



Office of Graduate Programs in Biomedicine

GRADUATE PROGRAMS IN BIOMEDICINE

Academic Policy

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GRADUATE PROGRAMS IN BIOMEDICINE

1. INTRODUCTION AND OVERVIEW

- 1.1 This academic policy applies to all Graduate Programs in Biomedicine (GPBI) students (degree and non-degree) enrolled in Salus University and is published for students, faculty, and staff, all of whom are held responsible for reading and adhering to this policy.

The policy is issued as part of a student handbook that is provided to them at orientation. Students must acknowledge receiving the handbook through a signature and must adhere to this policy.

- 1.2 The faculty and administration of the Graduate Programs in Biomedicine in conjunction with the Salus University Educational Policy Curriculum Committee and the Provost have developed this policy to uphold the educational standards of Salus University and the Graduate Programs in Biomedicine for all students.

- 1.3 Unless otherwise stated, the Provost is the individual charged with rendering final interpretations of the policy and for deciding whether to grant exceptions to the policy.

2. ADMINISTRATIVE RESPONSIBILITIES

- 2.1 The *Provost*, in conjunction with his/her departmental staff, is charged with the oversight of the curriculum and other academic matters. The Office of Academic Affairs creates and modifies the curriculum, in conjunction with the faculty and the Educational Policy and Curriculum Committee. The Provost is the chief academic officer of the University and is responsible for final decisions concerning the curriculum and educational policy at Salus University.

- 2.2 The *Director of Graduate Programs in Biomedicine* and his/her staff are charged with the administration of all GPBI educational activities.
- 2.3 The *Director of Graduate Programs in Biomedicine* is responsible for monitoring the progress of the GPBI students and developing modified programs when it is deemed necessary to ensure a student's academic success.
- 2.4 The *Dean of Student Affairs* is charged with the administration of matters related to registration, student counseling, and student life on campus. This office has the responsibility for advising students in personal matters impacting academics, tutoring services, and special events. Under the auspices of the Office of Student Affairs, the Office of the Registrar is responsible for maintaining the students' permanent records. The Dean of Student Affairs oversees the Center for Personal and Professional Development, the Office of the Registrar and the Office of Admissions.

3. PREREQUISITES WITHIN THE PROGRAM

- 3.1 Specific prerequisite requirements can be found for degree and non-degree programs in the current University catalog as well as on the Salus University Website.
- 3.2 Successful completion of the courses, acceptable transfer of credit from another institution, or satisfactorily passing an exemption examination may fulfill prerequisite requirements. Each student must meet with their Director (or their designee, e.g., Program Advisor), to develop and sign their individualized Program of Studies

4. ACADEMIC CALENDAR AND CLASS SCHEDULES

- 4.1 The University Calendar provides the beginning and ending dates for each term as well as University holidays. The GPBI follows the University's semester calendar.
- 4.1.1 The Director for the Graduate Programs in Biomedicine publishes a Calendar with specific information regarding program beginning and ending course dates for each program as well as academic breaks.
- 4.2 Any commitments scheduled on days reserved for academic activities are made at the student's own risk, in the event that these dates become necessary to be used for mandatory sessions, examinations or other educational activities.
- 4.3 Each course syllabus will define its own class schedule and requirements.

- 4.4 The University Calendars and class schedules are subject to change due to extenuating circumstances.
- 4.5 Instructors need prior approval from the GPBI Director to change the class schedule contained within the course syllabus once it has been published.

5. ATTENDANCE

- 5.1 Attendance is mandatory for all learning activities, observations, practicum, live chats, conferences and other synchronous learning activities. Given the distance nature of the GPBI program, attendance requirements are specified by the course instructor in each course syllabus.
 - 5.1.1 Poor attendance alone may result in a grade of Failure (F).
- 5.2 A syllabus will be distributed for each course and, in general, will include the following components: course description; course format; meeting the competencies; course objectives; course materials; student responsibilities for success; course content; lecture materials; readings; attendance policy; grading policy; concerns; content evaluations; ethical conduct; and disability support services.
- 5.3 Each student is responsible for ensuring their own individual access to and use of current technology to meet the requirements of on-line learning. The student is referred to the Student Handbook, Section on Technology for further guidance.

5.4 Attendance for Research/Dissertation Activities

- 5.4.1 Attendance at research sites is mandatory.
- 5.4.2 The hours and days of professional responsibilities are determined by the Site Mentor and the GPBI mentor, consistent with the site's calendar.
- 5.3.3 If illness, mentor vacations, or other circumstances prevent a student from maintaining his/her scheduled routine, the GPBI Director and GPBI Primary Mentor should be notified immediately.
- 5.4.4 The Site Mentor, in consultation with the GPBI Primary Mentor and Director of the GPBI will determine how and when student absence(s) will be made up.

5.5 Excused Absences from Courses and Coursework

- 5.5.1 Class participation is defined in individual course syllabi. An absence is defined when a student is unable to meet the minimum criteria for participation set forth in the syllabus.
- 5.5.2 A student should inform the GPBI Director and course instructor(s) of family or medical situations which may result in extended class absences. For an anticipated absence, a student is required to submit documentation prior to the absence to the Dean of Student Affairs, who will in turn notify the GPBI Director. If a student is aware of an anticipated absence, the student should attempt to complete the coursework before the absence.
- 5.5.3 Any student who is absent from a required activity must complete and submit an Absence-Approval request form with required documentation to the Dean of Student Affairs. These forms may be obtained in person or electronically from the Office of Student Affairs.
- 5.5.4 For an unanticipated absence, a student is required to submit proper documentation within 24 hours following his/her return to educational/programmatic activities to the Dean of Student Affairs, who will in turn notify the GPBI Director.
- 5.5.5 Excused absences may include, but are not limited to, the following:
- 5.5.5.1 A statement from a physician that at the time of the mandatory activity, the student was under his/her care and too ill (indicate diagnosis) to take the examination or to attend the learning activity.
- 5.5.5.2 A statement from a physician that a member of the student's immediate family (state relationship) was seriously ill and required the student's presence.
- 5.5.5.3 A death in the student's immediate family. The relationship of the deceased to the student and the date of the death must be provided.
- 5.5.5.4 Documented failure of normal or auxiliary means of transportation when appropriate
- 5.6.5.5 A substantive personal event such as student's wedding.
- 5.5.5.6 Childbirth (maternity and paternity policy of the University).
- 5.5.5.7 Educational or professional considerations, e.g., attendance at a professional meeting. The course instructor and GPBI Director or his/her designee must grant the approval. The length of the approved absence will be specified. These requests must be made at least two weeks prior to the desired absence.

- 5.5.5.8 The determination of whether an absence not specifically covered above is excused shall be decided by the Dean of Student Affairs
- 5.5.5.9 All work missed during an excused absence must meet the criteria set forth by the course instructor prior to receiving a grade. All work must be completed by the end of the term; exceptions may be made by the GPBI Director.
- 5.5.5.10 If absences are excessive, a student may be required to take a leave of absence or withdraw from the course and repeat the course at a later time.

5.6 Excused Absences from Research/ Dissertation Activities

- 5.6.1 Attendance is mandatory for all research project and dissertation work requirements.
- 5.6.2 A student must inform the Primary Mentor and the course instructor of any absence immediately unless he/she is physically unable to communicate.
- 5.6.3 Two excused absences will be permitted for each research/ dissertation activities work requirements per semester.
- 5.6.4 All work missed during the absence must be completed within a designated period of time and to the satisfaction of the Primary Research/Dissertation Mentor and the course instructor. If making up for the excused absences takes the student beyond the term, the student will receive an Incomplete (I) until the required work is completed.

5.7 Unexcused Absences

- 5.7.1 An unexcused absence is any absence that does not meet the criteria for being an excused absence, as outlined in the above sections. This policy applies to all program activities including research/dissertation requirements.
- 5.7.2 Unexcused absences from program activities will result in a zero for any academic activities that occur during the period of the unexcused absence. A student will not be allowed to take a makeup examination in the case of an unexcused absence.
- 5.7.3 A pattern of unexcused absences could also result in dismissal from the University for unprofessional conduct.

- 5.7.4 A student may be placed on academic warning, probation, or be removed from course activities by the GPBI Director if the student fails to meet course responsibilities because of consistent lack of attendance/participation in instructional activities. These matters may then be referred to the appropriate Committee on Academic Promotions for review and further action.

5.8 Lateness in Research/ Dissertation Activities and Responsibilities

- 5.8.1 Students reporting to perform research/dissertation assignments late more than 20% of the designated meeting time will be considered as having been absent either from the activity or the day of services, as determined by the Site Mentor.

6. STUDENT RESPONSIBILITIES REGARDING ELECTRONIC MAIL

- 6.1 Students are expected to check their Salus University e-mail account daily as some correspondence from faculty may be time dependent. In addition, all students are expected to regularly check their Salus University email account during weekends, breaks, holidays and other unassigned times for the duration of the account life.
- 6.2 Students are **required** to use their Salus University e-mail account when communicating with faculty, staff and administrators at Salus University. Administrators, faculty and staff of Salus University are not responsible for reading or responding to any mail sent by students that is not sent from Salus University e-mail accounts.

7. COURSE PROBLEMS

- 7.1 Course problems should be initially discussed between the instructor(s) and the student and, if necessary, with the Mentor. If the concerns are not resolved satisfactorily, then they should be brought to the attention of the GPBI Director or his/her designee.
- 7.2 In the event that the GPBI Director is the course instructor, or is otherwise a direct participant in the underlying dispute, then the student should contact the Provost.
- 7.3 Classroom discrimination or sexual harassment concerns should be brought to the attention of the GPBI Director or his/her designee, and the Affirmative Action Officer or the Dean of Student Affairs

8. EXAMINATIONS

8.1 General Policies

- 8.1.1 Examinations and *Vivas* provide the opportunity for instructors to evaluate and for students to demonstrate academic progress.
- 8.1.2 The University's *Rules for Off-Campus Examinations* are defined in the course syllabi. The student is responsible for understanding these rules. Questions or concerns should be directed to the GPBI Director.
- 8.1.3 Infractions of the *Rules for Taking Examinations* are considered serious offenses. Any student guilty of infractions will be penalized in an appropriate manner, including the possibility of expulsion from Salus University. These matters will be referred to the Judicial Committee for review and further action.
- 8.1.4 Exam policies and procedures for a course will be included in the course syllabus, which will be distributed at the beginning of each term.
- 8.1.5 Course instructors will include in the course syllabus the relative weights to be given to various examinations, and evaluation procedures used in determining the final grade.

8.2 Schedules

- 8.2.1 Exam schedules are determined by the course instructor and are identified in each syllabus.
- 8.2.2 Examination schedules are subject to change for academic or unanticipated reasons.
- 8.2.3 In the event of an emergency situation, information will be provided about school closing on the Student Hotline at 215-780-1314. Students should consult the Student Handbook for additional information regarding Emergency University Closings. Students scheduled for face-to-face classes for a course offered at satellite locations will follow procedures for notification of class cancellation as discussed among teaching faculty, on-site mentors, and students.
- 8.2.4 For international GPBI students, emergency information will be provided by the Site Mentor and the University facility.

8.3 **Attendance**

8.3.1 Students are required to take examinations as scheduled. If a student is ill and is unable to take the examination, he or she must notify the course instructor, GPBI Director and Dean for Student Affairs **prior** to the exam and have his/her physician submit a written report of the illness. In cases of other emergencies (e.g. death of immediate family member), the instructor, GPBI Director and Dean of Student Affairs should be notified and may authorize absence from the exam. Unexcused absences will result in a grade of zero (0) for the missed exam.

8.3.2 A student must be registered for any given course before he or she may take the course's examinations. No credit will be received for any course for which the student is not formally registered. The Registrar's Office is responsible for ensuring that only registered students receive a grade in a particular course.

8.4 **National Examinations**

8.4.1 Passage of national examinations is not required for graduation.

8.4.2 If a national examination has been taken, the student is encouraged to release his/her national test scores to the Graduate Programs in Biomedicine, as these scores provide information vital to the University's ongoing curriculum assessment efforts.

9. ASSESSMENT AND GRADES

9.1 **Grading System**

9.1.1 All students are expected to pursue the highest standards of academic excellence.

9.1.2 At the conclusion of a course, a grade will be recorded for each enrolled student (on a schedule determined by the Registrar) according to the following grading system:

9.1.3

Grade Interpretation - Quality Points Earned per Term Hour

A	Indicates exceptional performance	4.00
B	Indicates good performance	3.00
C	Indicates minimally acceptable performance	2.00

(A grade of C is considered a passing grade for didactic courses only. Research/Dissertation Courses require a grade of B or better for a student to pass the course.)

Other Designations (carrying no quality points):

F	Failure - Unsatisfactory performance Course reenrollment required to secure credit	0.00
H	H – Outstanding performance	0.00 Credits earned
P	Pass – Satisfactory performance	0.00 Credits earned
CR	Credit Credit is given but no grade is assigned	0.00
AU	Audit	0.00 No credit earned
I	Incomplete	0.00 No credit earned
R	Deferred - course work in progress	0.00 No credit earned
W	Withdrawal	0.00 No credit earned
WP	Withdrawal Pass	0.00 No credit earned
WF	Withdrawal Fail	0.00 No credit earned

9.2 **Failing Grade (F)**

9.2.1 A failure in a required course must be removed by the passage of the course through remediation or reenrollment, if necessary, within one year of the conclusion of the term in which the grade was earned. The option of remediation is not available once a student has been dismissed for academic reasons such as a low grade point average.

9.2.2 The GPBI in conjunction with the Office of Academic Affairs will determine the remediation examination schedule(s). (See Section 12.4.)

9.2.3 The highest possible grade for a student who is reenrolling in a course is "B".

9.2.4 A student who has not removed the failing grade within the above timeframe will not be permitted to continue in the academic program without the written approval of the GPBI Director or his/her designee.

9.2.4.1 After receiving this written approval, a student may be subject to special academic stipulations as determined by the Course Instructor and GPBI Director, or his/her designee.

9.2.4.2 While students are permitted to remediate a failed course one time, students who receive a failing grade twice in the same course will be dismissed from their academic program.

9.3 **Research and Dissertation (VIVA) Grades**

9.3.1 At the conclusion of a research course grades, based on the recommendations of both the Site and University Mentors, are rendered by the GPBI Director. Grading options are defined in the Record of Degree Requirements and Research Related Activities.

9.3.1.1 A grade of B or better is required to pass the research and dissertation courses. The student must pass the first Viva to continue in the Doctoral program and the final Viva in order to graduate. There are two attempts for each Viva. Any student who fails the second viva will be dismissed from the program.

9.4 **Credit by Examination (CR)**

9.4.1 A student judged qualified by the course instructor may receive academic credit for a course within the curriculum by satisfactory performance on special examinations administered by the GPBI Department. The student will register and pay for the course which includes the cost of the examination.

- 9.4.2 A student wishing to receive credit by examination must inform the GPBI Director in writing of his/her intention prior to the beginning of the semester in which the course is offered. The Director's approval is necessary for the student to take the examination.
- 9.4.3 Upon satisfactory completion of the examination, a grade of Credit will be given and recorded during the term in which the exam was taken. Should the outcome of the examination not be satisfactory, the student will be required to take the course.
- 9.4.4 Credit by examination can be gained for a maximum of eight (8) courses.

9.5 **Credit by Transfer (CR)**

- 9.5.1 Credit by transfer may be accepted for any course within the curriculum when it is determined that the transfer course is substantially equivalent to that offered by the GPBI Program. This equivalency will be determined by the course instructor and/or the GPBI Director.
- 9.5.2 Only courses in which the student received a grade of B or above or equivalent international notation will be considered for transfer consideration.
- 9.5.3 A maximum of eight (8) credits can be transferred by credit into the GPBI Degree Program. Other transfer requests will be evaluated on an individual basis and must be approved by the Office of the Provost.

9.6 **Audit (AU)**

- 9.6.1 A student may elect to officially audit any course within the curriculum by obtaining written permission from the course instructor and the GPBI Director, and then registering for the course.
- 9.6.2 The student is required to provide the Registrar's Office the written approval of the Instructor and the GPBI Director no later than the tenth (10th) business day of the term.
- 9.6.3 This non-credit registration is recorded as "Audit" on the student's transcript. There is no earned credit for auditing a course.
- 9.6.4 A course audit fee will be charged.

- 9.6.5 Non-degree students may be permitted to audit courses, under special circumstances, with the written approval of the GPBI Director.
- 9.6.5.1 The Registrar will notify the course instructor when a student has approval to audit a course.
- 9.6.6 A course taken on an audit basis will not count toward the fulfillment of degree requirements.
- 9.6.7 Since the credit hours attempted and grade points will not be awarded for an audited course, it will not affect the student's grade point average.

9.7 **Incomplete (I)**

- 9.7.1 The temporary designation "Incomplete"(I) may be used when a complete course evaluation cannot be rendered because course requirements were not fulfilled due to an excused absence.
 - 9.7.1.1 An Incomplete (I) grade may be given only when the work in a course is not completed and when the faculty determines that a passing grade in the course is attainable.
- 9.7.2 Incompletes must be resolved within 45 calendar days after the end of the term in which the "I" grade was received.
 - 9.7.2.1 The Provost or his/her designee may grant an additional 45 calendar day extension period, if written documentation is provided by the student and/or faculty member confirming that extenuating circumstances exist. If unresolved after a total of 90 days, the Registrar will change the Incomplete (I) grade to a Failing (F) grade unless the student has been granted a Withdrawal (see section 9.9) from the course and a Leave of Absence from the program.
 - 9.7.2.2 All incompletes (I) in pre-requisite courses must be removed prior to beginning the subsequent course.
- 9.7.3 When the Incomplete (I) designation is used, the faculty member will submit to the Registrar, in writing, the reason for the designation of the Incomplete (I) and the student's academic standing in the course to date.
- 9.7.4 The final grade of a student who receives an "Incomplete" is the decision of the course instructor.

9.8 **Deferred (R)**

- 9.8.1 In certain courses, where the normal work of the course extends beyond the scheduled period, a deferred grade (R) may be granted to any student enrolled in the course with prior approval from the course instructor and the GPBI Director or his/her designee.
- 9.8.2 The grade of “Deferred” (R) may also be assigned with the approval of the GPBI Director or his/her designee if all required work in a course is completed, but a grade is unable to be determined and additional time is required to consider or investigate a grade.
- 9.8.3 Deferred grades must be resolved within one year after the end of the term in which the grade was earned.
- 9.8.4 For students not in good academic standing, when the Deferred (R) designation is used, the course instructor or the GPBI Director will make available to the Registrar, in writing, the tentative student grade based on the student's performance to date.
- 9.8.4.1 The Registrar will transmit this information to the Program Faculty, the GPBI Director or his/her designee, and to the Committee on Academic Promotions for all students not in good academic standing (i.e., dismissal, probation, warning). This additional information will assist the Program Faculty and/or the Committee on Academic Promotions in evaluating student performance.

9.9 **Drop/Add Period**

- 9.9.1 The Drop/Add Period is the first ten (10) business days of each academic term, unless otherwise stated by the Office of the Registrar.
- 9.9.2 If a student decides to drop/add a course, he/she must do so using the appropriate form. The Director must approve the student's request to drop or add a course.
- 9.9.3 The dropped course will not appear on the student's permanent record.

9.10 **Withdrawal (W)**

- 9.10.1 **Withdrawal from a Required Course:** To withdraw from a course, a student must obtain the approval of the GPBI Director. The desire to avoid a low grade is not an acceptable reason for withdrawal from a course.

- 9.10.1.1 A student who submits a course withdrawal form after the midpoint of the term will be graded “WP” or “WF,” based upon his or her standing in that course.
- 9.10.2.1 Withdrawals from research courses are subject to the approval of the Primary Mentor and GPBI Director.
- 9.10.3 To withdrawal from an entire program, the student must obtain approval from the GPBI Director.

9.11 Exempt (EX)

- 9.11.1 The designation of Exempt (EX) will be used when a student produces evidence of proficiency for a required course in the academic program. No credit is earned for courses in which the student is exempt. The maximum number of credits a student may exempt from is 4 (four).

9.12 Grade Mediation

- 9.12.1 A student who has a concern or complaint about a reported grade in a course should first discuss grading practices and determinations with the instructor. It is expected that the student and instructor will address any misunderstandings and will attempt to achieve consensus on any disagreements over grades.
- 9.12.2 If the student and the instructor disagree about the student’s grade, the student may appeal the grade decision, in writing, to the GPBI Director. If the GPBI Director is the course instructor, the appeal is made to the Provost or his/her designee. The decision of the GPBI Director or that of the Provost is final.
 - 9.12.2.1 In the event that the GPBI Director teaches the course in question, the written appeal is made to the Provost.
- 9.12.3 Any challenge of a course grade must be made within 30 days from the date of issue from the office of the Registrar.
- 9.12.4 All grades are considered permanent if not challenged within the time frame specified in 9.12.3.
- 9.12.5 The original grade assigned by the instructor remains on the student’s record while the appeals process is in progress and will be changed only if and when the appeal is successful.

- 9.12.5.1 A grade change will be recorded in accordance with section 9.13 of this policy – *Change of Grade*
- 9.12.6 In the event that a challenge to a grade should arise, copies of sequestered exams, reports, and/or presentations submitted by students are required to be retained by the instructor for a period 30 calendar days from the date the grade was posted.

9.13 Change of Grade

- 9.13.1 Once submitted to the Registrar, no grade may be changed without the written consent of the course instructor and the GPBI Director or his/her designee.

9.14 Grade-Point Average (GPA)

- 9.14.1 A student's cumulative grade-point average is the weighted mean value of all grade points earned by the student in all courses taken for letter grade within the GPBI.
- 9.14.2 Grades are converted to grade points by multiplying the number of credits for each course by the specified formula assigned to the letter grade. An A=4 credit points, a B=3 credit points, a C=2 credit points, and an F=0 credit points. (*ex.: an A in a four-credit course earns the student 16 grade points (4 x 4.0); a B in a four-credit course earns 12 grade points (4 x 3.0), and so on.*)
- 9.14.3 The total number of credit points divided by the total credits scheduled (for letter grade) equals the grade point average.
- 9.14.4 Cumulative grade point average is calculated utilizing only courses taken within the GPBI.

10. REMEDIATION

- 10.1 A student repeating credits through remediation is required to re-register for those credits with the Office of the Registrar.
- 10.2 Remediation is one option that can be used to address a failing grade (F).
- 10.3 Remediation is defined as a special examination, or other means of assessment, offered during a prescribed examination period.

- 10.4 Remediation must be completed within one semester of the conclusion of the semester in which the failure was received.
- 10.5 The GPBI Director, in conjunction with the course instructor(s), will schedule all remediation examinations.
- 10.6 A grade of "F" not remediated will result in the dismissal of the student for academic reasons.
- 10.7 The highest grade that can be earned by remediation is a grade of B.
- 10.7.1 In ALL cases, the original grade will remain on the transcript, but will not be used to calculate the new cumulative grade point average.
- 10.8 A course can be remediated only once.
- 10.9 A remediation fee will be applied.

11. RE-ENROLLMENT

- 11.1 Students may be required to re-enroll in a course where they have previously earned an F or to meet the minimum 3.0 GPA requirement.
- 11.2 A student repeating credits through reenrollment is required to re-register for those credits with the Office of the Registrar during college registration period.
- 11.3 Reenrollment may be accomplished through a variety of mechanisms including, but not limited to:
 - 11.3.1 Attending the course at its regularly scheduled time, satisfying the attendance and academic requirements of the course.
 - 11.3.2 Special examination, if approved by the GPBI Director or his/her designee.
 - 11.3.3 Independent study, research projects or seminar attendance which must be approved by the course instructor and GPBI Director.
- 11.4 Required reenrollment must be completed as soon as the course is scheduled to be offered again.
- 11.5 The new grade earned by reenrolling in the course is recorded on the transcript.
 - 11.5.1 The highest possible grade that can be earned is a B.

- 11.6 With reenrollment, the original grade earned remains on the transcript, but will not be used to calculate the new cumulative grade-point average.
- 11.7 A student who reenrolls once in a course and does not achieve a passing grade will be dismissed from the GPBI and may appeal to the Committee on Academic Promotion for further review and action.
- 11.8 A re-enrollment fee will be applied.

12. Non-Matriculated Students

- 12.1 A student may elect to officially enroll in selected courses within the curriculum as a non-matriculated student by obtaining written permission from the GPBI Director and registering for the course during the college registration period.
- 12.2 This non-degree registration is recorded as “NM” on the student’s transcript.
- 12.3 A regular course fee is applied to non-matriculated courses.
- 12.4 No more than nine (9) semester hours of credit are permitted for students not matriculated in a Master or doctoral program in GPBI.
- 12.5 Upon permission of the GPBI Director, students receiving a “B” or better may transfer the credit into the GPBI degree program once accepted.

13. GPBI FACULTY – RESPONSIBILITIES

- 13.1 The GPBI faculty has the responsibility to monitor student performance throughout the term, and providing students with performance feedback consistent with the course grading outline and syllabus.
- 13.2 The GPBI faculty recommends to the Provost students for advancement, either for the completion of a Master’s degree or the completion of a Doctorate in Philosophy and for graduation from the GPBI Degree Program.

14. END OF TERM ACADEMIC STANDING

- 14.1 The course instructor will evaluate the performance of all students registered within a course at the end of each grading period and will submit student grades to the Registrar.
- 14.2.1 The academic standing of each student will be reviewed by the GPBI Director to determine if the student is experiencing academic difficulties.
- 14.2.2 Following faculty submission of grades, the Office of the Registrar will make official entry of the grades into the student record and notify the student in writing about his/her academic performance for the semester.
- 14.2.3 If a student is not making satisfactory progress in the program, he/she will receive notification from the GPBI Director or his/her designee. The student is required to meet or conference with the GPBI Director.
- 14.2.4 A student is expected to take action to resolve his/her academic difficulties with the assistance of the individuals and services available to the student.
- 14.2.5 Failure to comply with directives from the GPBI Director or his/her designee may result in dismissal of the student being from the academic program. The matter may then be referred to the Committee on Academic Promotions for review and further action.

14.3 Categories of Academic Standing include the following:

14.3.1 Satisfactory Academic Standing – Students are in satisfactory academic standing when progressing in the curriculum and attaining a term and cumulative grade point average (GPA) greater than or equal to 3.0 and with no more than two grades of C.

14.4 Academic Probation – A student is considered on academic probation when:

- The student's term or cumulative GPA at the end of a semester falls below 3.00.
- The student receives a failing grade (F) in any course.
- The student receives a grade lower than B in a Research Project or
- The student has earned more than 2 C's in their entire transcript.

14.4.1 Students on Academic Probation with more than two grades of C must remediate the C grade for one of the courses. The GPBI Director or his/her designee will advise the student as to which course should be remediated.

14.4.2 Academic Probation status for students with grade point averages below 3.0 is removed by obtaining a cumulative GPA greater than or equal to 3.0 at the end of the subsequent semester.

14.4.3 When students are placed on Academic Probation, they are required to consult with the Center for Personal and Professional Development. The student is expected to take action to resolve his or her academic difficulties with the assistance of the Center for Personal and Professional Development. Failure to consult with this Office may result in the student being brought before the Committee on Academic Promotions and possible suspension or dismissal. Students are also required to meet with their Mentor and/or GPBI Director.

14.5 **Academic Dismissal** – A student will be dismissed from the academic program when:

The student's term or cumulative GPA is below 3.0 for two consecutive terms; or
The student earns failing (F) grades in any course for any two terms, consecutive or not.

14.6 Dismissal for Reasons Other than GPA

14.6.1 In addition to the academic reasons for dismissal listed above, Salus University reserves the right to terminate the enrollment of any student, at any time, for what the University Faculty and Administration may believe to be good and sufficient reasons.

14.6.2 These reasons may include, but are not limited to, his or her demeanor, base knowledge, character, as well as any form of cheating, plagiarism, unprofessional conduct or failure to pass a required criminal background check. Students are referred to the *Salus University Student Code of Conduct* for additional information included in the handbook.

14.7.3 The College assigns great importance to self-discipline, the ability to work pleasantly with others, and the ability to conduct oneself in a professional manner. Demonstration of deficiencies in any of these qualities is viewed by the College as evidence that the student is not suited to a professional career and constitutes adequate cause for dismissal regardless of academic performance.

15. COMMITTEE ON ACADEMIC PROMOTIONS

15.1 Composition of the Committee on Academic Promotions

15.1.1 The GPBI's Committee on Academic Promotions is a standing committee chaired by a GPBI faculty member and includes one (1) additional GPBI faculty voting member and two (2) non-GPBI voting faculty members. The chair will vote in the event of a tie.

15.1.2 There will be a standing alternate member for each voting member of the committee in the event of illness or unavailability of a named Committee member or where a Committee member has recused himself/herself or been disqualified either with or without reason.

15.1.3 Term membership is for two (2) years. The GPBI Director appoints the Chairperson of the Committee.

15.1.4 The Dean of Student Affairs, representatives from the Office of the Registrar, a representative from Center for Personal and Professional Development are ex-officio, nonvoting members of the Committee on Academic Promotions.

15.1.5 The three voting faculty members of the Committee on Academic Promotions must be present to consider an appeal for reinstatement.

15.2 Responsibilities of the Committee on Academic Promotions (CAP)

15.2.1 The role of CAP is to hear an appeal for reinstatement from any student who has been dismissed based on criteria outlined in Section 12 End of Term Academic Standing.

15.2.2 The Committee on Academic Promotions will only consider and act upon the student's written petition to appeal.

15.2.3 The Committee will review grades, scores, and summaries concerning professional development and any extenuating circumstances, i.e., events beyond the student's control that are submitted by the student and/or faculty. The Committee on Academic Promotions may request additional material as needed. All written material for consideration by the Committee for Academic Promotions must be submitted 48 hours prior to the scheduled hearing.

- 15.2.4 The Committee shall then make a decision either to:
 - 15.2.4.1 Uphold the dismissal, or
 - 15.2.4.2 Reinstate the student, either immediately, or at a future date if warranted by exceptional circumstances.
- 15.2.5 If the Committee's decision is to reinstate the student, the prerogatives of the Committee on Academic Promotions may include, but are not limited to, requiring the student to:
 - 15.2.5.1 Take a remediation examination
 - 15.2.5.2 Enroll in a course of study;
 - 15.2.5.3 Continue matriculation on a modified program;
 - 15.2.5.4 Repeat specific courses or direct service activities even if previously passed;
 - 15.2.5.5 Obtain academic counseling;
 - 15.2.5.6 Obtain academic, medical, or psychological evaluation.
- 15.2.6 The GPBI Director, the Provost and the Dean of Student Affairs will review the stipulations put forth by the Committee on Academic Promotions. This process is to ensure feasibility of enacting the stipulations and to determine the student's final curriculum/course scheduling and requirements.
- 15.2.7 The student will be required to meet all the criteria outlined in the letter of reinstatement within the required designated time period.
- 15.2.8 A student who has been dismissed for academic reasons and is appealing their dismissal is not eligible for remediation or reenrollment in any course, nor may he/she participate in any Salus-based clinical activities. Students may, however, continue participation in didactic course work and /or non-clinical research activities, unless otherwise prohibited until the formal appeals process is exhausted.
- 15.2.9 Remediation examinations and reenrollment may occur only after the student is formally reinstated.
- 15.2.10 The GPBI Director, Office of Student Affairs and the Registrar will closely monitor the performance of all reinstated students. Their continuance at the College will depend on their compliance with the terms of their reinstatement.

16. REINSTATEMENT AND DISMISSAL APPEAL

16.1 Reinstatement Without Appeal

16.1.1 A student who has been dismissed for academic reasons may be reinstated to the GPBI Program upon the recommendation of the GPBI Director to the Class Faculty and with the approval of the Provost, without having to formally appeal to the Committee on Academic Promotions.

16.1.2 A student will be so notified in writing with the conditions of reinstatement within five (5) business days of the date of the Class Faculty Meeting.

16.2 Appeal For Reinstatement

16.2.1 A student who is dismissed for academic reasons and not granted reinstatement without appeal (see section 14.6) has the right to request a personal hearing for appeal with the Committee on Academic Promotions.

16.2.2 A student who is dismissed for academic reasons (see section 12.6) must notify the Office of the Registrar in writing no later than three (3) business days after receipt of notification of academic dismissal.

16.2.2.1 If the student wishes to appeal the dismissal, the appeal should be addressed to the Chairperson of the Committee on Academic Promotions and submitted to the Registrar. Included in this letter of appeal should be a written explanation of why the student feels that his/her appeal for reinstatement should be considered and granted by the Committee on Academic Promotions. The student must also indicate if he/she will appear in person, or by telecommunication, before the Committee on Academic Promotions, or

16.2.2.2 If the student chooses not to appeal, the student must notify the Registrar within three (3) business days of receipt of notification of dismissal.

16.2.3 A student who fails to contact the Office of the Registrar three (3) business days prior to the scheduled hearing will forfeit the right to his/her scheduled appeal.

16.2.4 If the student chooses not to make a formal appeal, the Registrar must make a formal notation in the student's Permanent Record File.

16.2.5 The student must submit all other information and supporting documents in writing to the Chairperson of the Committee on Academic Promotions, via the Office of the Registrar, at least two (2) business days prior to his/her scheduled appeal. Please see Section 14.3 for information on supporting documents.

- 16.2.6 The student may also make an oral presentation to the Committee during the appeal hearing; however, such a presentation is not required.
- 16.2.7 The Committee will have access to all documents submitted by the student and faculty pertinent to the appeal, the student's complete files, student transcripts provided by the Registrar, and documentation of previous appeals, if applicable.

16.3 **Conduct of the Appeal Hearing**

- 16.3.1 The hearing shall be conducted in such a manner as to give the student the full opportunity to explain the reason for his/her unsatisfactory academic performance.
- 16.3.1.1 Consideration is given to possible extenuating circumstances, i.e., events beyond the student's control, which may have interfered with academic responsibilities and performance. Examples of such circumstances include personal illness, serious illness in the immediate family, or a death of an immediate family member. Verifiable evidence of such circumstances is required to be submitted to the Committee as part of the written statement of appeal. This may include letters from physicians or other healthcare providers, obituary notices or a copy of a death certificate.
- 16.3.2 The student should realize that unsatisfactory performance based on poor or unwise judgment, (e.g., spending too much time on strictly nonacademic activities such as working inside or outside the College, participation in student activities, and/or poor study habits) is not an acceptable explanation for poor academic performance.
- 16.3.3 A primary focus of the Committee is determining the student's potential for future academic success. Extenuating circumstances alone may not provide sufficient reason for reinstatement of the student. The Committee on Academic Promotions grants reinstatement only if the Committee is convinced that the student is capable of making marked improvement in his/her academic performance. The student has the right to provide written letters of support from faculty members or other directly relevant individuals.
- 16.3.4 The hearing will be conducted in a manner as to provide a fair evaluation of the student's performance. It will not be restricted unduly by rules of procedure or evidence, nor shall deviations from prescribed procedures invalidate a decision or proceeding unless significant prejudice to a student may result.

- 16.3.5 The appeals process is not a formal legal proceeding. Although a student may seek and retain legal counsel at the student's own expense, the role of legal counsel is limited to advising the student. Legal counsel may attend the hearing but may not actively participate in the hearing as an advocate to examine witnesses, to make opening or closing statements, to direct discussion or to present the student's case on his or her behalf. Securing the availability of counsel at the scheduled hearing time and date is the responsibility of the student
- 16.3.6 The student's academic standing is determined at Class Faculty meetings. Appeal hearings will be held as soon as possible after Class Faculty meetings. The hearing will be scheduled based on the availability of Committee members and may include evenings or weekends.
- 16.3.7 Requests for an extension to an appeal should be in writing by the student, addressed to the Chairperson of the Committee on Academic Promotions and submitted to the Office of the Registrar at least two (2) business days prior to his/her scheduled hearing. Extensions may be granted when the presence of extenuating circumstances has been established clearly, or when a strong case has been made that additional information pertinent to the appeal cannot be made available by the time the appeal would be heard normally.
- 16.3.8 The hearing will be private. The Chairperson will determine the number of persons to be admitted to the hearing. Those attending will treat all information confidentially. The Chairperson on a need-to-know basis will address any requests for information concerning a hearing made by other College administrators.
- 16.3.9 The hearing shall be electronically recorded. The recording remains the property of the College and will be secured by the Office of the Registrar. If the student appellant wishes to obtain a transcribed copy of the hearing, a written request must be submitted to the Registrar. A fee will be charged to cover the transcription expense.
- 16.3.10 Any member of the Committee may recuse or decline participation in any hearing because of conflict.
- 16.3.11 The student may disqualify one voting member of the Committee without stating a reason. A request to disqualify more than one member of the Committee requires a written explanation and must be approved by both a majority of the voting Committee members and the Chairperson of the Committee. This written correspondence should be submitted to the Office of the Registrar. The student must notify the Committee of any requested disqualification at least three (3) business days in advance of his/her scheduled hearing.

- 16.3.12 The Office of the Registrar will provide the complete College file and academic record of each dismissed student for review by member of the Committee on Academic Promotions at the hearing. The Committee may also seek written or verbal statements of evaluation from faculty and staff in regard to the student's academic record, potential, personal characteristics, and/or ask such individuals to appear before the Committee.
- 16.3.13 The student shall be promptly notified in writing of the action of the Committee on Academic Promotions, including all requirements set forth by the Committee, within five (5) business days following the hearing. Should the Committee require further information or time for deliberation, the student will be informed of the date by which a decision is to be rendered beyond the five (5) business days.

16.4 **Advisement and Assistance Available to Students
Regarding the Committee on Academic Promotions**

- 16.4.1 The Dean of Student Affairs is available to:
- 16.4.1.1 Interpret for students the actions of the Committee on Academic Promotion.
- 16.4.1.2 Inform students of recommendations rendered during Class Faculty meetings concerning unsatisfactory academic performance and/or behavioral concerns, but will not attribute comments to specific faculty members.
- 16.4.1.3 Review with students the steps in the appeals process.
- 16.4.2 A member of the Center for Personal and Professional Development is also available to provide the student with counseling services.

16.5 **Appealing a Decision of the Committee on Academic
Promotion Not Involving Dismissal**

- 16.5.1 This section pertains to any student who has been asked to re-enroll in a course or direct service activity, or assume a modified program.
- 16.5.2 Students may appeal non-dismissal actions of the Committee on Academic Promotions in the form of a letter directed to the GPBI Director
- 16.5.3 This letter of appeal must be received in the Office of the Registrar within five (5) business days, subsequent to the day of the student's receipt of the letter notifying him/her of the actions of the Committee on Academic Promotions.

- 16.5.4. The Provost or the GPBI Director must consider every case in which a student requests an appeal.
- 16.5.5. The Provost or the GPBI Director will commence consideration of the appeal within five (5) business days, not including the day the appeal is received in the Office of the Registrar, after receipt of the letter of appeal.
- 16.5.6. Students may also elect to have forwarded to GPBI Director written statements from faculty members or other directly related individuals in support of their appeal.
- 16.5.7. The Provost or the GPBI Director, after consulting with the members of the Committee on Academic Promotions, will consider and rule on the appeal.
- 16.5.8. The final ruling will be made within ten (10) business days, not including the day the student's letter of appeal is received in the Office of the Registrar.
- 16.5.9. Should the GPBI Director require additional time for deliberation, the student will be informed of the date by which a decision is to be rendered beyond the ten (10) business days. The Provost's or the GPBI Director's decision on the appeal may uphold, modify or reverse any previous decision.
- 16.5.10. The student shall be notified in writing of the decision of the Provost or the GPBI Director concerning the appeal.
- 16.5.11. The decision of the Provost or the GPBI Director is final.
- 16.5.12. There is no further appeal within the University.

16.6 Appeal for a Student Whose Dismissal has been Upheld by the Committee on Academic Promotion

- 16.6.1. The student may request an administrative review to the GPBI Director when the decision of the Committee on Academic Promotions is to uphold the dismissal.

- 16.6.2 The request must be made by the student in writing and addressed to the GPBI Director and must be limited to an administrative review, indicating alleged improprieties in the hearing before the Committee on Academic Promotions or new information which was unavailable to the student at the time of the hearing before the Committee on Academic Promotions. The request is not to be used for additional fact finding. New information, which was available, but not presented to the Committee on Academic Promotions, will not be considered.
- 16.6.3 This letter of appeal must be received by the Office of the Registrar within five (5) business days, not including the day of the student's receipt of the letter notifying him/her of the actions of the Committee on Academic Promotions.
- 16.6.4 The purpose of the appeal is to ensure that appropriate procedure has been adequately followed so that the opportunity clearly existed to introduce mitigating or other circumstances.
- 16.6.5 The GPBI Director may serve alone or may select up to three members of the faculty or administrative staff, as deemed appropriate, as an ad hoc Appeals Advisory Committee.
- 16.6.6 The Advisory Committee shall commence to consider the appeal within five (5) working days after receipt of the written notice of appeal (not including the day of receipt of the appeal letter by the Office of the Registrar). In the absence of the GPBI Director or Provost, the President of the University will appoint a designee to assume these responsibilities.
- 16.6.7 The review will be carried out using all available documents, records of the Committee on Academic Promotions, and, if necessary, testimony by the appropriate Committee Chairperson or other individuals, as deemed appropriate by the GPBI Director or the Chairperson of the Advisory Committee.
- 16.6.8 The student may elect to forward to the Office of the Registrar written statements in support of the appeal. The student shall be given the opportunity to appear before the GPBI Director or the Advisory Committee.
- 16.6.9 Upon completion of its investigation, the GPBI Director shall render his/her decision or the decision of the Advisory Committee on Appeals to student. The student shall be notified of the decision in writing within ten (10) business days (not including the day the appeal is received in the Office of the Registrar) of having filed the request for appeal with the Office of the Registrar.
- 16.6.10 The student shall be accorded full student rights and privileges until all appeals have been exhausted with the exception of participation in direct clinical service activities.

16.6.11 The decision of the GPBI Director is final. There are no further appeals within the University.

17. STUDENT RECORDS

17.1 Student Records and Files

17.1.1 The Registrar is responsible for maintenance of all official academic records of students. Salus University's policy regarding creation and maintenance of student records is based upon practices recommended by the American Association of Collegiate Registrars and Admissions Officers. In addition, the school's policy is governed by regulations affecting educational institutions, written by the Department of Health and Human Services, the Department of Education or any other government agency. Students may review a copy of these policies in the Office of Student Affairs.

17.1.2 Salus University maintains a Permanent Record File on each student. Included in a student file are the original application form, the undergraduate and graduate record, if applicable, and the letter of acceptance. Subsequent to the enrollment of the student at Salus University, the student file contains course enrollment forms, grades, letters of correspondence concerning the student, letters indicating actions of the Committee on Academic Promotions, communications concerning scholarships, and other correspondence relating to the student's education at Salus University.

17.1.3 In addition to written material kept in the student file, Salus University maintains computerized general information about each student, courses taken, grades, summary statements of academic action, and enrollment information.

17.1.4 It is institutional policy that the material contained in the student records is confidential, with transfer of such information within the school permissible only for legitimate academic purposes. The school complies with the provisions of the Federal Family Educational Rights and Privacy Act of 1974 and subsequent amendments.

17.2 Examination of Student Records

17.2.1 A student, by means of oral or written request to the Dean of Student Affairs and the Registrar, may examine his or her student records at Salus University. These records shall be made available to the student for review as promptly as possible. The records shall be examined in the office in which they are kept, under observation of administrative personnel, and shall not be altered, destroyed, or removed from the office. Material in records which relate to more than one individual will not be made available for direct review, but the student will be told the information on such records which relates to him or her. Former

students have the same access to their records as those currently enrolled however, certain information will not be retained on a permanent basis by the University (e.g. admissions materials, registration forms, and course withdrawal forms). All persons must sign the written form kept within the record and indicate the date and the reason for the review.

- 17.2.2 A student may obtain a copy of his or her student record. The costs of photocopying or duplicating records shall be borne by the student.
- 17.2.3 A student may challenge the accuracy of information contained in a record or may challenge that information if a record represents an undue invasion of privacy. In the case of a challenge, the student should meet with the faculty member or administrative official responsible for the information being questioned. The faculty member or administrative official may, through discussions with the student, concur with the challenged points and correct or delete the information accordingly. Those corrections or deletions must be made in writing. If a change in grade is submitted, the faculty member must indicate in writing the reason for doing so and complete the appropriate Change of Grade Form. If the faculty member is unwilling to amend the academic record, the student may appeal to the Dean of the College in which the course is offered.
- 17.2.4 Any review of information in the file by faculty members and administrative officers, other than by those persons responsible for keeping the records, requires the dated signature of the faculty member or administrative official on a written form kept within the records. The reviewer must include a brief statement indicating the reason for review of the record.

17.3 **Transfer of Student Information**

- 17.3.1 The student will be notified of the transfer of any information within the student file to persons or institutions other than those associated with or affiliated with Salus University. Such information may be transferred only:
- 17.3.1.1 By reason of a valid subpoena or judicial order of a court;
- 17.3.1.2 To federal or state educational agencies provided the agency requests the information in writing and specifies the purpose for acquiring the information;
- 17.3.1.3 To organizations responsible for the accreditation of the Salus University;
- 17.3.1.4 Upon written request of the student to persons he or she designates (e.g., educational institutions, hospitals, and licensing boards, etc.).

- 17.3.1.4.1 It must be noted that the College is not permitted to send to other agencies or individual copies of non-Salus University transcripts, admission test scores, or National Examination score results, or other non-Salus University score reports or information. Requests for copies of those transcripts or scores must be made directly to the organizations that originally provided such information.
- 17.3.2 The Office of the Registrar will prepare transcripts of students based upon information in the student file. The student must request in writing the persons, institutions, hospitals, or licensing boards to which the letters or transcripts are to be sent. The student may also request a copy of the transcript(s) and may challenge the accuracy of the information to be transmitted. The initial challenge should be made to the Registrar, who prepares the letter or transcript with the ultimate appeal to the Vice President for Student Affairs.
- 17.3.3 The records of students shall be kept under the name used for admission to the Salus University, unless the student files a Change of Name Form with the Office of the Registrar while in attendance at the University. Names cannot be modified after the student's graduation.
- 17.4 **Release of Information (Grades, Tests, Scores, etc.)**
- 17.4.1 Official grades can be transmitted from Salus University to another institution only through the Office of the Registrar. Colleges may not transmit grades information on behalf of the Office of the Registrar or the College to another institution, department, individual faculty member, Registrar, etc.
- 17.4.2 If a student requests a letter of recommendation, the individual faculty member may state only the grade earned in the University GPBI program course(s) and a narrative. Information obtained from outside sources will not be included.
- 17.4.3 Copies of examinations with or without answers may be made available to students at the instructor's discretion. Curves, distribution, etc., may be posted if desired. However, any posted scores must contain a statement to the effect that they do not constitute a grade.
- 17.4.4 When posting grades, faculty members will follow Federal and State Laws that prohibit the posting of scores, grades, etc., that can in any way identify a student
- 17.4.5 Scores on examinations and assignments may be given to students on an confidential individual basis.

17.5 **Transcripts**

- 17.5.1 Only final grades appear on transcripts. When a student fails a course, the grade appears on the transcript as well as the reenrollment grade(s) when applicable (see section 10). The final transcript grades issued at graduation cannot be modified or challenged except for clerical errors.

18. ENROLLMENT

- 18.1 The University expects that all candidates for degrees and certificates will normally be enrolled during consecutive academic periods (years, terms, or months depending on the year of the program) until the completion of the requirements for the degree or program have been completed. Exceptions must be approved by the GPBI Director.

19. SATISFACTORY ACADEMIC PROGRESS

- 19.1 A student enrolled at Salus University is expected to make, at minimum, satisfactory academic progress.
- 19.2.1 A student who is experiencing academic difficulty should, at their earliest opportunity, first speak with the course instructor as well as the GPBI Director regarding their performance.
- 19.2.2 Secondly, the student should contact their Mentor and/or Center for Personal and Professional Development regarding personal counseling opportunities, or other related matters.
- 19.2.3 Thirdly, the GPBI Director or his/her designee should also be contacted to discuss the student's academic performance.
- 19.2.4 A course not taken for a grade is not counted for these purposes.
- 19.2.5 Under normal circumstances all course work must be completed in no more than 3 years full-time or 6 years part-time (not including approved Leaves of Absence) and must present evidence of continuing to make satisfactory academic progress at all times. The Ph.D. student is allowed an extra year to complete the writing of his/her dissertation while the Master's student is allowed 6 months. The Provost, in conjunction with the Director for GPBI, must approve any exceptions to this total length of program.

20. LEAVE OF ABSENCE

The following sets forth policy guidelines for a student's "Leave of Absence" from the University. The sections that follow describe policies and administrative actions to protect the interests of students and of the University. Unusual problems, not anticipated by this document, undoubtedly will arise. They will be judged and handled according to the individual circumstances.

20.1 Notification of Absence

20.1.1 Students are obligated to promptly notify the Office of Student Affairs and the GPBI Director, promptly of any illness or family emergency that necessitates any absence from the program.

20.1.2 For a period up to two weeks, a student may have an excused absence without requesting a Leave of Absence, provided that the Office of Student Affairs and the GPBI Director have been made aware of and approved the reasons necessitating absence. Approval for the absence will be verified in writing by the Dean of Student Affairs.

20.1.3 If continued absences occur, the student's status must be clarified with the Registrar with respect to matriculation at the University.

20.2 Request for a Leave of Absence

20.2.1 A student seeking a Leave of Absence must submit a written request to the Dean of Student Affairs

20.3 Granting or Denial of a Leave of Absence

20.3.1 Only the Dean of Student Affairs may grant or deny a Leave of Absence.

20.3.2 The Dean of Student Affairs may deny a request for a leave of absence if granting of the leave is inconsistent with the policy guidelines set forth herein.

20.4 Reasons for Leave of Absence

20.4.1 A leave of absence may be granted if a student is unable to continue studies because of medical or emergency family issues.

20.4.2 The Dean of Student Affairs may approve one of the following types of Leaves: Administrative, Emergency Family, Medical and/or Suspension.

20.5 **Administrative Leave**

20.5.1 Upon written request of a student, the Dean of Student Affairs may grant an Administrative Leave of Absence. This Leave may not exceed a period of twelve (12) months.

20.5.2 The reason a Leave is desired should be stated in the request. Reasons for taking an Administrative Leave of Absence include, but are not limited to, educational endeavors at another institution of higher learning and financial distress of a student necessitating full-time employment.

20.5.3 The total amount of time that can be taken as Administrative Leave of Absence is one calendar year. At the end of that time, if additional leave is desired it should be requested in writing. The request will then be subject to review and approval by the Dean of Student Affairs, in consultation with the GPBI Director.

20.6 **Emergency Family Leave**

20.6.1 Upon written request by a student, the Dean of Student Affairs may grant an Emergency Family Leave. The initial Leave granted because of emergency family issues may not exceed six (6) months in any academic year.

20.6.2. The reason a Leave is desired should be stated in the request. Reasons for taking an Emergency Family Leave include, but are not limited to, the student is needed to assist an ill family member, the student must leave the University to handle personal matters, etc.

20.6.3 The total amount of time that can be taken as Emergency Family Leave of Absence is a total of twelve (12) months during the student's entire academic tenure at the University.

20.6.4 At the end of initial Leave, if additional leave is desired, it should be requested in writing. The request will then be subject to review and approval by the Dean of Student Affairs, in consultation with the Provost and the GPBI Director.

20.6.5 In no case will Emergency Family Leave be granted for a total of more than twelve (12) months during the student's entire academic tenure at the University.

20.7 Medical Leave

- 20.7.1 A Medical Leave of Absence may be granted by the Dean of Student Affairs, upon written request of the student and written documentation by the student's physician or other health care provider that a medical leave is necessary.
- 20.7.2 A Medical Leave of Absence may be granted if a student is unable to continue studies because of the student's personal health issues. Maternity, paternity and adoption leaves are included in this section and will be processed in a manner consistent with the Medical Leave of Absence policy.
- 20.7.3 A Medical Leave of Absence may be granted for a period not to exceed a total of twelve (12) months. The Dean of Student Affairs may grant an extension to a leave for a period of up to a maximum of 12 additional months upon the written recommendation of the student's health care provider and/or the Director of the Center for Personal and Professional Development.
- 20.7.4 Return to active student status from Medical Leave of Absence must be supported by a physician or other health care provider's letter. The student also must notify the Office of the Registrar in writing of his/her intent to return to the University.
- 20.7.5 The University reserves the right, at its own expense, to have the student examined by an independent physician to confirm the opinion of the student's physician when requesting the Leave of Absence, or upon the student's request to return to the academic program.
- 20.7.6 If the student's health does not permit resumption of studies at the end of two calendar (2) years of approved leave, matriculation will be terminated. The student may apply for readmission at a later time (see section 20 – *Readmission*).
- 20.7.7 If the student is accepted for readmission, the Provost or his/her designee and the GPBI Director will determine the student's entry point into the curriculum.

20.8 Suspension/Medical Leave of Absence

- 20.8.1 In instances of serious illness wherein members of the faculty or administration believe that a student should not continue studies, and wherein the student cannot or will not request a Leave of Absence, the Dean of Student Affairs may elect to suspend the student or place the student on a “Medical Leave of Absence.” A Suspension/Medical Leave of Absence should not exceed twelve (12) months.
- 20.8.2 A student who has been placed on such suspension or leave must make their request to return and re-enter the curriculum in writing to the Dean of Student Affairs and file this letter with the Office of the Registrar. The student must provide written verification from a physician or other health care provider that the student’s health permits him/her to resume his/her academic program. This request is subject to the approval by the Dean of Student Affairs and/or the Director of the Center for Personal and Professional Development that the student’s health permits him/her to resume his/her academic program.
- 20.8.3 Upon the written recommendation of the physician(s) and/or health care providers, the Dean of Student Affairs, in consultation with the Provost and the GPBI Director or his/her designee, may extend this Leave for up to one additional twelve (12) month period.
- 20.8.4 If the student’s health does not permit the resumption of studies at the end of the second full year, matriculation will be terminated. Application for readmission may be made at a later time (see section 20 – *Readmission*).
- 20.8.5 If the student is accepted for readmission, the GPBI Director or his/her designee will determine the student’s entry point into the curriculum.
- 20.8.6 The University reserves the right, at its own expense, to have the student examined by an independent physician to determine the student’s health status prior to granting the Suspension/Medical Leave of Absence and/or upon the student’s request to return to the academic program.

20.9 Leave of Absence Record

- 20.9.1 The Dean of Student Affairs should ensure that a student completes the written “Leave of Absence” form making explicit the reason(s) that the leave is being requested.
- 20.9.2 Upon receiving notification of an approved leave, the student should acknowledge the receipt of the Dean of Student Affairs’ letter and accept or decline the terms noted therein.

20.9.3 A leave becomes official when it is entered into the student's record which is retained in the Office of the Registrar.

20.10 Program Placement Upon Return from a Leave of Absence

20.10.1 Upon returning from a Leave of Absence, regardless of the type, the student's permanent record and status is reviewed by the Provost or his/her designee and the GPBI Director. A repeat of course(s) or portions of the curriculum previously completed successfully, research project, or other academic conditions may be required if deemed necessary. Additional fees for repeated work will also apply.

21. WITHDRAWAL FROM THE COLLEGE/UNIVERSITY

21.1 The following sets forth policy guidelines for student "withdrawal" from the University. The sections that follow describe policies and administrative actions to protect the interests of students and of the University. Unusual problems, not anticipated by this document, undoubtedly will arise. They will be judged and handled according to the individual circumstances.

21.1.1 A student may withdraw voluntarily from the University at any time. A student who wishes to withdraw must communicate directly with the Dean of Student Affairs and the GPBI Director and notify both of these individuals in writing of the withdrawal and the reason(s) for the withdrawal.

21.2 The official records of a student who does not formally withdraw from the institution will not be released until the student has obtained the required signatures on the withdrawal form and returned the form to the Office of the Registrar.

21.3 A student who wishes to seek readmission to the GPBI Program must follow the procedures outlined in Section 20 of this policy (Readmission).

21.4 If the student is granted readmission, the GPBI Director or his/her designee together with the Primary Mentor will determine the content of the student's academic program, entry point, conditions, and requirements pertinent to the readmitted student's curriculum.

22. READMISSION

- 22.1.1 A student dismissed for Academic or non-academic reasons or by virtue of withdrawal who wishes to be readmitted to Salus University should re-apply to the Office of Admissions in the same way as any new applicant. Application procedures are outlined in the University catalog and online in the University website.

23. GRADUATION REQUIREMENTS

- 23.1 Graduation and the awarding of degrees are contingent upon the satisfactory completion of both academic and professional requirements. The latter include the standards of conduct described in the Salus University Code of Conduct and the state laws and regulations governing the chosen professional field.
- 23.2 The student must successfully complete the entire required curriculum with a cumulative grade point average of 3.0 or better. The student must also successfully pass each individual course with a grade of "C" or higher for didactic courses, as well as satisfactorily complete all required direct service/research activities earning a grade of "B" or higher. If a course is graded on a Pass/Fail basis, the student must receive a Pass in all such courses. A student is not allowed to graduate with more than 2 (two) "C" grades on his/her transcript.
- 23.3 A graduating GPBI student must exhibit high principles and character because of the level of confidence and trust that society places in researchers and educators.
- 23.4 The student must have demonstrated to the satisfaction of the faculty the professional attributes desirable for the targeted profession.
- 23.5 Misconduct such as cheating on examinations, falsifying data, or activities constituting criminal behavior may result in the denial of the pursued GPBI degree, even though the individual has satisfactorily completed the academic program.
- 23.6 The University reserves the rights to place on probation, suspend or dismiss from the institution any student who willfully violates any rule or regulation of the University or the laws of the Commonwealth of Pennsylvania or other state, federal, or local government whether or not convicted in a criminal court.
- 23.7 Upon satisfactory completion of the above academic and behavioral standards set by the University, and the GPBI, the faculty will recommend candidates to the Provost for the appropriate degree.

23.8

Students are responsible for understanding all requirements for graduation and completing them within the time dictated by the program curriculum.

23.9 Graduation with Honors:

- 23.9.1 Honors for exceptional work by a student after completion of academic and direct service is indicated by the designation of the award of the masters or doctoral degree with Magna Cum Laude (3.7-3.9 GPA) for superior academic and instructional performance or Summa Cum Laude (4.0 GPA) for exceptional academic and instructional performance.

24. STUDENTS WITH DISABILITIES

- 24.1.1 The University complies with federal and state regulations regarding students with disabilities. The University is committed to ensure that all students have equal access to educational opportunities at the University so that they can participate, freely and actively, in all facets of University life. Therefore, the University will make an effort to provide students with reasonable academic accommodations. Students requesting academic accommodations should contact the Director of the Center for Personal and Professional Development. Students have the responsibility for requesting assistance and for providing documentation for conditions that may warrant academic accommodations. Once the Director has determined that a student has a disability-related need for accommodations, he/she will contact the student's course instructor(s) and the GPBI Director to inform them of the specific accommodations.
- 24.1.2 A student who does not register with the Center for Personal and Professional Development is not permitted to receive accommodation and may not petition the course instructor(s) directly.