerships such as community-based services, arts centers, downtown businesses and a variety of urban renewal and redevelopment projects.

COMMUNITY AND ECONOMIC DEVELOPMENT COURSES

Community and Economic Development (required) 3

Students select three of the following:

- MNP-515 Leading Strategic Change in Public Service 3
- MSP-621 Networking for Effective Community Development 3
- MPL-520 Program Analysis and Evaluation (if not used in core requirements) 3
- SOE-570 Social Entrepreneurship 3
- MSP-662 Practical Grant Writing 3

Community and Economic Development - Learning Outcomes

Upon completion of the area of study, students will be able to:
- demonstrate a working knowledge of the issues in CED;
- summarize the policies that influence CED decisions and approaches;
- analyze how CED policies are applied; and
- compare and contrast how different tools are applied to solve CED problems.

ENVIRONMENTAL POLICY/ENVIRONMENTAL JUSTICE

AREA OF STUDY REQUIREMENTS

Environmental Policy/Environmental Justice prepares graduates for positions in both the private and public sectors, particularly as the government’s regulatory functions that deal with current environmental crises evolve.

ENVIRONMENTAL POLICY/ENVIRONMENTAL JUSTICE COURSES

Environmental Issues and Policy (required) 3

Students select two of the following:

- MSP-542 Epidemiology 3
- HLS-645 Pandemics, Bioterrorism and Biosecurity 3
- MPL-520 Program Analysis and Evaluation (if not used in core requirements) 3
- MSP-662 Practical Grant Writing 3

Environmental Policy/Environmental Justice - Learning Outcomes

Upon completion of the area of study, students will be able to:
- demonstrate knowledge of the primary issues in both the environmental and environmental justice fields;
- compare and contrast the views of environmentalists and environmental justice advocates on the same issue; and
- evaluate how these potentially divergent viewpoints might lead to different policy solutions.
INFORMATION TECHNOLOGY MANAGEMENT FOR PUBLIC SERVICE

AREA OF STUDY REQUIREMENTS

Information Technology Management for Public Service focuses on how information technology (IT) simultaneously impedes and enables connectivity between private citizens, the business sector, nonprofit organizations and government, highlighting specific technologies and their applications in the public sector, identifying the core principles relevant to both managing IT and inducing lasting organizational change.

INFORMATION TECHNOLOGY MANAGEMENT FOR PUBLIC SERVICE COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSP-550</td>
<td>Managing Information and Technology in the Public Sector (required)</td>
<td>3</td>
</tr>
<tr>
<td>MSP-552</td>
<td>E-Government in Urban and Public Service (required)</td>
<td>3</td>
</tr>
<tr>
<td>Students select two of the following:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HLS-625</td>
<td>Technology and Information Security</td>
<td>3</td>
</tr>
<tr>
<td>MSP-662</td>
<td>Practical Grant Writing</td>
<td>3</td>
</tr>
<tr>
<td>MSI-502</td>
<td>Telecommunications and Networking</td>
<td>3</td>
</tr>
<tr>
<td>APS-602</td>
<td>Managing People in Technology-based Organizations</td>
<td>3</td>
</tr>
</tbody>
</table>

Information Technology Management for Public Service - Learning Outcomes

Upon completion of the area of study, students will be able to:

- compare and contrast the uses of specific IT systems in the public sector;
- evaluate the IT induced organizational changes in the public sector; and
- categorize the principles of managing IT in the public sector.

NONPROFIT MANAGEMENT

AREA OF STUDY REQUIREMENTS

Nonprofit Management is designed to support both current and emerging leadership, ultimately leading to an increase in capacity, for those interested in working for organizations that provide a vital link in addressing the economic and social gaps in society that are not effectively addressed by either government or private industry.

NONPROFIT MANAGEMENT COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>NPM-502</td>
<td>Nonprofit Management (required)</td>
<td>3</td>
</tr>
<tr>
<td>NPM-610</td>
<td>Nonprofit Governance (required)</td>
<td>3</td>
</tr>
<tr>
<td>Students select two of the following:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSP-664</td>
<td>Volunteer Management</td>
<td>3</td>
</tr>
<tr>
<td>MSP-662</td>
<td>Practical Grant Writing</td>
<td>3</td>
</tr>
<tr>
<td>SOE-570</td>
<td>Social Entrepreneurship</td>
<td>3</td>
</tr>
<tr>
<td>NPM-670</td>
<td>Critical Issues in Nonprofit Management</td>
<td>3</td>
</tr>
<tr>
<td>MNP-575</td>
<td>Leading Strategic Change in Public Service</td>
<td>3</td>
</tr>
</tbody>
</table>

Nonprofit Management - Learning Outcomes

Upon completion of the area of study, students will be able to:

- demonstrate knowledge of the primary issues in both the environmental and environmental justice fields;
- compare and contrast the views of environmentalists and environmental justice advocates on the same issue; and
- evaluate how these potentially divergent viewpoints might lead to different policy solutions.
PUBLIC AND MUNICIPAL FINANCE

AREA OF STUDY REQUIREMENTS
Tailored for employees of government and quasi-governmental agencies as well as local members of nonprofits and community groups, labor and employment organizations, community boards and hospitals, etc., who want to know how to face the strategic challenges such as municipal aid reduction to public sector, how to cut costs and manage public resources more efficiently.

PUBLIC AND MUNICIPAL FINANCE COURSES 12
Students must select at least one course from both areas.

MANAGEMENT
MNP-515: Leading Strategic Change 3
MNP-510: Project Management in Public Service 3
MPL-520: Program Analysis and Evaluation 3

ACCOUNTING/FINANCE
MSP-678: Finance and Budgeting for Nonprofits 3
MNP-540: Finance and Accounting for Managers in Public Service 3
MNP-520: Economic Issues for Public Service Managers 3

PUBLIC HEALTH/PUBLIC POLICY

AREA OF STUDY REQUIREMENTS
Designed to help students analyze public health issues, evaluate methods of intervention and recommend new approaches to implementation. Examples of health issues include the prevention and treatment of chronic diseases, racial and ethnic health disparities, the relationship between health and the built environment, improving health outcomes through poverty and violence prevention, links between management and management of health systems and the links between health and marketing, communication and technology.

PUBLIC HEALTH/PUBLIC POLICY COURSES 12
Students select two of the following:

MSP-540 Advanced Studies in Healthcare (required) 3
MSP-542 Epidemiology (required) 3
MSP-642 Legal Issues in Healthcare 3
MSP-662 Practical Grant Writing 3
MSP-640 Healthcare Operations and Systems 3

Public Health/Public Policy - Learning Outcomes
Upon completion of the area of study, students will be able to:

- effectively analyze what social, political, environmental and economic forces influence the health of populations;
- classify causes of disease and the impact they have on public health;
- evaluate interventions to combat public health issues; and
- make suggestions to improve policy and public health practice.

PUBLIC AND MUNICIPAL FINANCE - Learning Outcomes
Upon completion of the area of study, students will be able to:

- discuss the role of government in providing goods and services to citizens and be able to participate in programs aimed at designing, planning, executing and delivering such goods and services;
- evaluate the results of such programs and modify future programs and plans accordingly; and
- evaluate the needs of government financing activities and be able to locate the sources of needed information and incorporate that information into the process.
Transforming Working Professionals into Security and Preparedness Leaders

The Master of Science in Homeland Security (MSHS) degree program enables working professionals to gain an in-depth understanding of the roles of technology, intelligence and law in establishing protection policies, response procedures and the mitigation of threats and disasters. The program presents a dynamic curriculum focusing on domestic and global issues in security and develops competencies in theory, analysis, practice and policymaking. Graduates will master the current major issues and methodologies in this interdisciplinary field and learn to develop policy, establish objectives and understand the impact of operational decisions in domestic and international arenas.

Course work examines law enforcement, terrorism, intelligence, legal issues, emergency management, cybersecurity, biosecurity and public administration issues to prepare graduates to guide and supervise day-to-day operations, strategic planning and other operations where decision making is critical.

Master of Science in Homeland Security (MSHS)-Learning Outcomes

After successfully completing the Master of Science in Homeland Security degree program, students will be able to:

- analyze terrorism as it relates to the United States and internationally;
- strategize plans to address disasters and threats to security;
- apply statutory and constitutional legal principles to implementation of national and global security strategies;
- debate the relationship between security versus personal and societal freedom;
- analyze response and recovery efforts in homeland security at the local, state, federal and tribal levels;
- analyze national and global intelligence mechanisms, security procedures and organizations, and the interplay among them and between them and public institutions; and
- evaluate critical resources and key infrastructures that are potential targets of security risk.

Order of Sword and Shield National Honor Society

The John S. Watson School of Public Service is an approved chapter of the Order of the Sword and Shield National Honor Society. Established in 2010, the Order of the Sword and Shield National Honor Society is the first academic and professional honor society dedicated exclusively to the disciplines of homeland security, intelligence, emergency management and protective security. Qualifying students in the School’s Bachelor of Science degree with an area of study in Homeland Security and Emergency Management and Master of Science in Homeland Security degree are invited to apply for membership.
# Master of Science in Homeland Security

## CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>MSHS CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HLS-500</td>
<td>Terrorism and Homeland Security in the U.S.</td>
</tr>
<tr>
<td>HLS-501</td>
<td>Natural Disasters and Search Planning</td>
</tr>
<tr>
<td>HLS-510</td>
<td>Protecting the Homeland: Balancing Security and Liberty</td>
</tr>
<tr>
<td>HLS-615</td>
<td>Domestic and Global Intelligence for Security Management</td>
</tr>
<tr>
<td>HLS-620</td>
<td>Protecting the Homeland: Planning, Prevention and Deterrence</td>
</tr>
<tr>
<td>HLS-625</td>
<td>Technology and Information Security</td>
</tr>
<tr>
<td>HLS-630</td>
<td>Protecting the Homeland: Response and Recovery</td>
</tr>
<tr>
<td>HLS-640</td>
<td>Administration and Finance for Security Professionals</td>
</tr>
</tbody>
</table>

## ELECTIVES IN HOMELAND SECURITY | 6

Students select two of the following courses:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HLS-610</td>
<td>The Psychology and Sociology of Disaster</td>
<td>3</td>
</tr>
<tr>
<td>HLS-611</td>
<td>International, Legal and Ethical Issues</td>
<td>3</td>
</tr>
<tr>
<td>HLS-645</td>
<td>Pandemics, Bioterrorism and Biosecurity</td>
<td>3</td>
</tr>
</tbody>
</table>

## CAPSTONE | 6

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPL-510</td>
<td>Research Methods in Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MPL-710</td>
<td>Public Service Capstone</td>
<td>3</td>
</tr>
</tbody>
</table>

## TOTAL | 36

"With the knowledge I’ve gained from my course work, I have a better understanding of the elements crucial to the homeland security endeavor and specific areas of vulnerability. Learning from people in the field of homeland security in my online courses, both in and outside of the area of law enforcement, has opened my eyes to other sides of the profession." 

Daryl Lynch, BSAST ’08, MSHS ’15, MALS ’11
Operations Officer – Unmanned Aircraft Systems
N.J. Army National Guard, Medevac Pilot
New Jersey State Police, Aviation Bureau
The time is right to take charge.

Focusing on issues of management and public service, the Master of Science in Management (MSM) degree program is designed to orient the student toward building capacity and leadership within public service professions.

Students engage in rigorous and relevant experiences that integrate policy and management across disciplines. Graduates will have honed the skills necessary to transform personal commitment into public leadership in public service professions, enabling them to acquire a deep understanding of today’s public service environment and allowing them to address and identify solutions to real-world challenges.

### Master of Science in Management - Public Service Careers

**CURRICULUM REQUIREMENTS**

<table>
<thead>
<tr>
<th>MSM CORE COURSES</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNP-502 Leadership and Management in Public Service in the 21st Century</td>
<td>3</td>
</tr>
<tr>
<td>MNP-530 Human Resources Management for Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MNP-511 Organizational Research for Public Service</td>
<td>3</td>
</tr>
<tr>
<td>MNP-520 Economic Issues for Public Service Managers</td>
<td>3</td>
</tr>
<tr>
<td>MNP-540 Finance and Accounting for Managers in Public Service</td>
<td>3</td>
</tr>
</tbody>
</table>

**Students select one of the following:**

| MNP-560 Marketing Management in Public Service | 3 |
| OR | |
| MNP-510 Project Management in Public Service | 3 |

**AREA OF STUDY**

- Community and Economic Development
- Environmental Policy/Environmental Justice
- Homeland Security
- Information Technology Management for Public Service
- Learner-Designed Area of Study
- Nonprofit Management
- Public and Municipal Finance
- Public Health/Public Policy
- Public Service Administration and Leadership

**CORE ADVANCED-LEVEL COURSES**

<table>
<thead>
<tr>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNP-515 Leading Strategic Change in Public Service</td>
</tr>
<tr>
<td>MPL-710 Public Service Capstone</td>
</tr>
</tbody>
</table>

**TOTAL**

<table>
<thead>
<tr>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
</tr>
</tbody>
</table>
GRADUATE mentors

Graduate Mentors

Graduate mentors at Thomas Edison State University are selected for their strong academic credentials in the subject area in which they work with students and their extensive practical experience.

Graduate mentors at Thomas Edison State University have demonstrated success in teaching career-oriented adults, proficiency in computer-aided communications and distance learning technologies, and experience in teaching students in groups and/or teams. Mentors have management experience in organizations outside college and university settings.

Collectively, graduate mentors have worked in a variety of industries such as rail support, aerospace design and manufacturing, Social Security administration, telecommunications, healthcare systems analysis, banking, advertising, market research and financial services management.

Graduate mentors have served as corporate consultants, librarians, telecommunications executives, public relations professionals, criminal justice executives as well as performing artists, novelists, professors, attorneys, human resources management specialists, organizational development practitioners and adult educators.

More than 90 percent of graduate mentors hold terminal degrees and all mentors hold academic appointments or are employed in business and industry positions related to their fields of academic expertise.
Graduate Certificate Programs

Advance Your Career and Earn Credits Toward a Master’s Degree

Earning a graduate certificate is an excellent way for students to gain expertise in a specific area that can help advance a career. Completing a graduate certificate will enable students to demonstrate proficiency within a specific field. Students who complete graduate certificates at Thomas Edison State University earn 12-15 graduate credits that may be applied toward a graduate degree at the University. Graduate certificates are available to students who have earned a bachelor’s degree from a regionally accredited college or university.

Currently, the University offers the following graduate certificates:

- Clinical Trials Management
- Cybersecurity - Critical Infrastructure
- Digital Humanities
- Educational Leadership
- Fundraising and Development
- Geropsychology
- Homeland Security
- Human Resources Management
- Industrial-Organizational Psychology
- Nurse Educator*
- Nursing Administration*
- Nursing Informatics*
- Online Learning and Teaching
- Organizational Leadership
- Professional Communications
- Project Management
- Strategic Planning and Board Leadership for Nonprofits

*For more information on graduate nursing certificate programs, visit www.tesu.edu/nursing or call the W. Cary Edwards School of Nursing at (609) 633-6460.

Students enrolled in any of Thomas Edison State University’s graduate degree programs may also apply for a graduate certificate. Credits completed for the graduate certificate may also be used to satisfy the elective requirements for the master’s degree.
Clinical Trials Management
GRADUATE CERTIFICATE

The Clinical Trials Management certificate was conceived and designed by pharmaceutical, biotechnology and contract research organization experts who work in the clinical research field. It is intended for those who seek entrance to or advancement in the clinical research industry. Students learn the fundamentals of the clinical trials environment, study design and management. The program prepares students for the day-to-day decision making in their work environment. Each course has exercises designed to further enhance drug development knowledge through reading, interactive discussions between students and instructors, and assignments that mirror workplace requirements.

<table>
<thead>
<tr>
<th>COURSES</th>
<th>CREDITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTM-510 Introduction to Clinical Trials Research and Drug Development</td>
<td>3</td>
</tr>
<tr>
<td>CTM-520 Clinical Trials Research: Practice to Policy</td>
<td>3</td>
</tr>
<tr>
<td>CTM-530 Introduction to Clinical Trials Data Management</td>
<td>3</td>
</tr>
<tr>
<td>CTM-540 Ethical Issues and Regulatory Principles in Clinical Trials</td>
<td>3</td>
</tr>
</tbody>
</table>

Cybersecurity - Critical Infrastructure
GRADUATE CERTIFICATE

The Cybersecurity - Critical Infrastructure certificate addresses the need for skilled personnel capable of securing critical infrastructure such as power grids and water purification systems. Cybersecurity is concerned with the protection of an organization’s computing assets. While there are numerous generic security standards and best practices related to information technology systems, the nature of the assets within certain sectors of the economy requires that security practitioners within that particular domain have a deep understanding of the unique challenges associated with securing those assets. Utilities are a prime example of a sector with unique security requirements given their use of geographically distributed high performance networks, requirements for both safety and reliability, and constraints imposed by compliance standards. Building and maintaining secure utilities networks requires specialized knowledge and skills that include a comprehensive understanding of cybersecurity frameworks, a firm awareness of utility business practices and a thorough understanding of operational technologies. In this program, students will develop the knowledge and skills needed to secure critical infrastructure systems.

<table>
<thead>
<tr>
<th>COURSES</th>
<th>CREDITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>CYB-521 Foundation of Utility Cybersecurity</td>
<td>3</td>
</tr>
<tr>
<td>CYB-522 Cybersecurity Risk Management in Utility Environments</td>
<td>3</td>
</tr>
<tr>
<td>CYB-523 Protective Security Controls in Utility Systems and Networks</td>
<td>3</td>
</tr>
<tr>
<td>CYB-524 Monitoring, Detection, Response and Recovery in Utility Environments</td>
<td>3</td>
</tr>
<tr>
<td>CYB-525 Integrating Cybersecurity into the System Life Cycle</td>
<td>3</td>
</tr>
</tbody>
</table>
**Digital Humanities**
**GRADUATE CERTIFICATE**

The Digital Humanities certificate prepares students to appropriately and confidently engage in a wide range of digital contexts for synthesizing and generating content for new media and developing digital competency. Students who complete this certificate will learn to apply critical inquiry to creatively implement the tools of digital media in their careers. This graduate certificate satisfies the 12-credit area of study requirement in the Master of Arts in Liberal Studies program.

**DIGITAL HUMANITIES COURSES**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>DHM-510</td>
<td>3</td>
</tr>
<tr>
<td>DHM-610</td>
<td>3</td>
</tr>
<tr>
<td>DHM-620</td>
<td>3</td>
</tr>
<tr>
<td>DHM-710</td>
<td>3</td>
</tr>
</tbody>
</table>

**Fundraising and Development**
**GRADUATE CERTIFICATE**

The goal of this certificate will be to provide organizations with a practical understanding of fundraising, with the skills to implement best practices for fundraising in nonprofits. By the end of this program students will be familiar with efficient development models, be able to identify the financial needs of their organization and craft an effective development plan that can insulate their organization from volatile economic trends.

**FUNDRAISING AND DEVELOPMENT COURSES**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSP-661 Fundraising in Nonprofits</td>
<td>3</td>
</tr>
<tr>
<td>MSP-662 Practical Grant Writing</td>
<td>3</td>
</tr>
<tr>
<td>MSP-678 Finance and Budgeting in Nonprofits</td>
<td>3</td>
</tr>
<tr>
<td>NPM-502 Nonprofit Management</td>
<td>3</td>
</tr>
</tbody>
</table>

**Educational Leadership**
**GRADUATE CERTIFICATE**

The Educational Leadership certificate meets the state of New Jersey’s supervisor endorsement requirement. To be eligible for the standard administrative certificate with a supervisor endorsement, a candidate must hold a master’s degree from a regionally accredited college or university, hold a standard New Jersey instructional or educational services certificate or its out-of-state equivalent and complete three years of successful teaching and/or educational services experience.

**EDUCATIONAL LEADERSHIP COURSES**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDL-520 Standards-Based Curriculum Development, Pre-K-12</td>
<td>3</td>
</tr>
<tr>
<td>EDL-530 Critical Issues and Theories in Curriculum Design and Evaluation, Pre-K-12</td>
<td>3</td>
</tr>
<tr>
<td>EDL-540 Curriculum Leadership and Supervision</td>
<td>3</td>
</tr>
<tr>
<td>EDL-660 Human Resources Administration</td>
<td>3</td>
</tr>
</tbody>
</table>

**Geropsychology**
**GRADUATE CERTIFICATE**

The Geropsychology certificate provides students an opportunity to develop the skills and knowledge needed to work with older adults and their families in a wide variety of healthcare settings and interdisciplinary contexts. Geropsychology is a subfield within the discipline of psychology that applies psychological theory and research to understanding the aging process and helping older people maintain a high quality of life as they age. Students who complete this certificate will be prepared to specialize in working with older adults and understanding the complex psychological issues facing adults as they age as well as legal and ethical issues and interdisciplinary models of care. This graduate certificate satisfies the 12-credit area of study requirement in the Master of Arts in Liberal Studies program.

**GEROPSYCHOLOGY COURSES**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>GER-510 Adult Development and Aging</td>
<td>3</td>
</tr>
<tr>
<td>GER-610 Geropsychological Assessment</td>
<td>3</td>
</tr>
<tr>
<td>GER-620 Geropsychological Interventions</td>
<td>3</td>
</tr>
<tr>
<td>GER-710 Geropsychological Consultation</td>
<td>3</td>
</tr>
</tbody>
</table>
Homeland Security
GRADUATE CERTIFICATE
The Homeland Security certificate was developed by a team of professors and practitioners to provide students with a broad view of homeland security issues by going beyond a single discipline to consider policy, preparation, management and continuity throughout a crisis. Course work covers law enforcement, emergency management and business continuity issues. This graduate certificate satisfies the 12-credit learner-designed area of study of the Master of Arts in Liberal Studies degree program.

HOMELAND SECURITY COURSES credits 12

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HLS-500</td>
<td>Terrorism and Homeland Security in the United States</td>
<td>3</td>
</tr>
<tr>
<td>HLS-510</td>
<td>Protecting the Homeland: Balancing Security and Liberty</td>
<td>3</td>
</tr>
<tr>
<td>HLS-620</td>
<td>Preparedness: Prevention and Deterrence</td>
<td>3</td>
</tr>
<tr>
<td>HLS-630</td>
<td>Protecting the Homeland: Response and Recovery</td>
<td>3</td>
</tr>
</tbody>
</table>

Industrial-Organizational Psychology
GRADUATE CERTIFICATE
The Industrial-Organizational Psychology certificate prepares students with the skills and knowledge required to manage and resolve complex workplace situations and conflicts and facilitate organizational change to improve working conditions. Industrial and organizational psychology is the study of human behavior in the workplace. This field emphasizes the application of psychological theories, principles and research to situations that are encountered within organizations. Students who complete this certificate will learn to create and manage work environments that lead to satisfied, motivated, productive and fulfilled employees and how to foster positive change that increases an organization's competitive edge. This graduate certificate satisfies the 12-credit area of study requirement in the Master of Arts in Liberal Studies program.

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY COURSES credits 12

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>IOP-510</td>
<td>Industrial and Organizational Psychology</td>
<td>3</td>
</tr>
<tr>
<td>IOP-610</td>
<td>Psychological Factors in Selecting and Growing Organizational Talent</td>
<td>3</td>
</tr>
<tr>
<td>IOP-620</td>
<td>Uearing and Enhancing Organizational Talent Through Psychology</td>
<td>3</td>
</tr>
<tr>
<td>IOP-710</td>
<td>The Psychology of Leadership, Motivation and Teamwork</td>
<td>3</td>
</tr>
</tbody>
</table>

Human Resources Management
GRADUATE CERTIFICATE
Courses available for this certificate focus on the most important strategic initiatives that human resources professionals face as they lead their organizations through the uncharted waters of constant change. Students select four Thomas Edison State University graduate-level courses in human resources management. Students who may eventually consider pursuing a Master of Science in Human Resources Management degree should review the information beginning on Page 38 to determine which of these course options can help meet core requirements of that graduate degree program.

HUMAN RESOURCES MANAGEMENT COURSES credits 12

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM-530</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM-540</td>
<td>Lifestyle Benefits and Compensation in the New Millennium</td>
<td>3</td>
</tr>
<tr>
<td>HRM-550</td>
<td>Strategic Recruitment and Selection</td>
<td>3</td>
</tr>
</tbody>
</table>
**Online Learning and Teaching **
**GRADUATE CERTIFICATE**

Thomas Edison State University pioneered the use of technology in higher education and students can benefit from its experience. This graduate certificate is available for those who want to be well prepared to teach online. Students who are considering pursuing a Master of Arts in Educational Technology and Online Learning should review information on Page 19.

**ONLINE LEARNING AND TEACHING COURSES**  **12**

- OLT-510 Theory and Culture of Online Learning 3
- OLT-520 Learning Technology as an Issue in Online Learning 3
- OLT-630 Issues in Instructional Design in Online Learning 3
- OLT-640 Communication and Interactivity in Online Learning 3

**Professional Communications**
**GRADUATE CERTIFICATE**

The rise of social media and mobile and commerce-based applications has increased the need for organizations to understand how people use technology to communicate that encompasses all fields of communication from education to healthcare to public policy to business. This graduate certificate links the study of technology and how it is used to communicate in today’s market and prepares students to serve as voices for their organizations in today’s new media environment.

**PROFESSIONAL COMMUNICATIONS COURSES**  **12**

- COM-610 Professional Communications Theory 3
- COM-620 Advanced Professional and Business Writing 3
- MSP-662 Practical Grant Writing 3
- DHM-620 Social Media and Social Change 3

**Organizational Leadership**
**GRADUATE CERTIFICATE**

This certificate enables students to select courses from the core requirements of the Master of Science in Management (MSM) degree program that they feel, based on their management experience and future career goals, will further develop their leadership and management skills. Students select Thomas Edison State University graduate-level courses listed below, totaling 12 credits, to complete the program.

**ORGANIZATIONAL LEADERSHIP COURSES**  **12**

Students select four of the following course options:

- ORG-502 Leadership Management in the 21st Century 3
- ORR-510 Organizational Research 3
- EIO-520 Economic Issues in Organizations 3
- HRM-530 Human Resources Management 3
- FAM-540 Finance and Accounting for Managers 3
- OML-610 Organizational Management and Leadership I 3
- OML-620 Organizational Management and Leadership II 3

**Project Management**
**GRADUATE CERTIFICATE**

This track consists of four courses in Project Management, which should be taken consecutively. These courses have been developed using the Project Management Institute body of knowledge guidelines.

**PROJECT MANAGEMENT COURSES**  **12**

Students select three of the following:

- PJM-510 Project Management (required) 3
- PJM-520 Project Leadership and Communication 3
- PJM-530 Project Risk Management 3
- PJM-540 Procurement and Vendor Management 3
- PJM-640 Global Project Management 3
Strategic Planning and Board Leadership for Nonprofits

GRADUATE CERTIFICATE

Strategic planning, the process by which nonprofit organizations (NPO) examine their mission, programs, capabilities and desired outcomes with the intent to improve organizational efficiency and impact, when successfully completed, reaffirms the organization’s mission, presents a clear picture of the organization’s strengths and weaknesses, and empowers the organization and its stakeholders by outlining the steps necessary to attain long and short term goals and maximizing organizational efficiency. Organizations that fail to perform regular self-assessments greatly diminish their chances at successfully completing their mission and overlook missed opportunities to fine-tune an organization’s managers and executives. The purpose of this certificate is to highlight the opportunities that strategic planning affords organizations and present an opportunity for executive leadership training.

STRATEGIC PLANNING AND BOARD LEADERSHIP FOR NONPROFITS Credits 12

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tr>
<td>NPM-610</td>
<td>Nonprofit Governance and Board Leadership</td>
<td>3</td>
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<tr>
<td>MNP-550</td>
<td>Strategic Recruiting, Retention and Succession Planning</td>
<td>3</td>
</tr>
<tr>
<td>MPL-520</td>
<td>Program Analysis and Evaluation</td>
<td>3</td>
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<tr>
<td>NPM-670</td>
<td>Critical Issues in Nonprofit Management</td>
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NURSING CERTIFICATES

The W. Cary Edwards School of Nursing at Thomas Edison State University offers the following online graduate certificates:

- Nursing Administration
- Nurse Educator
- Nursing Informatics

For more information, contact the W. Cary Edwards School of Nursing at (609) 633-6460 or nursing@tesu.edu, or visit www.tesu.edu/nursing.
Financial Aid

Financial assistance for college costs may be found through a variety of sources, ranging from innovative financing plans to traditional state and federal student assistance programs. Thomas Edison State University graduate students are eligible for federal unsubsidized direct loans.

To be eligible for financial aid, a candidate must be a current applicant or enrolled at the University in a master’s degree program. To apply for financial aid, students must complete the Free Application for Federal Student Aid (FAFSA). This can be completed electronically at https://fafsa.ed.gov/index.htm. The FAFSA application must be sent to the U.S. Department of Education. Once your FAFSA is received your eligibility will be reviewed and if additional documentation is needed an email will be sent to you outlining the necessary documentation needed. Detailed information about the financial aid application process may be accessed at http://www.tesu.edu/tuition/Financial-Aid.cfm. You may also contact the Office of Admissions and Enrollment Services at (609) 777-5680 (select option 2) or email finaid@tesu.edu. In addition, many students find their employers to be an excellent source of support. Students can contact their human resources or training office to determine if their employer can help them meet their educational expenses. Other resources may include private grants. Further information may be found in financial aid reference books in most libraries.
Thomas Edison State University is regionally accredited by the Middle States Commission on Higher Education.

**Middle States Commission on Higher Education**
3624 Market Street
Philadelphia, PA 19104
(267) 284-5000
www.msche.org

As a state university in the New Jersey system of public higher education, Thomas Edison State University’s programs are acted upon by the New Jersey Presidents’ Council.

Information contained in this *Graduate Prospectus* refers to Thomas Edison State University’s Master of Arts in Liberal Studies; Master of Arts in Educational Leadership; Master of Arts in Educational Technology and Online Learning; Master of Business Administration; Master of Public Service Leadership; Master of Science; Master of Science in Homeland Security; Master of Science in Human Resources Management; Master of Science in Management; Master of Science in Nursing; Master of Science in Information Technology; Master of Science in Hospitality Management; Master of Science in International Business Finance; Master of Science in Healthcare Management; Master of Science in Management - Public Service Careers; Doctor of Nursing Practice; and the graduate certificate programs, unless otherwise stated.

The baccalaureate degree program in nursing, master’s degree program in nursing and doctor of nursing practice degree program at Thomas Edison State University are accredited by the Commission on Collegiate Nursing Education.

**Commission on Collegiate Nursing Education (CCNE)**
655 K Street NW, Suite 750
Washington, DC 20001
(202) 887-6791
www.ccneaccreditation.org

The baccalaureate degree program in nursing at Thomas Edison State University is accredited by the New Jersey Board of Nursing.

**New Jersey Board of Nursing**
P.O. Box 45010
Newark, NJ 07101
(973) 504-6430
www.njconsumeraffairs.gov/nur/pages/default.aspx

The Educational Leadership Program at Thomas Edison State University is awarded Teacher Education Accreditation Council accreditation by the Inquiry Brief Commission of the Council for the Accreditation of Educator Preparation (CAEP) for a period of seven years, from April 2015 through April 2022. The accreditation does not include individual education courses that the EPP offers to P-12 educators for professional development, relicensure or other purposes.

**Council for the Accreditation of Educator Preparation (CAEP)**
1140 19th Street NW, Suite 400
Washington, DC 20036
(202) 223-0077
www.caepnet.org

The University’s business programs are accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

**Accreditation Council for Business Schools and Programs (ACBSP)**
11520 W. 119th St.
Overland Park, KS 66213
(913) 339-9356 • www.acbsp.org
fee AND refund policy INFORMATION

Late Registration
Will only be by permission of the deans. Students will be charged a Late Registration Fee of $150.

REFUND POLICY

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Tuition Refund Percentage</th>
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<tbody>
<tr>
<td>BEFORE DAY ONE OF TERM</td>
<td>100 PERCENT TUITION REFUND</td>
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<td>WEEK ONE</td>
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<td>WEEK TWO</td>
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<td>WEEK THREE</td>
<td>25 PERCENT TUITION REFUND</td>
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NO REFUNDS AFTER WEEK THREE

REFUND POLICY FOR EIGHT-WEEK COURSES
Applies to all School of Business and Management graduate programs as well as the John S. Watson School of Public Service’s Master of Science in Management - Public Service Careers program.

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>BEFORE DAY ONE OF TERM</td>
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<td>DAY ONE-DAY 14</td>
<td>50 PERCENT TUITION REFUND</td>
</tr>
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</table>

NO REFUNDS AFTER DAY 14
**key contacts**

**OFFICE OF ADMISSIONS AND ENROLLMENT SERVICES**

(609) 777-5680
gradadmissions@tesu.edu

**HEAVIN SCHOOL OF ARTS AND SCIENCES**

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(609) 984-1130

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(609) 984-1130

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PhD, Temple University  
(609) 984-1130

**SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY**

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(609) 984-1130

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Associate Dean, School of Applied Science and Technology  
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MBA, Golden Gate University  
PhD, University of Nevada Las Vegas  
(609) 984-1130

**W. CARY EDWARDS SCHOOL OF NURSING**

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**John S. Watson School of Public Service**

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MSHRM, Thomas Edison State University  
(609) 984-1130

Alicia D. Malone  
Assistant Dean, School of Business and Management  
MA, Thomas Edison State University  
(609) 984-1130

**CENTER FOR THE ASSESSMENT OF LEARNING**

Marc Singer  
Vice Provost, Center for the Assessment of Learning  
BA, Oberlin College  
MA, University of Alabama  
MPhil, New York University  
(609) 984-1140