Welcome to the College of Menominee Nation

Dear Reader,

The Academic Catalog of the College of Menominee Nation (CMN) is designed to be your guidebook to the College’s programs and policies. Become part of the CMN community and you will learn that this reference book is only part of the support system that is in place to help you realize your educational goals.

If you are a prospective student, I encourage you to visit the College and talk with members of our Student Services staff. You will learn how we can help you begin your journey, or start anew if you are a re-entry or transfer student.

The College has two unique and well-equipped campuses. At each, you will find faculty members with high credentials who are well-prepared for their teaching roles, staff and programs to help improve your study skills, and learning resources that make use of modern technology. The environment at the College is supportive, alive with diversity, and infused with American Indian culture. The rich variety in our student body means that CMN students learn not only from their professors, but also from each other.

Our College has been ranked in the 90th percentile among hundreds of community colleges in benchmark areas such as active and collaborative learning and student-faculty interaction. What this means for you is hands-on learning, opportunities for team work, and faculty and staff who are committed to walking with you every step of the way.

The College of Menominee Nation exists to serve you. Investigate what we have to offer and discover with us the joy and satisfaction of learning.

S. Verna Fowler, President
Ph.D., University of North Dakota
M. Ed., University of North Dakota
B.S., Silver Lake College
A.A.S., Milwaukee Institute of Technology

ABOUT THIS CATALOG

This catalog provides information about degree, diploma and certificate programs at the College of Menominee Nation. The catalog is a starting point for planning an educational program. Students should plan with the assistance of an advisor to ensure program requirements are met. Additional information is provided in the Student Handbook.

The Academic Catalog for CMN is a general catalog that provides information regarding policies, procedures, academic programs and related costs. Every effort has been made to ensure accuracy at the time of printing. However, through the appropriate action of its Board of Directors, the administration and faculty, CMN reserves the right to make changes as educational and financial considerations may require.

Changes made before publication of a new Academic Catalog are printed separately and made available to current and prospective students. More specific details of the various programs and policies contained in the Academic Catalog are updated periodically and circulated to students online and/or in print by the appropriate offices. The Student Handbook, brochures from administrative offices and policies of the various academic divisions also are available as informational resources.

The most recent changes can be found on the College website: www.menominee.edu.
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According to available information, the Clan system consisted of 34 groups prior to the Treaty Era (1817-1856) with the U.S. Government. The complicated Clan structure provided the tribal nation with an organization of governance and social relationship. In the system, each of the Clans was considered to be a wellspring of expertise or knowledge and represented the following specific strengths or talents:

- **Bear** – Keepers and Speakers of the Law
- **Golden Eagle** – Freedom and Justice
- **Wolf** – Hunting and Gathering
- **Crane** – Architecture, Construction, and Art
- **Moose** – Community or Individual Security

The spirit and order of the College of Menominee Nation are predicated on the values personified by the five Clans of the Menominee.

### Vision and Mission statements

The institutional vision is to serve as a center for lifelong learning, providing exemplary academic preparation and research.

The College of Menominee Nation’s mission is to provide opportunities in higher education to its students. As an institution of higher learning chartered by the Menominee People, the College infuses this education with American Indian culture, preparing students for leadership, careers and advanced studies in a multicultural world. As a Land Grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian culture, and providing outreach workshops and community service.

### History and governance

On September 9, 1992, the Menominee Tribal Legislature recruited S. Verna Fowler, a member of the Menominee Tribe with a doctorate in Educational Leadership and a cognate in Post-Secondary Administration. She was directed to found a college for the Menominee People and their neighbors. The first day of classes occurred on January 19, 1993. Four courses were offered that first semester to forty-two students.

On March 4, 1993, the Tribal Legislature chartered the College of Menominee Nation by Ordinance 93-2 and made provision for a Board of Directors, which was given responsibility for overseeing College operations. In the Fall of 1996, pursuant to Article VIII, Section 4, of the Menominee Constitution and By-Laws, the Menominee People initiated a revised charter that reinforced and secured CMN’s existence. The 1996 charter was unanimously approved by the Tribal Legislature on October 3, 1996.
Governing Board

The College of Menominee Nation is operated under the direction of an appointed Board of Directors drawn from among those who are enrolled in the Menominee Indian Tribe of Wisconsin:

**Bernard Kaquatosh**  
Chairman - Term Expires 2015  
Personnel Director of the Menominee Indian Tribe of Wisconsin

**Virginia Nuske**  
Vice Chairman - Term Expires 2017  
Director of Higher Education for the Menominee Indian Tribe of Wisconsin

**Sarah Harkey**  
Secretary - Term Expires 2019  
Nurse, Menominee Tribal Clinic

**Lori Corn**  
Member - Term Expires 2020  
Curriculum Coordinator, Menominee Indian School District

**Georgianna Ignace**  
Member – Term Expires 2016  
 Volunteer Fundraiser

**Lynnette Miller**  
Member – Term Expires 2018  
Executive Director, Gaming Commission of the Menominee Indian Tribe of Wisconsin

**Elaine Peters**  
Member – Term Expires 2014  
Retired Education Counselor for Menominee Indian Tribe of Wisconsin

**Ada Deer**  
Honorary Member  
Retired, University of Wisconsin-Madison

Accreditations, affiliations and status as a Land Grant institution

The College of Menominee Nation is accredited by the Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools (NCA).

The College formally applied to the NCA for institutional accreditation in 1995. CMN was granted candidacy status in February 1996 following a self-study and evaluation. In August 1998, the NCA-HLC granted initial accreditation to the College. Ten-year accreditation was granted in 2003 under HLC’s rigorous traditional review process. In 2009 the College became the first tribal college to be approved for participation in HLC’s prestigious Academic Quality Improvement Program (AQIP), an alternative accreditation program in which the institution is entrusted with pursuing extensive documentation on process improvements in a number of categories. For further information on NCA-HLC, call (800) 621-7440 or view the website at www.ncahlc.org.

CMN’s Associate of Applied Science in Nursing program is accredited by the Accreditation Commission for Education in Nursing (ACEN), formerly the National League for Nursing Accrediting Commission (NLNAC). In 2009 the Nursing program gained distinction as the first CMN major to seek program-level accreditation. Accreditation was granted by the NLNAC in 2010.

**Affiliations**

Among other affiliations, the College of Menominee Nation is a member in good standing of the American Indian Higher Education Consortium (AIHEC) and a member institution of the American Indian College Fund. It is designated as a Tribally Controlled College by the Bureau of Indian Affairs under the Tribally Controlled Community College Assistance Act (P.L.95-471).

**Land Grant status**

The College of Menominee Nation, Lac Courte Oreilles Ojibwa Community College in Hayward, and University of Wisconsin-Madison are the State of Wisconsin’s three Land Grant institutions.

The first Morrill Act of 1862 authorized the states to receive parcels of land for their respective Land Grant colleges. The land was to be used to support programs in agriculture and the mechanical arts. In 1890, Congress passed the second Morrill Act establishing 17 institutions that provided agricultural training to African-Americans. Since 1960, because land is no longer largely available, nearly every institution entering the nation’s Land Grant system has received an endowment in lieu of land.

Congress subsequently extended Land Grant program funds to colleges in Guam, the Virgin Islands, and other trust territories, as well as to Hispanic colleges in the United States. The College of Menominee Nation received Land Grant status in 1994. Today, CMN is among a total of 38 U.S. tribal colleges named as Land Grant institutions.

The bill granting Land Grant status to the nation’s tribal colleges authorized Congress to establish an endowment fund for their support. It also authorized funds for extension services and competitive grants from the U.S. Department of Agriculture. Because of their Land Grant designation, the tribal college programs of outreach and technical assistance to rural populations, for which the original Land Grant Institutions were founded, would be strengthened.
ACADEMIC POLICIES

The policies published in this catalog apply to all College of Menominee Nation students, with the exception of students in those programs having more stringent requirements. For example, students in the Associate Degree in Nursing or Bachelor of Science in Early Childhood/Middle Childhood Education programs must meet higher standards. Each student should check with his or her department.

Degree, diploma and certificate options

The College offers the following graduation credentials:

- **BA** – Bachelor of Arts
- **BS** – Bachelor of Science
- **AA** – Associate of Arts and Sciences
- **AAS** – Associate of Applied Science
- **TD** – Technical Diploma
- **Certificate** – Certificate of Mastery

Fields of study

Students will meet with their Student Services advisor to choose an emphasis, concentration, or major from the current catalog. The current majors are listed under Degrees, Diplomas and Certificates.

Majors that have been placed in latency are not available to new, transfer or returning students. Continuing students in majors that are being placed in latency will be accommodated.

Class standing

Undergraduate class standing is determined by the number of college credits earned. When determining class standing, the approved transfer credits will be included.

- **Freshman:** A student who has earned fewer than 36 credits
- **Sophomore:** A student who has earned at least 36 credits but fewer than 72
- **Junior:** A student who has earned at least 72 credits but fewer than 109
- **Senior:** A student who has earned at least 109 credits

Semester

A semester is 16 weeks. Within a semester, CMN offers class sessions in 4-, 6-, 8-, 12- and 16-weeks delivery formats. Class session start dates vary.

Full/part-time status

Determination of full- or part-time status is as follows:

- **Full-time:** A student registered for 12 or more credits per semester
- **Part-time:** A student registered in fewer than 12 credits per semester
- **Summer Session:** CMN recognizes 6 or more credits as academic full-time status for Summer Session. For financial aid purposes, 6 credits or fewer is considered part-time.

Credit

As defined by Federal regulations, a credit hour is the amount of work represented in intended learning outcomes. It is verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates not less than:

1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately 15 weeks for one semester or trimester hour of credit, or equivalent amount of work over a different amount of time; or
2. At least an equivalent amount of work as required in paragraph one above for other activities as established by the institution.

In compliance with Federal regulations, CMN establishes the following minimal equivalencies for one credit hour with an hour defined as 50 minutes and a minimum of 45 hours per one credit per semester:

- **Face-to-Face:**
  One hour of classroom or direct faculty instruction per week and a minimum of two hours of out-of-class student work per week.
- **Interactive Television (ITV):**
  One hour of classroom or direct faculty instruction per week and a minimum of two hours of out-of-class student work per week.
- **Hybrid/Online:**
  An equivalent amount of instruction and student work leading to equivalent learning outcomes, as required for a face-to-face class.
- **Laboratory:**
  A minimum of two hours of work each week in a laboratory under the supervision of a lab supervisor/instructor and an expectation of one hour of additional out-of-class student work per week.
- **Internship/Practicum:**
  At least 45 hours of supervised work in a field placement each semester.
Student Teaching:
A full-time commitment consisting of full days for a full semester following the daily schedule and semester calendar of the cooperating schools.

Individualized Study (Alternative Course Delivery or Independent Study):
A minimum of three hours of direct instruction and/or individual work per week.

Technical:
Two hours of classroom or direct faculty instruction per week and a minimum of one hour out-of-class student work per week.

Course requisites

Prerequisite:
This is a course that must be taken prior to a given course. Prerequisite courses are required for certain classes. A student must achieve a "C" or better in the prerequisite prior to registering for the subsequent course.

Co-Requisite:
This is a course that may be taken before or at the same time as a given course.

Concurrent:
This is a course that must be taken at the same time as the course in question.

Alternative course delivery
CMN may cancel classes for a variety of reasons; therefore, some courses may be offered by alternative course delivery methods.

Eligibility for an alternative course delivery requires that a student possess a minimum GPA of 2.00 and have Sophomore status. A student must contact his/her assigned advisor for assistance. Only existing courses will be delivered via alternative course delivery at the discretion of the Departmental Dean.

Course substitution
CMN expects its students to fulfill their course requirements, but CMN recognizes that it may be appropriate to substitute a course in lieu of one of the required courses in a student’s curriculum. It is the policy of CMN to consider such substitutions when the student seeks the substitution.

The process begins when a student meets with an advisor and submits a request for Course Substitution Form. All requests must be filled out in consultation with a Student Services advisor and must include a detailed explanation for the substitution. The final decision regarding the appropriateness and acceptability of course substitutions is made by the appropriate Departmental Dean.

The course substitution must be within the appropriate academic discipline to be considered.

Course test-out for Nursing students only
Nursing students may test-out of the first semester courses for Nursing classes only with permission of the Dean of Nursing. The student needs to register for classes, take the test, and pass competencies. Regardless of passing status, the student pays full tuition for first semester classes. If the student fails the test he/she needs to retake the first semester and pay required fees. Credit overloads must be approved. Refer to the Nursing Handbook for more information.

Repeating a course
Students who receive a grade “C” or below in a course may repeat that course. CMN allows students to retake the same course twice to either earn a grade of “C” or above (which is required for prerequisites) or to earn a grade of “B” or above to meet certain program requirements. However, for financial aid purposes, students are only allowed one repetition of a previously passed course.

Students should discuss their intentions with an advisor and complete the appropriate form(s). Both the initial and repeat grades remain on the student transcript, but only the most recent grade is used to compute the Grade Point Average.

Courses may be placed in latency, discontinued, or offered on a different schedule. The College does not guarantee the right to retake any course.

Overload permission
Students with a 3.00 term GPA or higher for two consecutive terms may file an Overload Permission Request to exceed the maximum student credit load limits of 18 credits.

Presidential permission is required for any undergraduate student to enroll for more than 18 credits. For more information the student should contact his/her Student Services advisor who will submit the request to the President’s office.

Independent Study
The purpose of Independent Study is to allow the student to explore a topic of scholarly interest which is not available through traditional CMN coursework.

 Eligibility for Independent Study requires that a student be in good standing, possess a minimum GPA of 3.00 and have Sophomore status.
Independent Study does not count toward degree requirements and is not covered by financial aid.

To register for Independent Study, a student confers with his or her advisor to obtain the Independent Study Course Form. All requests must be approved before registration can take place prior to the start of the session.

Audit credits
Courses may be audited with Departmental Dean approval. Audited courses will not:
- Carry degree credit,
- Count toward a student's GPA,
- Count toward full-time attendance for purposes such as certification for Social Security or Veterans Administration benefits,
- Count for purposes of student financial aid.

Audit courses will be charged 50% of current tuition and full fees will be charged.

Students who are taking the course for credit are given priority. A student may audit a course only if space is available. Audit (AU) will be reflected on the student’s transcript.

Grades
At the end of each semester or session, each student will receive a grade from the instructor. Final grades will be posted to the student’s transcript. All grades may be accessed via the student information system. If a student has an outstanding obligation, e.g. owes a fine, money, material or financial aid, a “hold” will be placed on records and he/she will not have access to grades or transcripts.

Midterm grades are issued to inform students of their current progress and are not reflected on transcripts. Midterm grades cannot be appealed.

Grade Point Average (GPA)
Grades will be assigned in each course and serve as a measure of the student’s academic achievement in that course. The grade point average is computed on a 4.00 scale. Both current semester and cumulative GPA are calculated for each student. (See the Grade System chart below.) CMN does not award credit/no credit or pass/fail grades.

Since grading standards differ from institution to institution, grades received from other colleges and universities are not used to compute GPAs.

Grading system
Semester grades are recorded by letter only. Each letter grade equals a certain number of grade points per credit. For example, a grade of “B” in a three-credit course equals three grade points per credit or nine total grade points for the course. Prerequisite courses must be completed with a grade of “C” or better.

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<thead>
<tr>
<th>Grade</th>
<th>Points per credit</th>
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<tbody>
<tr>
<td>A (Excellent)</td>
<td>4.00</td>
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<tr>
<td>AB (Intermediate Grade)</td>
<td>3.50</td>
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<tr>
<td>B (Good)</td>
<td>3.00</td>
</tr>
<tr>
<td>BC (Intermediate Grade)</td>
<td>2.50</td>
</tr>
<tr>
<td>C (Fair)</td>
<td>2.00</td>
</tr>
<tr>
<td>CD (Intermediate Grade)</td>
<td>1.50</td>
</tr>
<tr>
<td>D (Poor)</td>
<td>1.00</td>
</tr>
<tr>
<td>F (Fail)</td>
<td>0.00</td>
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The following symbols appear on grade reports for which grade points are not assigned:
- AU Audited course
- I Incomplete
- W Withdrawal
- AW Amnesty withdrawal
- UK Unknown (contact instructor)

These grades are recorded opposite the course number and title on the academic transcript.

Academic Honors
Academic Honors are awarded to students with outstanding grade point averages based on term GPA. Full-time students who have completed at least 12 graded credit hours will be eligible for Academic Honors at the end of each semester. Students must be in good academic standing to qualify. Students with outstanding GPAs are eligible for the following:

- Highest Honors: 4.00
- High Honors: 3.75-3.99
- Honors: 3.50-3.74

Incomplete grade
An Incomplete (“I”) grade shall be assigned at the discretion of the instructor when, due to extraordinary circumstances, the student was prevented from completing the work of the course on time. A student may request an incomplete from the instructor when he/she has satisfactorily completed 75% of class assignments and meets other conditions, if applicable. The assignment of a grade of “I” requires a written agreement between the instructor and student specifying the time not to exceed 60 days from end of semester (or 180 days for a Collegiate Assessment of Academic Proficiency (CAAP) extension) and manner in which the student will complete the course requirements. A request for a CAAP extension may delay graduation. Refer to the CMN Student Handbook for more information regarding conditions and procedures.
Grade appeals
If a student is dissatisfied with a course grade and wishes to appeal, he/she must first contact the instructor who issued the grade. If the student is still dissatisfied, he/she may appeal further to the Departmental Dean no later than 60 days from end of term. The Departmental Dean acts in an advisory capacity in the grade appeal process. Students enrolled in the Nursing Program must follow the grade appeal process in the Nursing Handbook. Consult the CMN Student Handbook or Nursing Handbook for Grade Appeal Procedures.

Other academic appeals
Students may request exceptions to College policy by obtaining a student Petition Form from the Student Services Office. The student should discuss the circumstances of the petition with a Student Services advisor and follow the appropriate steps for each type of appeal.

The Petition Committee reviews all petitions, and the Chief Academic Officer is responsible for all final decisions. See the Student Handbook for the appropriate procedures.

Student performance/early alerts
Every student is expected to maintain a high standard of performance at CMN. The College is concerned about students whose performance indicates that they are unable to meet the expectations of the course or who are experiencing other challenges that may be interfering with their success in higher education.

Performance is measured throughout each semester. CMN’s student information system automatically notifies students and their advisors when students have excessive absences or low mid-term grades. Faculty members also prepare reports (Academic Alerts) for students who are not achieving at satisfactory performance levels. These alerts are submitted electronically to the Student Services Office and the student through email. Students are encouraged to seek assistance from advisors, faculty, or academic support staff to address personal or academic problems.

Academic integrity/plagiarism
Academic integrity is an essential component of teaching, learning, and research; it is fundamental to the nature of a college or university. CMN upholds the principle of academic integrity. There are three levels of discipline ranging from reprimand and rewrite to suspension or expulsion from the College. This is dependent on the level of plagiarism in the student’s written document and the number of offenses. Students have the right to a hearing before a Disciplinary Committee appointed by the Departmental Dean.

Academic misconduct in any form will not be tolerated. For further information refer to the CMN Academic Misconduct/Plagiarism Policy and/or the most current Student Handbook.

Standards of Satisfactory Academic Progress and good standing
CMN requires that all students meet standards of Satisfactory Academic Progress (SAP) and maintain good standing in their courses.

Satisfactory academic progress is measured by Grade Point Average (GPA). A student is in good academic standing if the student’s cumulative resident grade point average is 2.00 or greater.

Failure to meet the academic progress standards for two consecutive semesters may result in academic suspension. The SAP calculation uses cumulative credit/hour totals. This means that CMN includes all terms of enrollment.

Academic probation
A probationary action is an advisory warning that the student should improve his/her academic achievement or the result may be academic suspension.

CMN uses a cumulative grade point average (GPA) of 2.00 as the minimum GPA needed to meet the Standards of Academic Progress (SAP). If at the end of any Fall, Spring or Summer term a student’s cumulative GPA falls below 2.00, the student will be placed on Academic Probation. When the cumulative GPA of a student who is on Academic Probation remains below 2.00 but the term GPA is 2.00 or above, the student remains on Academic Probation. This is allowed for a maximum of four terms.

A student placed on academic probation is required to seek assistance from advisors, faculty or academic support staff. A reduction in credits taken may be recommended in an effort to give the student time to improve his/her standing and resolve the issues that seem to be interfering with acceptable progress.

If at the end of any Fall, Spring or Summer term a student’s cumulative GPA meets the 2.00 GPA standard required, the student will be removed from Academic Probation.

Academic suspension
An academic suspension action occurs when the student has not met CMN’s minimum GPA requirements. A student who has a cumulative GPA below 2.00 and is on academic probation must attain a term GPA of 2.00 or higher, or he/she will be placed on academic suspension.
An academic suspension period is one academic semester, excluding Summer. A student is not permitted to register for credit courses during the suspension period. A student on academic suspension may use the resources available on campus offered through academic support, library services, workshops and counseling services. A student on academic suspension has options described below.

**Petition for reinstatement**

A student who has mitigating circumstances may appeal academic suspension. Examples of mitigating circumstances may be serious medical problems, death in the family, etc. The appeal must include a written explanation and documentation explaining why the student was not able to meet the standards. A student must also include in his/her appeal a written plan to improve academic performance, i.e., an Individual Academic Plan. Continued academic probation may be granted based on the circumstances. The Petition Committee reviews appeals. Suspension appeals must be filed at least two weeks before the first day of class.

Any student who has been academically suspended more than once must petition for readmission.

**Academic amnesty**

The Academic Amnesty Policy is designed to avoid placing an unnecessary burden on students who had unsatisfactory semesters previously at CMN. Because a low cumulative grade point average earned at the beginning of an academic career can adversely affect a student’s academic record for his or her entire stay at CMN, this policy allows forgiveness, or the exclusion from grade point calculation of a maximum of twenty-one (21) credits. The Academic Amnesty Request must be completed with an assigned advisor and submitted to the Chief Academic Officer for determination. Academic amnesty does not apply to nursing courses. Academic forgiveness is granted only once to students under the following conditions:

- A student must be currently enrolled at CMN.
- Up to twenty-one (21) credits may be forgiven from the student’s previous work at CMN. Credits to be forgiven need not all be from the same semester’s work. Only grades lower than a “C” may be forgiven.
- Only courses taken at CMN will be considered for forgiveness.
- All credits to be forgiven (maximum of 21) must be applied for at the same time.
- The original academic record remains on file. An Amnesty Withdrawal (“AW”) grade is issued on the current transcript and a notation that academic forgiveness was granted. The “AW” grade will not be included in GPA calculation. However, the credits are included in the completion ratio for financial aid.
- Credits excluded as a result of academic forgiveness cannot be used to meet course or program prerequisites or requirements. Any forgiven courses, if needed for completion of a degree or certificate, must be retaken.
- Students granted academic forgiveness may achieve semester honors but may not graduate with honors.
- If academic forgiveness is granted, the Financial Aid Office will use the recalculated cumulative grade point average in evaluating compliance with the GPA component of the Satisfactory Academic Progress (SAP) policy for financial aid.
- Credits forgiven are included when calculating SAP standard credit completion ratio, as well as maximum time frame for financial aid eligibility.
- This policy applies to CMN records only. In the event of transfer to another institution, students will be bound by that college’s terms and conditions for accepting transfer credits.
- Students must complete an Academic Amnesty Request and meet with their advisor to create an Individual Academic Plan.
- Students may apply for academic amnesty after a period of two consecutive semesters, excluding Summer, and the grades being considered for amnesty must have been received six months prior to the request for amnesty.
- Any academic warnings, suspensions, or dismissals from previous semesters are not forgiven. SAP standards will count towards the current semester when the SAP policy is applied to the student’s record after academic amnesty is granted.
- Students will be notified in writing as to the results of their application.
ADMISSION

The College of Menominee Nation admits students in a manner to best meet their educational needs, to ensure success, and to allow students to grow in a holistic manner.

CMN offers a variety of programs that require all students to complete the standard admission process. Students may apply for admission to the College at any time throughout the year. However, some programs in vocational fields have limited enrollment while other programs require separate application procedures following admission to the College.

Students who are admitted to CMN enter into one of the following classifications:

- High School Student
- First Time Freshman Student
- Returning Student
- Transfer Student
- Special/Non-Degree Seeking Student

Standard admission

In order to be admitted, applicants must meet the following standard admission requirements:

- Completed Admission Application
- Submitted High School Diploma, or High School Equivalency Diploma (HSED), or General Educational Development (GED) Certificate
- Submitted college transcript(s) (if transfer credit is requested)
- Submitted Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable)
- Completed Accuplacer Placement Test (if applicable)

Admission application

CMN strongly encourages students to apply early using the College’s online admission application at www.menominee.edu. There is no fee to apply for admission; however, a non-refundable late admission fee is assessed to those who apply after the admission period deadline. To request a paper application contact the Admissions Office at 715 799-6226, ext. 3051, or toll free at 800-567-2344, ext. 3051.

General Education transcript

The College of Menominee Nation’s Admissions Office accepts only the following official General Education transcripts:

- High School Transcript
- HSED Transcript
- GED Transcript
- Home School Transcript

Home schooled applicants are considered on an individual basis.

CMN will allow the submission of an unofficial transcript up to the first class of the second semester. It is the prospective student’s responsibility to request that his/her General Education transcript be sent to the College of Menominee Nation Admissions Office, P.O. Box 1179, Keshena, WI, 54135.

College transcript

The CMN Admissions Office accepts only official college transcripts directly sent from accredited and active institutions. To learn more about the accreditation status of other colleges visit www.chea.org.

Electronic Transcript

Official transcripts submitted through an electronic transcript service (for example, Transcript Network) should be directed to the Admissions Office email address: admissions@menominee.edu.

CMN will allow the submission of an unofficial transcript up to the first class of the second semester. It is the prospective student’s responsibility to request that his/her college transcript be sent to the College of Menominee Nation Admissions Office, P.O. Box 1179, Keshena, WI, 54135.

Tribal Enrollment Verification

Students claiming American Indian status as an enrolled member or a direct descendant of a federally recognized tribe are required to submit a copy of their Tribal Identification Card or an official Certificate of Indian Blood (CIB).

For questions pertaining to lineage or to learn more about establishing tribal enrollment, visit the United States of the Interior Indian Affairs website at www.bia.gov or contact the appropriate Tribal Enrollment Department.

Prospective students may send their official CIB document or copy of Tribal Identification Card by FAX to 715-799-4392 or by mail to College of Menominee Nation Admissions Office, P.O. Box 1179, Keshena, WI 54135.

Accuplacer placement test

All New, Transfer, Returning, and High School students are required to take the Accuplacer placement test to gauge students’ skill levels in math, reading and writing. Results indicate the appropriate starting point or pathway for each student enrolling in CMN. The College has established three (3) pathways based on Accuplacer results:

1. Entry into Associate Degree or Technical Diploma programs with no additional requirements.
2. Entry into Associate Degree Foundational Studies
or Technical Diploma programs, which allows students who wish to pursue an Associate Degree to enroll in College Algebra Foundations and/or Introduction to College English Foundations. In addition to class time, students are required to participate in instructor-led discussion sections for each Foundations course.

(3) Entry into the Supporting Opportunities and Academic Readiness (or SOAR) program, which combines basic skills instruction in math, reading, and writing with certain technical diploma course work. Following completion of a technical diploma program, students must re-test and obtain appropriate Accuplacer scores to pursue either Associate Degree pathway.

If minimum Accuplacer scores are not met for a student’s desired pathway, the student is encouraged to discuss options, including additional assessment and re-testing options, with academic support staff.

Degree seeking students are exempt from placement testing under the following circumstances:

• Completed both College Algebra or College Algebra Foundations and Introduction to College English or Introduction to College English Foundations with a “C” or above from one of CMN’s Technical Diploma programs, or
• Completed both college-level Algebra and college-level introductory English with a “C” or above at an accredited college or university, or
• Obtained an Associate Degree or above, or
• Submitted Accuplacer test scores obtained at another accredited higher education institution; test scores are valid for one year.

Graduates who have earned a CMN Certificate of Mastery or a Technical Diploma are treated as continuing students if registered for classes within one year of graduation. If the graduate does not register for classes within one year, then the student is required to comply with the Returning Student Admission Procedure, including placement testing.

There is no fee for students who have submitted their Admission Application.

**Standard admission procedure**

To be considered for admission into the College and avoid non-refundable late fees, an applicant must have all required documents on file at CMN on or before the last day of the designated application period. The CMN Admissions Office strongly encourages prospective students to apply early using the online application.

Applicants should send required admission materials to College of Menominee Nation Admissions Office, P.O. Box 1179, Keshena, WI, 54135.

The process for various categories of applicants is as follows:

**New Student**

1. Complete Admission Application.
2. Submit official High School, HSED, or GED transcript.
3. Submit Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable).
4. Complete the Accuplacer Placement Test.

**Transfer Student**

Applicants who have attended other post-secondary institutions are considered for admission as a transfer student. Applicants transferring to CMN must comply with the College’s admission policy and submit the following:

1. Complete Admission Application.
2. Submit official High School, HSED, or GED transcript. If the student successfully completed 12 or more college credits with a “C” or above, he/she will be exempt from this requirement.
3. Submit college transcripts if requesting transfer credit. CMN will allow the submission of an unofficial transcript up to the first class of the second semester.
4. Submit Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable).
5. Complete the Accuplacer Placement Test (if applicable).

**Transfer credit policy**

Transfer students will receive an official credit evaluation after the Transfer Credit Request Form and official transcripts for which transfer credit is being requested have been received by the Admissions Office. The Admissions Office reviews course content to determine course equivalency. Coursework may be credited as transferable if completed with a “C” or above from an accredited college or university. The College does not accept pass/fail or satisfactory/unsatisfactory grades for transfer credit. CMN may accept up to 44 credits for an Associate Degree and 88 credits for a Bachelor’s Degree.

This credit evaluation process may take 6 to 8 weeks to complete. Students will be informed by e-mail when the official credit evaluation is complete. Specific programs at CMN may have different transfer requirements. To obtain a copy of the Credit Evaluation Policy or to discuss transfer credits contact the Admissions and Enrollment Manager directly at 715-799-6226, ext. 3053.

**Returning Student**

Students who have not registered for a period of one academic year must re-apply for admission and follow current degree program requirements.

1. Complete Admission Application.
2. Submit college transcripts if requesting transfer credit. CMN will allow the submission of an unofficial transcript up to the first class of the second semester.

3. Submit Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable).

4. Complete the Accuplacer Placement Test (if applicable).

CMN graduates who did not stop-out for two consecutive terms are exempt from re-applying for admission.

Special Student (Non-Degree and Continuing Education)
Special Student (Non-Degree Seeking and Continuing Education) status is for students who are not interested in enrolling in a formal degree or certificate program. Students taking coursework for job advancement or self-enrichment usually enroll in this status. A Special Student who wishes to become degree seeking will be required to complete the standard admission process.

1. Complete Admission Application.

2. Submit Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable).

High School Youth Options Program Student
In accordance with Wisconsin State Laws as regulated by the State Department of Public Instruction (DPI) and the Youth Options Program, high school students may take courses for credit or audit at CMN before graduation with written approval from their high school principal.

The coursework should meet the graduation requirements of his/her high school. The applicant must:

1. Complete Admission Application.

2. Submit official high school transcript. CMN will allow the submission of an unofficial transcript up to the first class of the second semester.

3. Submit Certificate of Indian Blood (CIB) or copy of Tribal Identification Card (if applicable).

4. Complete the Accuplacer Placement Test.

5. Obtain written recommendation from the high school principal.

6. Submit completed Wisconsin DPI Youth Options Form available in high school Guidance Office.

To enroll in the Learn and Earn program, students should contact a Youth Program Coordinator in Keshena at 715-799-6226, ext. 3120, or in Green Bay/Oneida at 920-965-0070, ext. 4000.

Readmission requirements for members of military service
Under Subpart B - Standards for Participation in Title IV, HEA Programs Sec. 668.18, a school must promptly re-admit a service member with the same academic status as she/he had when last attending the school or accepted for admission to the school. This requirement applies to any student who cannot attend school due to military service. Additional information is available from the Admissions Office at admission@menominee.edu or by calling 715-799-6226, ext. 3051.

Program-specific admission
Prospective students seeking admittance into certain programs such as the Nursing Program, Materials Science and Pre-Engineering, or Bachelor’s Degree programs are first required to complete the standard admission procedure and be accepted into CMN.

More information on program-specific admission appears later in this catalog. Students seeking admission into a program-specific degree program are required to contact the Admissions Office at 715 799-6226, ext. 3051, to discuss program-specific admission procedures and requirements.

International students
CMN does not accept international students at this time.

Undocumented students
CMN will admit undocumented students as Degree or Non-Degree seeking students. According to current federal and state laws, undocumented students are ineligible for federal or state aid.
REGISTRATION

Students register for courses during the designated registration periods each semester (See Academic Calendar). A non-refundable late fee will be added to late registrations processed after deadline.

The College of Menominee Nation places full responsibility upon the student to register for the proper courses and fulfill all degree requirements as set forth in this catalog and its addenda.

Eligibility for registration

Every student must have applied for admission or re-entry and must hold a current acceptance letter before he/she will be permitted to register.

If a student has an outstanding obligation, e.g. owes a bill, fees, money, material, or financial aid, a “hold” will be placed on the student’s educational records. The hold will prohibit the student from registering.

Registration procedures

To complete the registration process, the student must:

1. Complete the admissions process.
2. Receive the letter of acceptance.
3. Submit a Student Payment Contract to the Bursar once per academic year.
4. Make an appointment with a Faculty and/or Student Services advisor to complete a Registration Form.
5. Complete and sign a Registration Form.
6. Complete the Financial Aid form (FAFSA). All students are encouraged to complete a FAFSA application; other scholarships/grants may require this.

Add/Drop courses

Course Adds:
Once enrolled, students may add other courses to their term schedule by the designated deadline listed on the Administrative Calendar. Student Services advisor assistance is required. Complete forms must be submitted to the Registrar’s Office by the appropriate deadline.

Course Drops:
Students may drop courses by the designated deadline listed on the Administrative Calendar. Courses dropped within the drop period do not appear on the student’s transcript. Students are not charged for courses dropped by the designated session/term deadline. Student Services advisor assistance is required. Complete forms must be submitted to the Registrar’s Office by the appropriate deadline.

Withdrawal from courses

Partial Withdrawal
Students who withdraw from courses by the designated deadline listed on the Administrative Calendar will receive a grade of “W” for the course. Student Services advisor assistance is required. Completed forms must be submitted to the Registrar’s Office by the appropriate deadline.

Total Withdrawal
Students who withdraw from all courses by the designated deadline listed on the Administrative Calendar will receive a grade of “W” for those courses. A student who wishes to withdraw completely from the College must do so officially by meeting with his or her Student Services advisor for assistance. The “W” has no effect on grade point average but will be considered for financial aid purposes. Students should consult the Financial Aid Office before withdrawing.

A decision to withdraw should be evaluated in terms of veteran's benefits, financial aid, potential repayment of financial aid (full or partial), family health insurance coverage, student loan repayment deferral and other situations which may have adverse consequences from withdrawal. If a student plans to withdraw from coursework and has received financial aid, the student should discuss the situation with his/her tribal higher education department, if applicable, and CMN’s Financial Aid Office.

Students will assume all responsibility for adds/drops and withdrawals from courses including the completion and submission of signed forms by the appropriate deadlines. Add/Drop and Withdrawal dates for each session are listed by semester on the Administrative Calendar.

Refunds for withdrawal

Tuition refunds for students who totally withdraw from all classes will be in accordance with the following schedule. This schedule does not apply to students who are subject to the requirements of federal regulations. Financial aid recipients should refer to the refund and repayment policy.

<table>
<thead>
<tr>
<th>Withdrawal Period</th>
<th>Refund</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st – 5th business day of term</td>
<td>100%</td>
</tr>
<tr>
<td>6th – 10th business day of term</td>
<td>50%</td>
</tr>
<tr>
<td>After the 10th day of term</td>
<td>None</td>
</tr>
</tbody>
</table>

Partial Withdrawal
Refunds are not given to students for Partial Withdrawals or to those who exchange classes after the drop date for a course which has fewer semester hours of credit. If a student’s schedule is reduced for the convenience of CMN, as in the cancellation of classes for insufficient enrollment, the tuition shall be adjusted without penalty.
Administrative drop

Administrative drops will occur when the student has not attended the first five days of a session/term.

Students may request course re-entry if an administrative drop occurred in error by submitting a course Add Form with instructor approval to the Registrar’s Office by Administrative Calendar deadlines.

It is the responsibility of the student to ensure he/she is dropped from any course by the appropriate deadline.

Change in major, emphasis, certificate, or technical diploma

Students who change their major, emphasis, certificate, or technical diploma are subject to the current catalog requirements in effect at the time of the change. A credit evaluation may be completed when students effect the change. Student Services advisor assistance is required.

Records

Grades, transcripts and enrollment verification may be obtained through the Registrar’s Office.

Transcripts

Students may request CMN transcripts by completing a Transcript Request Form and submitting it to the Registrar’s Office. Transcript requests are processed on Fridays and will not be released if a student has an outstanding bill with the College. Faxing transcripts to other institutions is prohibited at this time, with the exception of faxing to funding sources. Students should refer to the current fee schedule for cost information. The Transcript Request Form is available for download from the Registrar’s page on CMN’s website www.menominee.edu.

Tuition and fees

All tuition and fees are set by the College’s Board of Directors on an annual basis. The Finance Office publishes an annual report on the College of Menominee Nation website detailing specific tuition and fee information.

There are various tuition and fees payment options:

1. Financial Aid
2. Sponsored Programs (grants)
3. Employer Pay
4. Wage Assignment Self Pay
5. Self Pay
6. Payment Plan

All tuition and fees payment options have specific requirements and processes. For more information, consult with a Student Services advisor and/or refer to the Student Handbook.

All applicable late fees for admission and registration will be charged to the student’s account and must be paid before admission or registration can take place.

See the CMN website for the current fee schedule.
FINANCIAL AID

What is Financial Aid?

Financial Aid is financial assistance for those who are eligible. It is provided to help cover college expenses such as tuition and fees, room and board, books and supplies, and transportation.

It is very important that students apply for financial aid as early as possible prior to the beginning of their first semester of enrollment. Some grants are offered on a first-come first-served basis. The priority date to apply for financial aid is April 15. Meeting this deadline reasonably assures the student the maximum amount of financial aid available.

Student eligibility requirements

To qualify for federal or state aid programs, students must:

- Be a U.S. citizen or eligible non-citizen (permanent resident);
- Be a Wisconsin resident for state funds;
- Have a valid Social Security number;
- Have a high school diploma or a General Education Development Certificate or a High School Equivalency Diploma (GED/HSED);
- Be accepted, admitted and enrolled in an eligible degree program;
- Demonstrate financial need for programs as determined by the Free Application for Federal Student Aid (FAFSA);
- Be neither in default on a Title IV loan nor owe a repayment on a student grant;
- Have registered for Selective Service, if required to do so;
- Maintain satisfactory academic progress as defined by CMN.

Students admitted as Non-Degree or Special Student admission status are not eligible for financial aid.

Application process

The application process includes the following steps:

- Apply for a federal pin number at www.fafsa.ed.gov.
- Apply online at www.fafsa.ed.gov for a Free Application for Federal Student Aid (FAFSA).
- Students may contact the CMN Financial Aid Office or their tribal education office for assistance with completion or review of the FAFSA.
- CMN students must include the College of Menominee Nation’s school code, 031251, on their FAFSA at www.fafsa.ed.gov.
- Keep copies of all paperwork used for the FAFSA application.
- After submitting the FAFSA, make sure to print and review a copy of the SAR (Student Aid Report).
- Provide all additional information requested by the Financial Aid Office.
- Complete and submit an Indian Scholarship Application to the appropriate tribe, if applicable.

Based on financial need, the Financial Aid Office will determine the amount of aid in grants students may receive. A financial aid award offer will be e-mailed to each student with his or her information.

Transfer students should contact the Financial Aid Office if they have already filed for financial aid. Otherwise, the procedure to follow is the same as above.

Types of financial aid

When a student completes the FAFSA, he/she is considered for the following financial aid assistance:

Grants

The U.S. Department of Education and the State of Wisconsin provide gift aid. Grants are awarded based on financial need.

Scholarships

Scholarships are also a form of assistance and are awarded based on the student’s achievement and/or on the basis of need. It is the student’s responsibility to notify the Financial Aid Office of any outside scholarships, stipends, internships, and/or fellowships received. Failure to report outside awards may result in total loss of aid from CMN.

Bureau of Indian Affairs Grant Program

Native American students (enrolled tribal members) may receive aid from the Bureau of Indian Affairs. To be considered for this grant students must contact their tribal education office for an Indian Scholarship Application and for any additional eligibility requirements. Please see the Student Handbook for a complete list.

Loans

CMN does not participate in federal loan programs.
Award letters
The student’s financial information is packaged for aid and an award letter is made available to the student detailing eligibility. Once the student accepts the aid the listed funds will be processed. The award letter is only an estimate. This aid is based on the availability of funds. There is no liability for any agency or CMN to pay these awards.

Financial aid disbursement
Once a student file is completed and the award letter acceptance is received by the Financial Aid Office, monies will be requested from the appropriate funding agencies.

The Bursar’s Office disburses all financial aid. Funds will first be applied toward direct educational costs. The balance, if any, is given to the student to meet other expenses related to his/her educational pursuits. Financial Aid is not applied until after the add/drop period and the last day to charge textbooks.

Standards of Satisfactory Academic Progress and financial aid
If a student receives financial aid, government regulations require that the student makes Satisfactory Academic Progress (SAP) and maintains good standing in his/her courses. Students who do not meet this criterion are ineligible to continue receiving financial aid. Reinstatement may occur when CMN’s SAP standards are met.

For financial aid purposes, SAP is measured in two ways: Grade Point Average and Completion Ratio. Failure to meet the academic progress standards for one semester results in financial aid warning. Results of a warning and further possible actions are described below.

Warning
A student on financial aid warning is eligible for Title IV Funds, such as PELL awards. Failure to meet the academic progress standards for two consecutive semesters may result in financial aid suspension.

Suspension
A student on financial aid suspension is not eligible for Title IV Funds, unless an appeal has been approved.

Probation
A student who has appealed and has had eligibility for financial aid reinstated will be put on financial aid probation. A student on financial aid probation is only eligible to receive one payment period of financial aid while on financial aid probation.

Appeal process
If extenuating circumstances exist which caused a student to fail to meet one of the above standards a written appeal may be submitted. Examples of extenuating circumstances include, but are not limited to injury or illness, the death of a relative, or other special circumstances. The appeal should address and document these extenuating circumstances: why the student failed to make Satisfactory Academic Progress and what has changed that will allow the student to make SAP at the next evaluation.

Withdrawals and change of enrollment status
Any student receiving financial aid (grants or scholarships) must notify the Financial Aid Office if he/she withdraws from courses or totally withdraws from CMN. It may be necessary for the student to repay a portion of the aid received.

Return of Title IV Federal Student Aid
If a student withdraws or stops attending before completing the semester, or does not complete all modules (classes which are not scheduled for the entire term) for which he/she has registered at the time those modules began, or receives all “F” and “W” grades (or a combination of both) for all classes in any semester during a term, CMN is required to perform a calculation called Return to Title IV. This calculation determines the amount of financial aid earned and, quite possibly, the amount of financial aid that may need to be returned and/or repaid. The return formula is a calculation based on the percentage of earned aid based on the amount of course completion (attendance).

Federal Title IV aid funds include Pell Grants and Federal Supplemental Educational Opportunity Grants. Funds are not returned to the Federal Work-Study Program.

State grant funds, with the exception of the Talent Incentive Grant, are not considered Title IV Funds. However, the return of state grant funds will be calculated using the same formula as applied to federal funds.
Date of withdrawal
To determine the percent of the term not completed, the number of days the student attended is divided by the number of days in the enrollment period. This number is subtracted from 100%. The Financial Aid Director will use the last date of attendance.

Repayment
When a student withdraws, the Bursar’s Office will use all or a portion of the student’s institutional refund as payment toward the amount that must be returned to the Title IV programs and state grants. The student may also be required to repay a portion of the aid funds that were disbursed to him/her after the student’s charges had been paid. The student will be notified/billed for any additional grant funds that must be repaid.

Duration of eligibility for Federal Pell Grant
Public Law 112-74, which was announced in late 2011, amended HEA section 401(c)(5) to reduce the duration of a student’s eligibility to receive a Federal Pell Grant from 18 to 12 semesters (or its equivalent). This provision applies to all Federal Pell Grant eligible students effective with the 2012-13 award year. The calculation of the duration of a student’s eligibility includes all years in which the student receives Federal Pell Grant funding.

Students should contact a Student Services advisor or the Financial Aid Office for more information.

Drug-related convictions and student ineligibility
Students filing FAFSA are required to respond to a question regarding drug-related convictions. The response determines whether or not a student is eligible for federal student financial aid.

Having had a drug conviction does not necessarily make a student ineligible for aid. A student may contact the U.S. Department of Education at 1-800-4FED-AID (1-800-433-3243) with questions on how to regain financial aid eligibility.

Veterans
Veterans may be entitled to educational benefits passed by the federal and state legislatures and may obtain these benefits while pursuing a course of study at CMN. Veterans should submit a Certificate of Eligibility and copy of DD/214 to the Financial Aid Director for enrollment certification and transmittal to the Veterans Administration Regional Office.

Rights and responsibilities of students receiving financial aid
All students receiving federal and/or state financial aid must comply with the intent of the regulations and statutes.
STUDENT RIGHTS AND RESPONSIBILITIES

Grievances
A grievance is a dispute or disagreement raised by a student, group of students, or the student government concerning the application of the specific provision of a rule or regulation, the application of a rule or regulation in other than a uniform manner, or the application of a rule or regulation other than in accordance with the provisions of the rule or regulation.

In all instances that follow, the term “days” does not include Saturdays, Sundays, holidays or breaks in the academic year. For more information refer to the Student Handbook.

Student grievance process
Any student attending CMN has the right to file a grievance. A student may file a grievance, which is a written claim raised by a student, a group of students or the student government, alleging improper, unfair, arbitrary, or discriminatory action by a CMN employee, involving the application of a specific provision of a College regulation or a Board policy or procedure. For more information refer to the Student Handbook.

Academic misconduct
CMN students are expected to be honest in their endeavor to attain a college education. Academic misconduct includes, but is not limited to, dishonest conduct during examinations or tests, plagiarism, disruption of instructional activities, and altering of a student’s academic records. Academic misconduct is not tolerated. A complaint regarding any allegation of academic misconduct may be forwarded to a Disciplinary Committee for action, which includes suspension. Academic misconduct suspension may result in a student being financially responsible for his/her bill and may result in a failure of his/her courses. For more information refer to the Student Handbook.

Non-academic misconduct
Non-academic misconduct, which includes but is not limited to harassment, disorderly conduct, solicitation, stalking, alcohol/drug violations, theft, and general deception of any kind is not tolerated. Allegations of non-academic misconduct will be forwarded to the Judicial Council for resolution, which may include suspension. The College reserves the right to ask students, visitors, or staff members to alter their behavior or leave the premises. If they refuse to alter their behavior or leave the premises, law enforcement will be called in as necessary for noncompliance. Non-academic misconduct suspension may result in a student being financially responsible for a bill and may result in a failure of his/her courses. For more information refer to the Student Handbook.

Background check and the Wisconsin Caregiver Law
The Wisconsin State Legislature requires a background check under the Caregiver Law §48.685 and 50.065 Stats. To comply with federal and state laws/regulations, background checks for certain degree programs are conducted.

Although CMN does not exclude students based upon the results of this background check, cooperating agencies reserve the right to refuse admittance of any student to their facility based on the information obtained in the background checks. Cooperating agency refusal to accept a student may result in the student not being able to complete the requirements necessary for progression in their desired degree program.

For more information on specific degree programs that require background checks, contact a Student Services advisor.

Class attendance
CMN expects students to attend all classes to ensure classroom success as well as to protect their overall academic standing and financial aid. The College requires faculty to record attendance. Students who miss class, for any reason, are responsible for the work missed. Faculty are not required to duplicate class experiences missed by absent students. Students are responsible for completing assignments as described in the course syllabus or required by faculty.

Faculty will inform students in the course syllabus of the policies and procedures regarding punctuality and make-up work for their course. Students may only attend the section for which they are registered.

Equal Opportunity and Non-Discrimination Policy
CMN is committed to cultural diversity and the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, religion, color, gender, sexual preference, national origin, age, or disability. In adhering to this policy, the College abides by the requirements in Title IX, Education Amendments of 1972, in Title VI and VII of the 1964 Civil Rights Act, in section 503 and 504 of the Rehabilitation Act of 1973, and in the Age Discrimination Act of 1975.

For additional information on equal opportunity and cultural diversity policies, contact the Dean of Students.
Directory information notification

CMN complies with the provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). This act is designed to protect the privacy of educational records; to establish the right of students to inspect their records, and to provide guidelines for the retention, disclosure and correction of those records. A full statement of CMN’s policy regarding the implementation of the act is available upon request from the Registrar.

See the Student Handbook for further information.

Petitions

A petition is an official student request of CMN for an exemption to an existing rule or policy of the College. Whenever a student requests an exemption to a rule or policy he/she should contact his or her Student Services advisor and complete the appropriate form, attach any supporting documents to the form, and obtain all appropriate signatures. Notice of the result of the request is sent by email to the student and placed in his/her file.

Sexual Harassment and Sexual Violence Policy

CMN is committed to ensuring an educational and employment environment free of sexual harassment, sexual violence, and harassment based on sexual orientation. Sexual harassment in any form is a violation of Section 703 of Title VII of the Civil Rights Act of 1964, as amended in 1972 (42 U.S.C. S 2000e. et.seq.), and Title IX of the Education Amendments (20 U.S.C. 1681, et.seq.).

For additional information, contact the Dean of Students.

Student responsibilities

CMN students accept responsibility for compliance with the College’s policies and expectations. Students are responsible for becoming familiar with these policies and the Standards of Student Conduct. For more information refer to the Student Handbook.

Failure to be informed will not excuse inappropriate behavior as it relates to the policies. The Standards of Student Conduct apply to appropriate and inappropriate student behavior on campus, at College activities, while completing internships, and on College-sponsored trips of any kind.

Students’ right to know

In accordance with the Crime Awareness and Campus Security Act of 1990 which is Title II of Public Law 101-542, the Student Right to Know and Campus Security Act, the Higher Education Technical Amendments of 1991, CMN will collect and annually disseminate via its website the information required by this legislation. For more information, consult the Student Handbook or Dean of Students.

In relation to the Student Right To Know Act, graduation rates are available. For more information, consult the Student Handbook or CMN’s Director of Institutional Research.

Students with disabilities rights and protections

The Student Services Office provides accommodations and support for students with documented disabilities. It is the responsibility of the student to bring forth documentation establishing a disability before services can be initiated. Services may include assistance with College procedures, academic counseling, adaptive equipment, and auxiliary aids. Students are asked to make requests for accommodations or services prior to the start of classes.

For more information, contact the Disabilities Services Support Office.

Participation in CMN assessments

All students are required to participate in various assessment activities. Assessments may include pre- and post-tests, portfolios, instructor evaluations, job placement information, various surveys, and College and community activities. These assessments provide valuable information about progress in achieving CMN’s mission, general education objectives, and program outcomes.

Mission:
The institutional aspirations to infuse education with American Indian culture, to prepare students for leadership, careers, and advanced studies in a multi-cultural world, and to engage in community service.

General Education Objectives:
The broad abilities gained by CMN graduates in critical thinking, problem-solving or decision making, communication, culture and history, civic service, professional skills, and leadership.

Program Outcomes:
The program-specific statements identifying the knowledge, skills, and attitudes a student should attain in route to graduation.

Faculty, administration, and staff use results from these assessments to improve curriculum, instruction, and services. These results may be reported to accrediting agencies.
DEGREE PROGRAMS

General information

Each student must assume responsibility for complying with the instructions and regulations set forth in this catalog for selecting courses that will satisfy individual educational objectives, course requirements and graduation requirements. Students should consult with their faculty advisor and Student Services advisor to ensure that all necessary paperwork is submitted.

The College does not assume responsibility for student misinterpretation of policies and procedures as presented in this catalog. Any questions concerning its content should be referred to the Chief Academic Officer or the Dean of Students.

Graduation requirements

1. Students must have a minimum cumulative Grade Point Average (GPA) of 2.00 earned at CMN and 2.00 overall GPA in the credits applied to the degree.
2. Students must successfully complete 33% of their degree requirements at CMN.
3. Students are required to achieve a “C” or better in all emphasis requirements.
4. Upon successful completion of appropriate coursework, students may apply for graduation as stated in the appropriate student handbook. (The student will pay a Graduation Application fee for each degree requested and for each time a Graduation Application is submitted. Refer to the Tuition and Fee Schedule for the appropriate fee amount.)
5. To receive a diploma and transcript, all financial obligations must be met.
6. Specific degrees, certificates, and diplomas may impose additional requirements.

For more information, consult the appropriate student handbook and/or consult with a Faculty advisor or Student Services advisor.

Transfer agreements

To encourage graduates to continue their education, CMN has a number of articulation and cooperative agreements with regional institutions as well as Guaranteed Transfer and Connections Programs with the University of Wisconsin-Madison.

Transfer considerations

At times, a student will elect to complete degree studies at another institution. CMN encourages students to make transfer decisions early and to research admission, General Education, and specific major requirements at their chosen transfer institution.

CMN has received accreditation from the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools (www.ncahlc.org). Credits earned at CMN may be accepted by other colleges and universities in Wisconsin and throughout the country. (Receiving institutions determine which transfer credits they will accept; therefore, CMN does not guarantee credit acceptance.)

The CMN Associate of Arts and Sciences Degree is generally accepted as fulfilling General Education requirements. However, the degree may not fulfill certain proficiency, major and/or program-specific requirements at all universities. Students should consult the catalog from the receiving institution to which they plan to transfer and consult with their advisors for assistance.
DEGREE REQUIREMENTS

CMN strives to provide a balanced educational experience that helps students develop the creativity, flexibility, and the independence needed to face future challenges with confidence. This is accomplished through the College Core and General Education requirements, which students must complete before graduation.

Core requirements
Core requirements (CR), or essential college-level knowledge and skills, prepare students to meet Faculty expectations throughout their programs of study.

COM100 Introduction to Oral Communication
EDU100* Student Success Strategies
EDU295** Student Portfolio Seminar
ENGL100 Introduction to College English Foundations
or
ENGL101 Introduction to College English
ENGL102 College English and Research
MATH104 College Algebra Foundations or
MATH106 College Algebra
SDEV100*** Introduction to Sustainable Development

*EDU100 is required of all students entering CMN unless an Associate or higher degree has been earned from an accredited college. This course must be taken during the first semester; Special Students are exempt.

**EDU295 is required of all Associate of Arts and Sciences degree-seeking students and must be taken during the student’s final semester.

***SDEV100 also meets a Social Sciences requirement.

General Education requirements
General Education requirements (GERs) provide students with a broad body of knowledge in the areas of the fine arts, humanities, natural and physical sciences, and social sciences. Many of these courses incorporate American Indian cultures.

Students should reference their degree audit and consult with a Faculty or Student Services advisor to learn which GERs and credit requirements listed below are associated with their degree programs.

FINE ARTS (FA) 3 CREDITS
ART106 Fundamentals of Design
ENG211 Introduction to Creative Writing
THE101 American Indian Theater
THE201 Theater Production
THE202 Playwriting

HUMANITIES (HUM) 3-9 CREDITS
(Note: A student who satisfies this requirement with a History course may not satisfy the Social Sciences requirement with History.)

ANT200* Introduction to Native American Cultures
ART106 Fundamentals of Design
ENG206 Introduction to Poetry
ENG207 American Indian Literature
ENG208 Minority Women in Literature
ENG211 Introduction to Creative Writing
HIS112 US History 1865-Present
HIS121 Survey of American Indian History
HIS122 Pre-contact History of the Menominee Nation
HIS123 Menominee Treaty Era
HIS132 Oneida Nation of Wisconsin History
HIS133 Treaty Era of Oneida Nation of Wisconsin
HUM100 Introduction to the Humanities
LANT1 Menominee Language I
LANT2 Menominee Language II
LANT3 Menominee Language III
LANT11 Oneida Language I
PHL100 Introduction to Philosophy
PHL206 Contemporary Moral Issues
PHL207 Environmental Ethics
PHL217 American Indian Environmental Philosophies
THE101 American Indian Theater
THE201 Theater Production
THE202 Playwriting
NATURAL (NS) AND PHYSICAL (PS) SCIENCES 3-10 CREDITS
(Note: For the Associate of Arts and Sciences degree, one course must include a Lab)

BIO110 Introduction to Human Biology (NS)
BIO111 Introduction to Human Biology Lab (NS)
BIO202 Principles of Biology (NS)
BIO204 Anatomy and Physiology (NS)
BIO205 Introduction to Plant Biology (NS)
BIO207 Principles of Microbiology (NS)
CHM101 Introduction to Chemistry (NS/PS)
CHM205 Chemistry I (NS/PS)
ENV150 Introduction to Environmental Science (NS)
GEG110 Physical Geography (NS)
NAR151 Introduction to Natural Resources (NS)
PHY103 Fundamentals of Physics I (PS)
PHY203 Physics I (PS)

SOCIAL SCIENCES (SS) 3-9 CREDITS
(Note: A student who satisfies this requirement with a History course may not satisfy the Humanities requirement with History.)

ANT200* Introduction to Native American Cultures
BUS100 Introduction to Business
CRJ101 Introduction to Criminal Justice
ECN202 Macroeconomics
ECN203 Microeconomics
EDU236 Infancy and Early Childhood
GEG210 Cultural Geography
HIS112 US History 1865-Present
HIS121 Survey of American Indian History
HIS122 Pre-contact History of the Menominee Nation
HIS123 Menominee Treaty Era
HIS132 Oneida Nation of Wisconsin History
HIS133 Treaty Era of Oneida Nation of Wisconsin
POL208 Tribal Government
PHS100 Introduction to Psychology
PSY201 Issues in Diversity and Discrimination
SDE100 Introduction to Sustainable Development
SOC100 Introduction to Sociology
SOC208 Sociology of Family

The following courses meet American Indian History (TH) requirements:
ANT200* Introduction to Native American Cultures
HIS121 Survey of American Indian History
HIS122 Pre-contact History of the Menominee Nation
HIS123 Menominee Treaty Era
HIS132 Oneida Nation of Wisconsin History
HIS133 Treaty Era of Oneida Nation of Wisconsin
POL208 Tribal Government

The following courses meet American Indian Language (TL) requirements:
LAN101 Menominee Language I
LAN102 Menominee Language II
LAN103 Menominee Language III
LAN111 Oneida Language I

*Anthropology courses that do not extensively cover tribal peoples of the United States are not transferable for ANT200.

Core curriculum

The core curriculum provides a structured sequence of courses for students’ first two semesters of coursework in preparation for the academic and intellectual demands required across their degree programs. Accuplacer results determine whether students follow the Standard Curriculum or Foundational Studies curriculum. The required coursework by curriculum and term is listed below:

Standard Curriculum:

**Term 1**
- EDU100 Student Success Strategies
- ENG101 Introduction to College English
- MAT106 College Algebra (or higher-level math course)
- General Education/Emphasis Courses

**Term 2**
- COM100 Introduction to Oral Communication
- SDE100 Introduction to Sustainable Development
- General Education/Emphasis Courses

Foundational Studies Curriculum:

**Term 1**
- EDU100 Student Success Strategies
- ENG100 Introduction to College English Foundations
- MAT104 College Algebra Foundations
- ART106, THE101, LAN101 or LAN111

**Term 2**
- COM100 Introduction to Oral Communication
- SDE100 Introduction to Sustainable Development
- General Education/Emphasis Courses
DEGREES, DIPLOMAS AND CERTIFICATES

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- Public Administration ................................................................. page 24

Bachelor of Science Degrees
- Business Administration ............................................................. page 26
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- Accounting .............................................................. page 30
- Biological and Physical Sciences ............................................... page 31
- Business Administration ........................................................ page 32
- Computer Science .............................................................. page 33
- Digital Media ................................................................. page 34
- Early Childhood Education ..................................................... page 35
- Liberal Studies/Humanities ................................................... page 36
- Liberal Studies/Social Science ............................................... page 37
- Materials Science and Pre-Engineering .................................. page 38
- Mathematics .............................................................. page 39
- Natural Resources ............................................................ page 40
- Public Administration ........................................................... page 41
- Sustainable Development .................................................... page 42

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- Nursing ........................................................................ page 43
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- Business Office Technician .................................................. page 45
- Electricity ........................................................................ page 46
- Practical Nursing ............................................................... page 47
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- Welding ............................................................................... page 49

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- Criminal Justice ................................................................ page 50
- Entrepreneurship ................................................................. page 51
- Microcomputer Specialist .................................................... page 52
# Public Administration

**BACHELOR OF ARTS** Minimum of 121 Credits

The Bachelor of Arts in Public Administration will guide students into becoming conscientious citizens who can critically think, articulate, and convey professional and ethical virtues. Graduates of the Public Administration Bachelor of Arts program may find employment in city planning, nonprofit organizations, community action agencies, human services, tribes and tribal entities, criminal justice, health services and other public sector settings, in entry-level, mid-manager level, or research positions.

**CORE REQUIREMENTS** (18-19 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>COMPLETED</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>Introduction to Oral Communication</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>Introduction to College English or ENG101</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG102</td>
<td>College English and Research</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAT104</td>
<td>College Algebra Foundations or MAT106</td>
<td>3-4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>Introduction to Sustainable Development</td>
<td>3 cr.</td>
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</tr>
</tbody>
</table>

**GENERAL EDUCATION REQUIREMENTS** (23-24 CREDITS)

<table>
<thead>
<tr>
<th>Natural and Physical Sciences</th>
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</thead>
<tbody>
<tr>
<td>Elective</td>
<td>3 cr.</td>
<td></td>
<td></td>
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<tr>
<td>Elective</td>
<td>5 cr.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Social Sciences</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>ECN202 Macroeconomics</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECN203 Microeconomics</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Humanities</th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian History or</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian Language</td>
<td>3-4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fine Arts</th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Elective</td>
<td>3 cr.</td>
<td></td>
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</tbody>
</table>

**EMPHASIS COURSE REQUIREMENTS** (80 CREDITS)

*Student must have completed 60 credits in order to take a 300- and 400-level course.*

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>COMPLETED</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC103</td>
<td>Introductory Accounting</td>
<td>4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACC216</td>
<td>Governmental Accounting</td>
<td>4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACC350</td>
<td>Life Cycle Accounting</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS100</td>
<td>Introduction to Business</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS200</td>
<td>Project Management I</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS210</td>
<td>Introduction to Finance</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS215</td>
<td>Introduction to Public Administration</td>
<td>3 cr.</td>
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<tr>
<td>BUS225</td>
<td>Introduction to Planning</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS226</td>
<td>Organizational Dynamics</td>
<td>3 cr.</td>
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<tr>
<td>BUS300</td>
<td>Project Management II</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS310</td>
<td>Introduction to Public Finance</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS315</td>
<td>Regulation and Public Administration</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS320</td>
<td>Public Relations and Marketing</td>
<td>3 cr.</td>
<td></td>
<td></td>
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<tr>
<td>BUS325</td>
<td>Planning Theory and Methods</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS341</td>
<td>Human Resource Management</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS390</td>
<td>Field Experience</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS405</td>
<td>Organizational Communication</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS410</td>
<td>Public Budgeting and Resource Allocation</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS420</td>
<td>Survey of Community Economic Development Theory</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS440</td>
<td>Program Design, Implementation, and Evaluation</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS450</td>
<td>Environmental Policies, Impacts and Assessments</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS490</td>
<td>Internship in Public Administration</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>ECN460</td>
<td>Sustainable Economics</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG215</td>
<td>Business Writing</td>
<td>3 cr.</td>
<td></td>
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</tr>
</tbody>
</table>
POL101    American Government and Politics  3 cr.  __________ ______
POL202    Introduction to Public Policy 3 cr.  __________ ______

PUBLIC ADMINISTRATION PROGRAM OUTCOMES
Upon completion of this program, the graduate will be able to:

1. Evaluate financial report analyses for decision-making;
2. Synthesize information to formulate organizational plans or public policies;
3. Develop a network of professional contacts to assess public policies;
4. Apply strategic thinking to solve complex scenarios;
5. Develop interpersonal skills to create constructive, professional relationships with key stakeholders; and
6. Identify key cross-cultural dynamics in public and business settings.

Students enrolled in the Bachelor of Arts in Public Administration must complete a minimum of 120 credits, with 45 credits completed at the 300-level or higher. In addition, 33% of the credits earned must be completed at the College of Menominee Nation.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
## Business Administration

**BACHELOR OF SCIENCE** Minimum of 121 Credits

Students who complete the Bachelor of Science in Business Administration will have access to a globally diverse curriculum created to guide them into becoming conscientious citizens who can critically think, articulate, and convey professional and ethical virtues to enhance entrepreneurship in Indian Country and beyond. Graduates can become self-employed, or they can seek employment in manufacturing, banking, finance, accounting, marketing, and management fields.

### Core Requirements (18-19 Credits)

<table>
<thead>
<tr>
<th>Code</th>
<th>Course</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3-4 cr.</td>
<td></td>
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</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
<td></td>
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</tr>
</tbody>
</table>

### General Education Requirements (23-24 Credits)

- **Natural and Physical Sciences**
  - Elective 3 cr.
  - Elective 5 cr.

- **Social Sciences**
  - ECN202 Macroeconomics 3 cr.
  - ECN203 Microeconomics 3 cr.

- **Humanities**
  - *American Indian History or American Indian Language 3-4 cr.
  - Elective 3 cr.

- **Fine Arts**
  - Elective 3 cr.

### Emphasis Course Requirements (62 Credits)

Student must have completed 60 credits in order to take 300- and 400-level courses.

<table>
<thead>
<tr>
<th>Code</th>
<th>Course</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC103</td>
<td>Introductory Accounting</td>
<td>4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACC204</td>
<td>*Managerial Accounting</td>
<td>4 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACC350</td>
<td>*Life Cycle Accounting</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS100</td>
<td>Introduction to Business</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS200</td>
<td>*Project Management I</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS226</td>
<td>*Organizational Dynamics</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUS290</td>
<td>*Professional Readiness</td>
<td>2 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS320</td>
<td>Public Relations and Marketing</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>BUS330</td>
<td>Consumer Behavior</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS430</td>
<td>*Business Statistics</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>BUS455</td>
<td>*Tribes, Enterprises, and Entrepreneurship</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>BUS495</td>
<td>*Senior Seminar</td>
<td>1 cr.</td>
<td></td>
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</tr>
<tr>
<td>ECN460</td>
<td>*Sustainable Economics</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>ENG215</td>
<td>*Business Writing</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>MAT120</td>
<td>*Elementary Functions: Algebra and Trigonometry</td>
<td>4 cr.</td>
<td></td>
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</tr>
<tr>
<td>MAT231</td>
<td>*Calculus and Analytical Geometry</td>
<td>4 cr.</td>
<td></td>
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</tr>
<tr>
<td>MAT260</td>
<td>*Introductory Statistics</td>
<td>4 cr.</td>
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</tr>
</tbody>
</table>

Choose from CMN BUS 300- or 400-level courses or equivalent transfer courses.

Courses cannot satisfy two areas within the audit sheet.

<table>
<thead>
<tr>
<th>Code</th>
<th>Course</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Elective</td>
<td>3 cr.</td>
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<tr>
<td></td>
<td>Elective</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Elective</td>
<td>3 cr.</td>
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</tr>
</tbody>
</table>
CHOOSE ONE EMPHASIS AREA - EITHER MANAGEMENT OR FINANCE  (18 CREDITS)  COMPLETED GRADE

MANAGEMENT TRACK

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS300</td>
<td>*Project Management II</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS341</td>
<td>Human Resource Management</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS400</td>
<td>*Leadership in Organizations</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS405</td>
<td>Organizational Communication</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS445</td>
<td>*Operations Management</td>
<td>3 cr.</td>
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<tr>
<td>BUS480</td>
<td>*Strategic Management</td>
<td>3 cr.</td>
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</table>

FINANCE TRACK

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>BUS380</td>
<td>*Fundamentals of Investments</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>BUS385</td>
<td>Financial Institutions</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS465</td>
<td>*International Investments</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS475</td>
<td>*Risk Management</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS485</td>
<td>*Corporate Finance</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td>*BUS300, BUS341 or *BUS400</td>
<td>3 cr.</td>
<td></td>
</tr>
</tbody>
</table>

BUSINESS ADMINISTRATION BACHELOR OF SCIENCE PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Use suitable online, electronic and print related technology to conduct research in business administration;
2. Apply mathematical and numerical reasoning skills;
3. Apply numerical analysis and quantitative methodologies for managerial decision making;
4. Create grammatically correct written communication appropriate for the intended purpose;
5. Communicate effectively with individuals and groups from diverse socioeconomic, educational, and cultural backgrounds;
6. Use accounting and economic principles to make informed decisions on the financial, social, ecological, and operating performance of a company;
7. Convey professionalism through written and oral communication, dress, work ethic, and mannerisms;
8. Analyze the ethical, social, ecological, and community responsibilities of a business; and
9. Examine opportunities and challenges of tribes, tribal enterprises, and minority entrepreneurs.

Students enrolled in the Bachelor of Science in Business Administration must complete a minimum of 120 credits, with 45 credits completed at the 300-level or higher. Also, 33% of the credits earned must be completed at the College of Menominee Nation.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Early Childhood/Middle Childhood Education

**BACHELOR OF SCIENCE** Minimum of 127 credits

**Wisconsin Teaching License: Ages 0-11**

The College of Menominee Nation Early Childhood/Middle Childhood Education Program focuses on preparing teachers, increasing the diversity of teachers in Wisconsin and responding to under-served geographic areas (rural reservations), particularly in understaffed content areas such as mathematics and science. The Early Childhood/Middle Childhood Education Program prepares teachers to know, understand, implement and assess the cultural experiences of all children, especially American Indian children. Teachers in the program will be prepared to help children understand the legacy of caring for their natural surroundings and protecting natural resources and their relationships with others. Graduates with a Bachelor’s Degree in Early Childhood/Middle Childhood Education could pursue a career as an elementary school teacher, daycare administrator, educational sales representative, preschool teacher, or Head Start teacher.

All courses including field experience require a background check under the Caregiver Law §48.685 and 50.065 Stats. Students with certain legal convictions may not be able to work in this field.

**CORE REQUIREMENTS** (18-19 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>COM100</td>
<td>Introduction to Oral Communications</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
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<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3-4 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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**GENERAL EDUCATION REQUIREMENTS** (31-32 CREDITS)

**Natural and Physical Sciences**

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<tbody>
<tr>
<td>BIO110/111, BIO202, CHM101, CHM205, GEG110, PHY103</td>
<td>5 cr.</td>
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<tr>
<td>ENV150</td>
<td>Introduction to Environmental Science</td>
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**Social Sciences**

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<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>HUD210</td>
<td>Introduction to Human Development</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU236</td>
<td>*Infancy and Early Childhood</td>
<td>3 cr.</td>
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**Humanities**

<table>
<thead>
<tr>
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<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>HIS112</td>
<td>*American Indian History or American Indian Language</td>
<td>3-4 cr.</td>
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<tr>
<td>Elective</td>
<td>History of US from 1865-present</td>
<td>3 cr.</td>
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**Fine Arts**

<table>
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<th>Grade</th>
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<tbody>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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**EMPHASIS COURSE REQUIREMENTS** (78 CREDITS)

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<tbody>
<tr>
<td>EDU237</td>
<td>*Observation and Interpretation of Child Behavior</td>
<td>3 cr.</td>
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<tr>
<td>EDU238</td>
<td>*Play and Creative Activities in Childhood</td>
<td>3 cr.</td>
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<tr>
<td>EDU201</td>
<td>*Emergent Literacy</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU211</td>
<td>*Introduction to Exceptionalities</td>
<td>3 cr.</td>
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<tr>
<td>EDU250</td>
<td>*Introduction to Teacher Education</td>
<td>3 cr.</td>
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<tr>
<td>EDU251</td>
<td>Geometry for Elementary Teachers</td>
<td>3 cr.</td>
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<tr>
<td>EDU256</td>
<td>Social and Family Influences on Early Development and Learning</td>
<td>3 cr.</td>
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<tr>
<td>EDU300</td>
<td>*Foundations of American Education</td>
<td>3 cr.</td>
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<tr>
<td>EDU301</td>
<td>*Educational Technology</td>
<td>3 cr.</td>
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<tr>
<td>EDU302</td>
<td>*Educational Psychology</td>
<td>3 cr.</td>
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<tr>
<td>EDU304</td>
<td>*Methods for Art and Music</td>
<td>3 cr.</td>
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<tr>
<td>EDU305</td>
<td>*Methods for Social Studies</td>
<td>3 cr.</td>
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<tr>
<td>EDU306</td>
<td>*Methods for Teaching Mathematics</td>
<td>3 cr.</td>
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<tr>
<td>EDU307</td>
<td>*Methods for Teaching Reading</td>
<td>3 cr.</td>
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<tr>
<td>EDU308</td>
<td>*Methods for Language Arts</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU309</td>
<td>*Methods for Teaching Science</td>
<td>3 cr.</td>
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<tr>
<td>Course</td>
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<tr>
<td>EDU310</td>
<td>Methods for Teaching Health and Physical Education</td>
<td>3 cr.</td>
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<tr>
<td>EDU311</td>
<td>Pre-Student Teaching Seminar I</td>
<td>1 cr.</td>
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</tr>
<tr>
<td>EDU312</td>
<td>Pre-Student Teaching Seminar II</td>
<td>1 cr.</td>
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<tr>
<td>EDU313</td>
<td>Inclusion Strategies for Exceptional Learners</td>
<td>2 cr.</td>
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</tr>
<tr>
<td>EDU314</td>
<td>Classroom Behavior and Management</td>
<td>2 cr.</td>
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<tr>
<td>EDU315</td>
<td>Cultural Images in Children’s Literature</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>MAT120</td>
<td>Elementary Functions: Algebra and Trigonometry or</td>
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<tr>
<td>MAT260</td>
<td>Introductory Statistics</td>
<td>4 cr.</td>
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<tr>
<td>EDU401</td>
<td>Student Teaching Pre-K-Grade 5</td>
<td>12 cr.</td>
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<tr>
<td>EDU402</td>
<td>Student Teaching Seminar</td>
<td>2 cr.</td>
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</table>

**EARLY CHILDHOOD/MIDDLE CHILDHOOD EDUCATION PROGRAM OUTCOMES**
Upon completion of this program, the graduate will be able to:

1. Utilize knowledge of typical and atypical development in children;
2. Administer and interpret various developmentally appropriate assessments;
3. Plan developmentally appropriate and culturally responsive curriculum;
4. Collaborate to establish positive relationships with peers, students, and families;
5. Synthesize contemporary research related to young children;
6. Modify curriculum and instruction to meet the needs of individual children;
7. Incorporate cultural elements to create positive learning experiences;
8. Create environments that are healthy, respectful, supportive, and challenging for all children; and
9. Recognize the influences of family, culture, and community on children’s development and learning.

*Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.*
Accounting

ASSOCIATE OF ARTS AND SCIENCES Minimum of 64 Credits

The Accounting program at the College of Menominee Nation provides in-depth knowledge and business background to succeed in an entry-level accounting environment. The program offers exposure to the liberal studies and develops the critical thinking, problem-solving, and communication skills necessary to succeed in a multi-faceted world. Graduates can transfer to a Bachelor’s Degree program or gain employment as entry-level bookkeepers in tribal, non-tribal government, non-profit or in the private sector.

CORE REQUIREMENTS (19-20 CREDITS) COMPLETED GRADE

COM100 *Introduction to Oral Communication 3 cr. __________ ______
EDU100 Student Success Strategies 3 cr. __________ ______
EDU295 *Student Portfolio Seminar 1 cr. __________ ______
ENG100 *Introduction to College English Foundations or ENG101 *Introduction to College English 3 cr. __________ ______
ENG102 *College English and Research 3 cr. __________ ______
MAT104 *College Algebra Foundations or MAT106 *College Algebra (or higher-level math course) 3-4 cr. __________ ______
SDE100 *Introduction to Sustainable Development 3 cr. __________ ______

GENERAL EDUCATION REQUIREMENTS (26-27 CREDITS)

Natural and Physical Sciences
Elective 3 cr. __________ ______
Elective 5 cr. __________ ______

Social Sciences
ECN202 Macroeconomics or ECN203 Microeconomics 3 cr. __________ ______
BUS100 Introduction to Business 3 cr. __________ ______

Humanities
*American Indian History or American Indian Language 3-4 cr. __________ ______
Elective 3 cr. __________ ______
Elective 3 cr. __________ ______

Fine Arts
Elective 3 cr. __________ ______

EMPHASIS COURSE REQUIREMENTS (19-21 CREDITS)

ACC103 Introductory Accounting 4 cr. __________ ______
ACC204 *Managerial Accounting 4 cr. __________ ______
ACC217 *Intermediate Accounting 3 cr. __________ ______
ACC233 *Advanced Managerial Accounting 3 cr. __________ ______
ENG215 *Business Writing 3 cr. __________ ______

Choose from the following courses:

ACCOUNTING PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:
1. Compose various financial reports (i.e. financial statements, income tax returns, etc.);
2. Describe federal, tribal, and state governments’ economies, including fiscal and monetary policy;
3. Explain basic business operation concepts;
4. Demonstrate quantitative reasoning through preparation of various accounting records;
5. Support ethical behavior, social responsibility, and legal issues in the business environment; and

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Biological and Physical Sciences

ASSOCIATE OF ARTS AND SCIENCES Minimum of 61 Credits

The A.A. Degree in Biological and Physical Sciences provides a student with a broad understanding of biology, or a wide exposure to physical science. This program focuses on a multidisciplinary approach where emphasis courses are chosen based on student interest. This degree allows the student to begin a baccalaureate program in a variety of fields by completing required courses at CMN and finishing a degree program at a major university. A graduate with an A.A. in Biological and Physical Science could pursue entry-level technician positions at research institutions and corporations.

CORE REQUIREMENTS (19 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
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<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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GENERAL EDUCATION REQUIREMENTS (28-29 CREDITS)

Natural and Physical Sciences

<table>
<thead>
<tr>
<th>Course</th>
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<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>CHM101</td>
<td>*Introduction to Chemistry</td>
<td>5 cr.</td>
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</table>

Choose one of the following***

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
</table>

Social Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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Humanities

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUM100</td>
<td>*Introduction to Humanities</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>*American Indian History or American Indian Language</td>
<td>3-4 cr.</td>
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</table>

| Elective             |                                           | 3 cr.   |       |

Fine Arts

<table>
<thead>
<tr>
<th>Course</th>
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<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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**EMPHASIS COURSE REQUIREMENTS (14+ CREDITS)

Choose from the following courses:

*BIO110/111 *BIO202 *BIO204 *BIO205 *BIO207 *CHM205 *CHM207 *CHM110 *CHM231 *PHY103

<table>
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<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>Elective</td>
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</table>

| Elective             |                                           |         |       |

| Elective             |                                           |         |       |

| Elective             |                                           |         |       |

BIOLOGICAL AND PHYSICAL SCIENCES PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Apply scientific terminology in a clear, concise manner;
2. Examine the contributing factors of change in physical, biological or ecological systems;
3. Analyze the roles of changing factors in physical, biological or ecological systems;
4. Apply the scientific method to an experiment; and
5. Describe the scientific contribution of different cultures.

**Courses may meet requirements in either the Natural and Physical Sciences General Education Requirements area or in the Emphasis Course Requirements area, not both.

At least two Emphasis courses must be 5-credit lab courses. At least four 5-credit lab courses are required for the degree.

***Students taking Biology courses for the degree may take BIO110/111 or BIO202 and BIO204 for Emphasis credit.

***Students taking BIO202, BIO204 and BIO207 for Emphasis Course Requirements may not take BIO110/111 as a Natural or Physical Sciences General Education Requirement.

Students wishing to pursue Biological or Life Science degrees are strongly urged to take the BIO202-BIO204 sequence.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Business Administration

ASSOCIATE OF ARTS AND SCIENCES Minimum of 65 Credits

The Business Administration program at the College of Menominee Nation builds the skills necessary for a lifetime of opportunity. Through a wide variety of methods, the program fosters communication skills, analytical reasoning and problem solving capabilities. Graduates learn to apply their knowledge and increase their business network in the classroom and through internships, field experiences and involvement in an active business organization. Graduates from this program may pursue employment in administration in government, business and non-profit business. This degree allows students to pursue a baccalaureate degree in Business and Public Administration and a variety of related fields.

CORE REQUIREMENTS (19-20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
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<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td></td>
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<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
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<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
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<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td></td>
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<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3-4 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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GENERAL EDUCATION REQUIREMENTS (26-27 CREDITS)

**Natural and Physical Sciences**

<table>
<thead>
<tr>
<th>Elective</th>
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<tr>
<td>Elective</td>
<td>5 cr.</td>
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**Social Sciences**

<table>
<thead>
<tr>
<th>ECN202</th>
<th>Macroeconomics or</th>
<th>3 cr.</th>
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<tr>
<td>ECN203</td>
<td>Microeconomics</td>
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<tr>
<td>BUS100</td>
<td>Introduction to Business</td>
<td>3 cr.</td>
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**Humanities**

<table>
<thead>
<tr>
<th>*American Indian History or American Indian Language</th>
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<tr>
<td>Elective</td>
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**Fine Arts**

<table>
<thead>
<tr>
<th>Elective</th>
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EMPHASIS COURSE REQUIREMENTS (20 CREDITS)

<table>
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<tr>
<td>ACC103</td>
<td>Introductory Accounting</td>
<td>4 cr.</td>
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<tr>
<td>ACC204</td>
<td>*Managerial Accounting</td>
<td>4 cr.</td>
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<tr>
<td>BUS290</td>
<td>*Professional Readiness</td>
<td>2 cr.</td>
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<tr>
<td>ENG215</td>
<td>*Business Writing</td>
<td>3 cr.</td>
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<tr>
<td>MAT260</td>
<td>*Introductory Statistics</td>
<td>4 cr.</td>
<td></td>
</tr>
</tbody>
</table>

Choose from the following courses:
- BUS110, BUS112, BUS120, *BUS200, BUS205

BUSINESS ADMINISTRATION PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Communicate the principles of various market systems;
2. Describe federal, tribal, and state governments’ economies, including fiscal and monetary policy;
3. Distinguish appropriate accounting concepts in the interpretation of business transactions and financial statements;
4. Support ethical behavior, social responsibility, and legal issues in the business environment;
5. Explain basic business operations;
6. Demonstrate an understanding of money, banking, and monetary policy; and
7. Create appropriate written documentation for a variety of business scenarios.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
## Computer Science

**ASSOCIATE OF ARTS AND SCIENCES Minimum of 62 Credits**

An Associate of Arts and Sciences Degree in Computer Science prepares students to transfer as a Junior into a Bachelor of Science program in Computer Science. A graduate with an A.A. Degree in Computer Science could pursue a career as a software engineer, database administrator, network system administrator, data communications analyst or Information Technology specialist.

### CORE REQUIREMENTS (20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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</table>

### GENERAL EDUCATION REQUIREMENTS (26–27 CREDITS)

**Natural and Physical Sciences**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHY103</td>
<td>*Fundamentals of Physics I</td>
<td>5 cr.</td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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</table>

**Social Sciences**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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</tr>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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</table>

**Humanities**

*American Indian History or American Indian Language

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elective</td>
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<td>3 cr.</td>
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<tr>
<td>Elective</td>
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<td>3 cr.</td>
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**Fine Arts**

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<tbody>
<tr>
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### EMPHASIS COURSE REQUIREMENTS (16 CREDITS)

<table>
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<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>CMP228</td>
<td>*Intermediate Microcomputer Programming</td>
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<tr>
<td>CMP256</td>
<td>*Introduction to Computer Science I</td>
<td>4 cr.</td>
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<tr>
<td>MAT231</td>
<td>*Calculus and Analytic Geometry I</td>
<td>4 cr.</td>
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<tr>
<td>MAT241</td>
<td>*Discrete Mathematics</td>
<td>4 cr.</td>
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</tbody>
</table>

### COMPUTER SCIENCE PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Create computer programs to provide business solutions, including the integration of databases;
2. Demonstrate proficiency in level-one calculus and discrete mathematics;
3. Apply professional standards and codes of ethics within information management;
4. Communicate applicable IT solutions for various audiences;
5. Collaborate to establish positive working relationships; and
6. Critique careers within the computer science field.

**MAT104 or MAT106 will also be required for students who do not place into MAT120.**

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Digital Media

ASSOCIATE OF ARTS AND SCIENCES  Minimum of 63 Credits

The Associate of Arts and Science Degree in Digital Media may allow students an entry point in the job market while simultaneously earning credits toward a baccalaureate degree in business or technology. The program provides students with technical skills and a strong foundation in business technology and multimedia design. Students have the opportunity to earn certification in a variety of multimedia programs while following professional practices and employing industry-standard software. Graduates of the program understand basic theories in visual and interactive media design, project management, audio and video production, and the application of multimedia in business and the marketing of products. Graduates could pursue a career as a digital media specialist, graphic designer, interactive media designer, video editor, and web designer.

CORE REQUIREMENTS (19–20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
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<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
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</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
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<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
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<td>ENG215</td>
<td>*Business Writing</td>
<td>3 cr.</td>
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<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3 cr.</td>
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<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3-4 cr.</td>
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<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
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GENERAL EDUCATION REQUIREMENTS (26–27 CREDITS)

<table>
<thead>
<tr>
<th>Category</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>Natural and Physical Sciences</td>
<td>PHY103</td>
<td>*Fundamentals of Physics I</td>
<td>5 cr.</td>
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<td></td>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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<tr>
<td>Social Sciences</td>
<td>BUS100</td>
<td>Introduction to Business</td>
<td>3 cr.</td>
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<tr>
<td></td>
<td>ECN202</td>
<td>Macroeconomics or</td>
<td></td>
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<td></td>
<td>ECN203</td>
<td>Microeconomics</td>
<td>3 cr.</td>
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<tr>
<td>Humanities</td>
<td>*American Indian History or American Indian Language</td>
<td>3-4 cr.</td>
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<tr>
<td></td>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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<tr>
<td></td>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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<tr>
<td>Fine Arts</td>
<td>ART106</td>
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EMPHASIS COURSE REQUIREMENTS (18 CREDITS)

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<th>Course Code</th>
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<tbody>
<tr>
<td>DGM100</td>
<td>Introduction to Digital Media Creation</td>
<td>3 cr.</td>
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<tr>
<td>DGM101</td>
<td>Digital Audio Overview</td>
<td>3 cr.</td>
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<tr>
<td>BUS105</td>
<td>Social Media Marketing</td>
<td>3 cr.</td>
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<tr>
<td>DGM205</td>
<td>*Digital Image Development</td>
<td>3 cr.</td>
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<tr>
<td>DGM206</td>
<td>*Digital Video Production</td>
<td>3 cr.</td>
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<tr>
<td>DGM220</td>
<td>*Web Design and Development</td>
<td>3 cr.</td>
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</table>

DIGITAL MEDIA PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:
1. Employ image composition and editing in both still and motion photography;
2. Create a video production;
3. Broadcast creative multimedia content online;
4. Conduct multi-track recording sessions for scoring in video;
5. Demonstrate story development, traditional script copy, visual storytelling and storyboard creation techniques;
6. Produce professional quality animation for video and web;
7. Create websites compliant with evolving industry standards;
8. Evaluate principles of marketing and its relevance to business, culture, and community; and
9. Explain the role of socially responsible behaviors in media creation and interaction.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Early Childhood Education

ASSOCIATE OF ARTS AND SCIENCES  Minimum of 60 Credits

An Associate of Arts and Science Degree in Early Childhood Education is designed to allow students to earn a degree that can be used as an entry point in the job market while at the same time allowing students to earn credits toward a baccalaureate degree. After completing this degree a student can continue to pursue a baccalaureate degree in Early Childhood/Middle Childhood Education at the College of Menominee Nation. Graduates with an Associate Degree in Early Childhood Education may pursue careers as a day care teacher, preschool teacher, Head Start teacher, para-professional, and tutor. The College of Menominee Nation follows the standards established by the Wisconsin Department of Public Instruction and National Association for the Education of Young Children in preparing students for an Associate Degree in Early Childhood Education. The course work covers infant to adolescent development, observation strategies/techniques, curriculum planning, field experiences, and general education requirements.

The Wisconsin State Legislature requires a background check under the Caregiver Law §48.685 and 50.065 Stats. Students with certain legal convictions may not be able to work in this field.

CORE REQUIREMENTS  (19-20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
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<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
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<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
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<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
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<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3-4 cr.</td>
<td></td>
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<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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GENERAL EDUCATION REQUIREMENTS  (26-27 CREDITS)

<table>
<thead>
<tr>
<th>Natural and Physical Sciences</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>ENV150</td>
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<tr>
<td>Social Sciences</td>
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<tr>
<td>HUD210</td>
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<td>EDU236</td>
<td>3 cr.</td>
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<tr>
<td>Humanities</td>
<td>3-4 cr.</td>
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</tr>
<tr>
<td>*American Indian History or American Indian Language</td>
<td>3 cr.</td>
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<tr>
<td>HIS112</td>
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<td>Elective</td>
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<td>Fine Arts</td>
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<td>Elective</td>
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EMPHASIS COURSE REQUIREMENTS  (15 CREDITS)

<table>
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<th>Course</th>
<th>Description</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>EDU201</td>
<td>*Emergent Literacy</td>
<td>3 cr.</td>
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<tr>
<td>EDU250</td>
<td>*Introduction to Teacher Education</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU256</td>
<td>Social and Family Influences on Early Development and Learning</td>
<td>3 cr.</td>
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<tr>
<td>EDU237</td>
<td>*Observation and Interpretation of Child Behavior</td>
<td>3 cr.</td>
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<tr>
<td>EDU238</td>
<td>*Play and Creative Activities in Childhood</td>
<td>3 cr.</td>
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</tbody>
</table>

EARLY CHILDHOOD EDUCATION PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Utilize knowledge of typical and atypical development in children;
2. Administer and interpret various developmentally appropriate assessments;
3. Plan developmentally appropriate and culturally responsive curriculum;
4. Collaborate to establish positive relationships with peers, students, and families;
5. Synthesize contemporary research related to young children;
6. Modify curriculum and instruction to meet the needs of individual children;
7. Incorporate cultural elements to create positive learning experiences;
8. Create environments that are healthy, respectful, supportive, and challenging for all children; and
9. Recognize the influences of family, culture, and community on children’s development and learning.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Liberal Studies – Humanities

ASSOCIATE OF ARTS AND SCIENCES Minimum of 60 Credits

The Associate of Arts and Sciences Degree in Liberal Studies-Humanities Track provides a student with a broad-based understanding of the humanities. This program offers a multidisciplinary approach where emphasis courses are selected on the basis of the student’s special interests. Graduates from this program could pursue careers in communications, visual and performing arts, journalism, entertainment services, and tourism industries. This degree also allows a student to pursue a baccalaureate degree in a variety of fields by completing the required courses at CMN and finishing his/her Junior- and Senior-level classes at a four-year college or university.

CORE REQUIREMENTS (19-20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
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<td>EDU100</td>
<td>Student Success Strategies</td>
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<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
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<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or ENG101</td>
<td>3 cr.</td>
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<td>ENG102</td>
<td>*College English and Research</td>
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<td>MAT104</td>
<td>*College Algebra Foundations or MAT106</td>
<td>3-4 cr.</td>
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<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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GENERAL EDUCATION REQUIREMENTS (26 CREDITS)

**Natural and Physical Sciences**
- Elective 5 cr.       
- Elective 3 cr.  

**Social Sciences**
- HUD210 Introduction to Human Development or PSY100 Introduction to Psychology 3 cr.       
- Elective 3 cr.  

**Humanities**
- HIS121 *Survey of American Indian History 3 cr.       
- HUM100 *Introduction to Humanities 3 cr.       
- Elective 3 cr.  

**Fine Arts**
- Elective 3 cr.  

EMPHASIS COURSE REQUIREMENTS (15 CREDITS)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>HUM290</td>
<td>*Expressions of the Human Experience</td>
<td>3 cr.</td>
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</table>

Choose from the following courses:


- Elective 3 cr.  
- Elective 3 cr.  
- Elective 3 cr.  
- Elective 3 cr.  

LIBERAL STUDIES – HUMANITIES PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:
1. Describe the various disciplines for the humanities;
2. Identify cultural influences within and across historical contexts;
3. Analyze connections across the humanities disciplines;
4. Compose informed reflections on a variety of media;
5. Recognize the contributions of various cultural producers and productions within a global society; and
6. Create a variety of humanities products.

Courses that have an asterisk (*) in front of them have a prerequisite. Students should refer to the academic catalog and plan accordingly.
Liberal Studies – Social Science

ASSOCIATE OF ARTS AND SCIENCES  Minimum of 63 credits

The Associate of Arts and Sciences Degree in Liberal Studies-Social Science Track provides students with a broad-based understanding of behavioral and social sciences. This program focuses on a multidisciplinary approach where emphasis courses are selected on the basis of the student’s special interests. This degree prepares a student to earn a Bachelor’s Degree in a variety of fields by completing the required courses at CMN and finishing the Junior- and Senior-level classes at a four-year college or university. Graduates from this program may pursue careers in business management and administration, government and public administration, health science, law, public safety, or marketing.

The Wisconsin State Legislature requires a background check under the Caregiver Law §48.685 and 50.065 Stats. Students with certain legal convictions may not be able to work in particular fields.

CORE REQUIREMENTS  (19-20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
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<td>EDU100</td>
<td>Student Success Strategies</td>
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<td>*Student Portfolio Seminar</td>
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<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
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<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
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<td>ENG102</td>
<td>*College English and Research</td>
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<td>MAT104</td>
<td>*College Algebra Foundations or</td>
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<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
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<td>SDE100</td>
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GENERAL EDUCATION REQUIREMENTS  (29-30 CREDITS)

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<td>Elective</td>
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<td>3 cr.</td>
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<tr>
<td>Social Sciences</td>
<td>GEG210</td>
<td>Cultural Geography</td>
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<td></td>
<td>PSY100</td>
<td>Introduction to Psychology</td>
<td>3 cr.</td>
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<tr>
<td></td>
<td>SOC100</td>
<td>Introduction to Sociology</td>
<td>3 cr.</td>
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<tr>
<td>Humanities</td>
<td>HUM100</td>
<td>*Introduction to Humanities</td>
<td>3 cr.</td>
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<tr>
<td></td>
<td></td>
<td>*American Indian History or American Indian Language</td>
<td>3-4 cr.</td>
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<tr>
<td></td>
<td>Elective</td>
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<td>3 cr.</td>
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<tr>
<td>Fine Arts</td>
<td>Elective</td>
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EMPHASIS COURSE REQUIREMENTS  (15 CREDITS)

Choose from the following courses:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elective</td>
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<td>3 cr.</td>
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<tr>
<td>Elective</td>
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<td>3 cr.</td>
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<td>3 cr.</td>
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<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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</tr>
</tbody>
</table>

LIBERAL STUDIES – SOCIAL SCIENCE PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Communicate why the social sciences emerged within and across cultural and historical contexts;
2. Compare and contrast interdisciplinary relationships among the social sciences;
3. Analyze basic behavioral and social patterns;
4. Evaluate social science research as it applies to various contexts;
5. Compile credible information using selected social science data gathering techniques; and
6. Apply knowledge of the social sciences disciplines to explain individual and group behaviors.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Materials Science and Pre-Engineering

ASSOCIATE OF ARTS AND SCIENCES Minimum of 72 Credits

This A.A. Degree provides the first two years of a four-year program in Materials Science or Engineering. This allows the student to begin baccalaureate degree studies in a technical field by completing the first two years of Materials Science or Engineering at CMN and then finishing a baccalaureate at a major university. A graduate with an A.A. Degree could pursue an entry-level position as a scientist, engineer, technologist or technician.

ENTRANCE REQUIREMENTS:
Entering students must have demonstrated ability comparable to a grade of "B" or better, equivalent to ENG101, ENG102, COM100 and MAT120.

CORE REQUIREMENTS (11 CREDITS) COMPLETED GRADE
EDU100  Student Success Strategies 3 cr. __________ ______
EDU295  *Student Portfolio Seminar 1 cr. __________ ______
MAT231  *Calculus and Analytic Geometry I 4 cr. __________ ______
SDE100  *Introduction to Sustainable Development 3 cr. __________ ______

GENERAL EDUCATION REQUIREMENTS (28–29 CREDITS)

Natural and Physical Sciences
CHM205  *Chemistry I 5 cr. __________ ______
PHY203  *Physics I 5 cr. __________ ______

Social Sciences
ECN202  Macroeconomics or ECN203 Microeconomics 3 cr. __________ ______
Elective 3 cr. __________ ______

Humanities
*American Indian History or American Indian Language 3-4 cr. __________ ______
Elective 3 cr. __________ ______
Elective 3 cr. __________ ______

Fine Arts
ENG211  *Introduction to Creative Writing 3 cr. __________ ______

EMPHASIS COURSE REQUIREMENTS (ALL STUDENTS) (27 CREDITS)
MAT115  *Computer Applications in Science 3 cr. __________ ______
MAT232  *Calculus and Analytic Geometry II 4 cr. __________ ______
MAT234  *Multivariate Calculus 3 cr. __________ ______
MAT247  *Linear Algebra and Differential Equations 3 cr. __________ ______
PHY204  *Physics II 5 cr. __________ ______
PHY231  *Physics III Physics of Matter 4 cr. __________ ______
CHM207  *Chemistry II 5 cr. __________ ______

MATERIALS SCIENCE STUDENTS MUST TAKE (6 CREDITS)
CHM231  *Organic Chemistry 3 cr. __________ ______
EGR231  *Introduction to Materials Science 3 cr. __________ ______

PRE-ENGINEERING STUDENTS MUST TAKE (6 CREDITS)
EGR101  *Introduction to Engineering 3 cr. __________ ______
EGR201  *Statics I 3 cr. __________ ______

Total Credits: □ Materials Science □ Pre-Engineering 72+ credits

MATERIALS SCIENCE AND PRE-ENGINEERING PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Demonstrate adequate engineering background preparation in order to be able to transfer to a four-year university with a major in materials science or an engineering discipline at a level equivalent to the beginning of year three;
2. Identify, formulate, and solve basic problems in physics, chemistry and engineering using core knowledge, mathematical techniques and practicum;
3. Identify properties of various materials, their application, and behavior; and
4. Use computer applications software in the solution of basic problems of mathematics, physics, chemistry and engineering.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Mathematics

ASSOCIATE OF ARTS AND SCIENCES Minimum of 60 Credits

The Associate of Arts and Sciences Degree in Mathematics will provide a student with either a strong introduction to mathematical analysis or a basic understanding of three major branches of mathematics: analysis, statistics, and discrete math. The A.A. Degree in mathematics prepares students to choose a branch of mathematics to major in or to earn a Bachelor’s Degree in many STEM related fields at four-year institutions. A graduate with an A.A. Degree in mathematics could pursue a career in accounting, finance, insurance, health care or operations.

CORE REQUIREMENTS (19 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>COM100 *Introduction to Oral Communication</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>EDU100 Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295 *Student Portfolio Seminar</td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100 *Introduction to College English Foundations \ or \ ENG101 *Introduction to College English</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG102 *College English and Research</td>
<td>3 cr.</td>
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<tr>
<td>MAT104 *College Algebra Foundations \ or \ MAT106 *College Algebra (or higher-level math course)</td>
<td>3 cr.</td>
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<tr>
<td>SDE100 *Introduction to Sustainable Development</td>
<td>3 cr.</td>
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GENERAL EDUCATION REQUIREMENTS (26–27 CREDITS)

Natural and Physical Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
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Social Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>Elective</td>
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<tr>
<td>Elective</td>
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Humanities

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>HUM100 *Introduction to Humanities</td>
<td>3 cr.</td>
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<tr>
<td>*American Indian History \ or \ American Indian Language</td>
<td>3-4 cr.</td>
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<td>Elective</td>
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Fine Arts

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>Elective</td>
<td>3 cr.</td>
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EMPHASIS COURSE REQUIREMENTS (15+ CREDITS)

Choose from the following courses:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>MAT120 *Elementary Functions: Algebra and Trigonometry</td>
<td>4 cr.</td>
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</tr>
<tr>
<td>MAT231 *Calculus and Analytical Geometry I</td>
<td>4 cr.</td>
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</tr>
<tr>
<td>MAT232 *Calculus and Analytical Geometry II</td>
<td>4 cr.</td>
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</tr>
<tr>
<td>MAT234 *Multivariate Calculus</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT241 *Discrete Mathematics</td>
<td>4 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT247 *Linear Algebra and Differential Equations</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT260 *Introductory Statistics</td>
<td>4 cr.</td>
<td></td>
</tr>
</tbody>
</table>

MATHEMATICS PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Use common mathematical vocabulary and notation;
2. Implement mathematical procedures and formulas;
3. Interpret mathematical representations in real-world contexts;
4. Justify mathematical solutions; and
5. Describe mathematical concepts of various cultures.

*MAT120 Elementary Functions: Algebra and Trigonometry is a prerequisite for MAT231, MAT232, MAT234, and MAT247.

Students taking MAT231 and MAT232 are strongly urged to also take MAT234 and MAT247 for the degree.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
**Natural Resources**

**ASSOCIATE OF ARTS AND SCIENCES** Minimum of 63 Credits

The Associate of Arts and Sciences Degree in Natural Resources prepares students for employment in the conservation and natural resources fields. These fields include careers in forestry, wildlife management, water quality, soil science, wildland fire management, park management, environmental science, and environmental education. Students who earn a Natural Resources degree also have the opportunity to continue their education by earning a Bachelor’s Degree in Forestry, Wildlife, Resource Management or other related areas at a four-year college or university.

### CORE REQUIREMENTS (19 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>COM100</td>
<td><em>Introduction to Oral Communication</em></td>
<td>3 cr.</td>
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<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td><em>Student Portfolio Seminar</em></td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td><em>Introduction to College English Foundations</em> or <em>Introduction to College English</em></td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>ENG102</td>
<td><em>College English and Research</em></td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT104</td>
<td><em>College Algebra Foundations or College Algebra (or higher-level math course)</em></td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>SDE100</td>
<td><em>Introduction to Sustainable Development</em></td>
<td>3 cr.</td>
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### GENERAL EDUCATION REQUIREMENTS (28–29 CREDITS)

#### Natural and Physical Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>BIO202</td>
<td><em>Principles of Biology</em></td>
<td>5 cr.</td>
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</tr>
<tr>
<td>CHM101</td>
<td><em>Introduction to Chemistry or College Chemistry I</em></td>
<td>5 cr.</td>
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</table>

#### Social Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECN202</td>
<td>Macroeconomics</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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</table>

#### Humanities

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>American Indian History or American Indian Language</em></td>
<td>3-4 cr.</td>
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<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
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<tr>
<td>Elective</td>
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#### Fine Arts

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
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<td>Elective</td>
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### EMPHASIS COURSE REQUIREMENTS (16 CREDITS)

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<tr>
<td>ENV150</td>
<td>Introduction to Environmental Science</td>
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<tr>
<td>NAR151</td>
<td>Introduction to Natural Resources</td>
<td>3 cr.</td>
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<tr>
<td>NAR250</td>
<td><em>Introduction to Forestry, Fisheries and Wildlife</em></td>
<td>3 cr.</td>
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<tr>
<td>NAR251</td>
<td><em>Introduction to Forestry, Fisheries and Wildlife Lab</em></td>
<td>1 cr.</td>
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<tr>
<td>NAR260</td>
<td><em>Introduction to Water and Soil Resources</em></td>
<td>3 cr.</td>
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<tr>
<td>NAR261</td>
<td><em>Introduction to Water and Soil Resources Lab</em></td>
<td>1 cr.</td>
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<tr>
<td>NAR290</td>
<td><em>Internship in Natural Resources</em></td>
<td>2 cr.</td>
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</table>

### NATURAL RESOURCES PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Explain environmental principles;
2. Show an appreciation of Natural Resources and the environment;
3. Describe Natural Resources and the role it has in preserving the environment;
4. Research the history of resource management on the Menominee Reservation;
5. Compare the management practices typically used in Natural Resources;
6. Summarize ecological principles used in Natural Resources;
7. Design data collection tools to analyze environmental issues in the community; and
8. Apply knowledge of environmental issues in the field using case studies.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
## Public Administration

**ASSOCIATE OF ARTS AND SCIENCES** Minimum of 60 Credits

The Public Administration program at the College of Menominee Nation is designed to prepare students for a challenging career with non-profit organizations, tribal and non-tribal governments or the public sector. The coursework is designed to broadly build leadership, communication, and problem solving skills and focuses on public policy analysis, budgeting and governmental processes. Graduates may continue their education or may pursue entry-level employment in tribal government or the public or non-profit sector.

### CORE REQUIREMENTS (19-20 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3 cr.</td>
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<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
<td>1 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
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<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
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<tr>
<td>ENG102</td>
<td>*College English and Research</td>
<td>3 cr.</td>
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<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3-4 cr.</td>
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<tr>
<td>MAT106</td>
<td>*College Algebra (or higher-level math course)</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3 cr.</td>
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</tbody>
</table>

### GENERAL EDUCATION REQUIREMENTS (26-27 CREDITS)

**Natural and Physical Sciences**

| Elective | 3 cr. |       |
| Elective | 5 cr. |       |

**Social Sciences**

<table>
<thead>
<tr>
<th>Course Code</th>
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</tr>
</thead>
<tbody>
<tr>
<td>ECN202</td>
<td>Macroeconomics</td>
<td>3 cr.</td>
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<tr>
<td>POL101</td>
<td>American Government and Politics or</td>
<td>3 cr.</td>
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</tr>
<tr>
<td>POL202</td>
<td>Introduction to Public Policy</td>
<td>3 cr.</td>
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**Humanities**

<table>
<thead>
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<th>Course Code</th>
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<tr>
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<tr>
<td>Elective</td>
<td>3 cr.</td>
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</table>

**Fine Arts**

| Elective | 3 cr. |       |

### EMPHASIS COURSE REQUIREMENTS (15 CREDITS)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
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<tbody>
<tr>
<td>BUS200</td>
<td>*Project Management I</td>
<td>3 cr.</td>
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<tr>
<td>BUS210</td>
<td>*Introduction to Finance</td>
<td>3 cr.</td>
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<td>BUS215</td>
<td>Introduction to Public Administration</td>
<td>3 cr.</td>
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<tr>
<td>BUS225</td>
<td>*Introduction to Planning</td>
<td>3 cr.</td>
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<tr>
<td>ENG215</td>
<td>*Business Writing</td>
<td>3 cr.</td>
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</tbody>
</table>

### PUBLIC ADMINISTRATION PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Use information technology to communicate information;
2. Create appropriate written documentation for a variety of application scenarios;
3. Compose various financial reports;
4. Differentiate the types of planning used in the real world;
5. Conduct research to support decision-making;
6. Discuss ethical behavior, social responsibilities and legal issues of public administrators; and
7. Describe federal and state government economies, including fiscal and monetary policies.

*Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.*
Sustainable Development

ASSOCIATE OF ARTS AND SCIENCES Minimum of 60 Credits

The Associate of Arts and Sciences Degree in Sustainable Development will provide a student with a broad-based understanding of the Menominee Model of Sustainable Development. This program focuses on a multidisciplinary approach where emphasis courses are designed to foster awareness of and responsibility for community and environmental resources.

Students who earn this degree from the College of Menominee Nation have the opportunity to pursue their careers in the rapidly expanding green jobs market. These careers might include a position as a sustainability consultant, recycling manager, green business specialist, recycling/waste technician, community developer, renewable energy consultant, etc. This degree also allows students to earn a Bachelor’s Degree by completing the required courses at CMN and finishing the Junior- and Senior-level classes at a four-year college or university.

CORE REQUIREMENTS (19-20 CREDITS) COMPLETED GRADE

<table>
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<tr>
<th>Course</th>
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<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
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<td>EDU100</td>
<td>Student Success Strategies</td>
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<td>EDU295</td>
<td>*Student Portfolio Seminar</td>
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<td></td>
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<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td></td>
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<td>*Introduction to College English</td>
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<td>MAT106</td>
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<td>SDE100</td>
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</table>

GENERAL EDUCATION REQUIREMENTS (26-27 CREDITS)

Natural and Physical Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
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<tbody>
<tr>
<td>BIO202</td>
<td>*Principles of Biology or</td>
<td>5 cr.</td>
<td></td>
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<tr>
<td>CHM101</td>
<td>*Introduction to Chemistry</td>
<td>3 cr.</td>
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<tr>
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Social Sciences

<table>
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<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECN202</td>
<td>Macroeconomics</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>GEG210</td>
<td>Introduction to Cultural Geography</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ANT200</td>
<td>*Introduction to Native American Cultures</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>HIS121</td>
<td>*Survey of American Indian History or American Indian Language</td>
<td>3-4 cr.</td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td></td>
<td>3 cr.</td>
<td></td>
</tr>
</tbody>
</table>

Humanities

Fine Arts

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEG110</td>
<td>Introduction to Physical Geography</td>
<td>5 cr.</td>
<td></td>
</tr>
<tr>
<td>GEG245</td>
<td>*Geographic Information Systems</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT260</td>
<td>*Introductory Statistics</td>
<td>4 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE290</td>
<td>*Implementing Sustainable Development</td>
<td>3 cr.</td>
<td></td>
</tr>
</tbody>
</table>

EMPHASIS COURSE REQUIREMENTS (15 CREDITS)

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEG110</td>
<td>Introduction to Physical Geography</td>
<td>5 cr.</td>
<td></td>
</tr>
<tr>
<td>GEG245</td>
<td>*Geographic Information Systems</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>MAT260</td>
<td>*Introductory Statistics</td>
<td>4 cr.</td>
<td></td>
</tr>
<tr>
<td>SDE290</td>
<td>*Implementing Sustainable Development</td>
<td>3 cr.</td>
<td></td>
</tr>
</tbody>
</table>

SUSTAINABLE DEVELOPMENT PROGRAM OUTCOMES

Upon completion of this program, the graduate will be able to:

1. Explain how the Menominee land ethic has led to the development of the graduate’s own model of sustainable development that can be utilized for problem-solving at the local and global level;
2. Identify and summarize current research literature on sustainable development;
3. Blend technology into their research, critical thinking, problem-solving and analytical practices;
4. Identify the interfaces between the social and physical sciences and to apply this knowledge to problem-based learning; and
5. Professionally apply interpersonal and inter-disciplinary skills in their social interactions.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
# Nursing

**ASSOCIATE OF APPLIED SCIENCE Minimum of 72 Credits**

An Associate of Applied Science in Nursing will give the skills necessary to succeed in a professional nursing career. The graduate will be prepared to take the National Council Licensure Examination (NCLEX). Upon successful completion of the exam, the graduate will receive licensure as a Registered Nurse (RN).

### CORE REQUIREMENTS (12 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

### GENERAL EDUCATION REQUIREMENTS (23 CREDITS)

**Natural and Physical Sciences**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO202</td>
<td>*Principles of Biology</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>BIO204</td>
<td>*Anatomy and Physiology</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>BIO207</td>
<td>*Microbiology</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

**Social Sciences**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUD210</td>
<td>Introduction to Human Development</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSY100</td>
<td>Introduction to Psychology</td>
<td>3</td>
<td></td>
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</tbody>
</table>

**Humanities**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANT200</td>
<td>*Introduction to Native American Cultures</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

### EMPHASIS COURSE REQUIREMENTS (37 CREDITS)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR110</td>
<td>*Nursing Fundamentals</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR111</td>
<td>*Nursing Fundamentals Skills Lab</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR120</td>
<td>*Nursing Pharmacology</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR130</td>
<td>*Introduction to Clinical Practice</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR150</td>
<td>*Nursing Health Promotion</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR151</td>
<td>*Clinical Care Across the Lifespan</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR160</td>
<td>*Nursing Health Alterations</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR161</td>
<td>*Introduction to Clinical Care Management</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR201</td>
<td>*Complex Health Alterations</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR202</td>
<td>*Intermediate Clinical Practice</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR210</td>
<td>*Mental Health and Community Concepts</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR211</td>
<td>*Advanced Nursing Skills</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NUR250</td>
<td>*Complex Health Alterations II</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR251</td>
<td>*Nursing Advanced Clinical Practice</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NUR260</td>
<td>*Nursing Management and Professional Concepts</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NUR261</td>
<td>*Nursing Clinical Transition</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

### ASSOCIATE OF APPLIED SCIENCE IN NURSING PROGRAM OUTCOMES

Upon completion of this program, the graduate will be

1. Prepared with a Native American cultural focus and prepared to administer culturally competent care in ethical nursing practice;
2. Prepared as an entry-level nurse generalist prepared to deliver quality nursing care in an ever changing health system;
3. Prepared as a lifelong learner, evaluating nursing practice with a commitment to continuing education;
4. Prepared to integrate research and resource utilization in evidence-based nursing practice; and
5. A beginning leader in nursing practice.

*Technical Practical Nurse (TPN) coursework cannot apply to the ADN Program.*

*Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.*
Nursing Bridge ADN

ASSOCIATE OF APPLIED SCIENCE Minimum of 72 credits

An Associate in Applied Science in Nursing will give the skills necessary to succeed in a professional nursing career. The graduate will be prepared to take the National Council Licensure Examination (RN-NCLEX). This option is only available to Licensed Practical Nurses with work experience within the last five years.

Documented Licensed Practical Nurse

CORE REQUIREMENTS (12 CREDITS) COMPLETED GRADE

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>*Introduction to Oral Communication</td>
<td>3</td>
<td>______</td>
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<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>SDE100</td>
<td>*Introduction to Sustainable Development</td>
<td>3</td>
<td>______</td>
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GENERAL EDUCATION REQUIREMENTS (23 CREDITS)

Natural Science and Physical Sciences

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO202</td>
<td>*Principles of Biology</td>
<td>5</td>
<td>______</td>
</tr>
<tr>
<td>BIO204</td>
<td>*Anatomy and Physiology</td>
<td>5</td>
<td>______</td>
</tr>
<tr>
<td>BIO207</td>
<td>*Microbiology</td>
<td>4</td>
<td>______</td>
</tr>
</tbody>
</table>

Social Sciences

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUD210</td>
<td>Introduction to Human Development</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>PSY100</td>
<td>Introduction to Psychology</td>
<td>3</td>
<td>______</td>
</tr>
</tbody>
</table>

Humanities

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANT200</td>
<td>*Introduction to Native American Cultures</td>
<td>3</td>
<td>______</td>
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EMPHASIS COURSE REQUIREMENTS (20 CREDITS)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR199</td>
<td>Nursing Transitions LPN to RN</td>
<td>2</td>
<td>______</td>
</tr>
<tr>
<td>NUR201</td>
<td>*Complex Health Alterations</td>
<td>2</td>
<td>______</td>
</tr>
<tr>
<td>NUR202</td>
<td>*Intermediate Clinical Practice</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>NUR210</td>
<td>*Mental Health and Community Concepts</td>
<td>2</td>
<td>______</td>
</tr>
<tr>
<td>NUR211</td>
<td>*Advanced Nursing Skills</td>
<td>1</td>
<td>______</td>
</tr>
<tr>
<td>NUR250</td>
<td>*Complex Health Alterations II</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>NUR251</td>
<td>*Nursing Advanced Clinical Practice</td>
<td>3</td>
<td>______</td>
</tr>
<tr>
<td>NUR260</td>
<td>*Nursing Management and Professional Concepts</td>
<td>2</td>
<td>______</td>
</tr>
<tr>
<td>NUR261</td>
<td>*Nursing Clinical Transition</td>
<td>2</td>
<td>______</td>
</tr>
</tbody>
</table>

Upon successful completion of the above courses, a block transfer of 17 credits will be granted in recognition of previous licensure. ∆ Students are required to successfully complete these core requirements prior to enrollment into the ADN bridge course NUR199.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
### Business Office Technician

**TECHNICAL DIPLOMA 28 Credits**

The Technical Diploma in the Business Office Technician program prepares a student for employment in an advanced entry-level office personnel position. Upon completion of the program, students will be prepared to take the Microsoft Office Specialist (MOS) Certification exam in Microsoft Word, PowerPoint and Excel. In addition, students will study career-readiness, business communication, keyboarding, math and presentation skills.

**REQUIREMENTS**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>COMPLETED</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC135</td>
<td>Accounting with Computers</td>
<td>2 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT100</td>
<td>Keyboarding</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT101</td>
<td>Microsoft Word Applications</td>
<td>2 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT102</td>
<td>Microsoft Excel Applications</td>
<td>2 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT103</td>
<td>Business Presentations with Microsoft PowerPoint</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT105</td>
<td>Math with Business Applications or</td>
<td></td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT106</td>
<td>Proofreading and Editing or</td>
<td></td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>ENG100</td>
<td>*Introduction to College English Foundations or</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>ENG101</td>
<td>*Introduction to College English</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT107</td>
<td>Written Communication in the Business Office</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT108</td>
<td>Records Management</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
<tr>
<td>OFT109</td>
<td>Business Experience Applied</td>
<td>1 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
</tbody>
</table>

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Electricity

TECHNICAL DIPLOMA 30 Credits

The Technical Diploma in Electricity prepares students to install, maintain, and service basic electrical equipment used in residential, commercial, and industrial settings.

Students who earn this diploma from College of Menominee Nation have the opportunity to achieve national and state certifications, apply for apprenticeships, and enter employment as helpers in electrical construction and maintenance.

Completion of this program does not substitute for an electrical apprenticeship, but does offer students the basic knowledge to begin working for some electrical contractors as an electrician’s helper. Skills and aptitudes necessary for success in this program are normal physical strength, good manual dexterity, and the ability to climb without fear of heights. Normal vision, including color perception, is important. Students with vision concerns should consult with their advisor.

REQUIREMENTS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT100</td>
<td>Workplace Safety</td>
<td>1 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT101</td>
<td>Beginning Electrical Concepts</td>
<td>5 cr.</td>
<td></td>
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</tr>
<tr>
<td>ELT102</td>
<td>Residential Wiring</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT103</td>
<td>Math for Electricians I</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT104</td>
<td>National Electrical Code I</td>
<td>2 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT105</td>
<td>*Math for Electricians II or MAT104</td>
<td></td>
<td></td>
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<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or MAT106</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAT106</td>
<td>*College Algebra</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT106</td>
<td>*National Electrical Code II</td>
<td>2 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT107</td>
<td>*Advanced Electrical Concepts</td>
<td>5 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELT108</td>
<td>Commercial Wiring</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Practical Nursing

TECHNICAL DIPLOMA Minimum of 31 Credits

Practical Nursing Technical Diploma graduates provide direct patient care in hospitals, nursing homes, clinics, community health agencies and private homes. They assist the registered nurse or doctor in the care of the acutely ill person.

<table>
<thead>
<tr>
<th>CORE REQUIREMENTS</th>
<th>(3 CREDITS)</th>
<th>COMPLETED</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG101 *Introduction to College English</td>
<td>3 cr.</td>
<td>__________</td>
<td>______</td>
</tr>
</tbody>
</table>

| GENERAL EDUCATION REQUIREMENTS (9-16 CREDITS)          |
|--------------------------------------------------------|-------------|-----------|-------|
| **Natural and Physical Sciences**                      |
| **BIO110 Introduction to Human Biology or**            | 3 cr.       | __________| ______ |
| ***BIO202 Principles of Biology and**                  | 5 cr.       | __________| ______ |
| ***BIO204 Anatomy and Physiology**                     | 5 cr.       | __________| ______ |

| Social Sciences                                        |
| HUD210 Introduction to Human Development               | 3 cr.       | __________| ______ |

| Humanities                                             |
| COM100 Introduction to Oral Communication              | 3 cr.       | __________| ______ |

| EMPHASIS COURSE REQUIREMENTS (OPTION 1) (19 CREDITS)   |
|--------------------------------------------------------|-------------|-----------|-------|
| TPN110 *Nursing Fundamentals                           | 2 cr.       | __________| ______ |
| TPN111 *Fundamental Nursing Skills                     | 3 cr.       | __________| ______ |
| TPN120 *Nursing Pharmacology                           | 2 cr.       | __________| ______ |
| TPN130 *Introduction to Clinical Practice              | 2 cr.       | __________| ______ |
| TPN150 *Nursing Health Promotion                       | 3 cr.       | __________| ______ |
| TPN151 *Clinical Care Across the Lifespan              | 2 cr.       | __________| ______ |
| TPN160 *Nursing Health Alterations                     | 3 cr.       | __________| ______ |
| TPN161 *Introduction to Clinical Care Management       | 2 cr.       | __________| ______ |

Or

| STOP-OUT OPTION FOR ADN STUDENTS (OPTION 2) (19 CREDITS) |
|--------------------------------------------------------|-------------|-----------|-------|
| NUR110 *Nursing Fundamentals                           | 2 cr.       | __________| ______ |
| NUR111 *Nursing Fundamentals Skills Lab                | 3 cr.       | __________| ______ |
| NUR120 *Nursing Pharmacology                            | 2 cr.       | __________| ______ |
| NUR130 *Introduction to Clinical Practice              | 2 cr.       | __________| ______ |
| NUR150 *Nursing Health Promotion                       | 3 cr.       | __________| ______ |
| NUR151 *Clinical Care Across the Lifespan              | 2 cr.       | __________| ______ |
| NUR160 *Nursing Health Alterations                     | 3 cr.       | __________| ______ |
| NUR161 *Introduction to Clinical Care Management       | 2 cr.       | __________| ______ |

**If taking the Technical Practical Nurse (TPN) course of study, BIO110 is recommended or BIO202 and BIO204 may be taken.**

**If taking the NUR course of study, BIO202 and BIO204 are required.**

A student must be admitted to either the TPN or NUR option, not both.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
**Sustainable Residential Building Systems**

**TECHNICAL DIPLOMA 30 - 31 Credits**

The Technical Diploma in Sustainable Residential Building Systems prepares students for a career in the residential building industry with a green building emphasis. Upon successful completion, students will be prepared to enter the residential building industry in either a factory or on-site construction setting. Within a framework of sustainable, environment-enhancing practices, students will gain skills and knowledge in framing and finish carpentry and mechanical, plumbing, and electrical systems. Potential occupations include: stick-frame carpenter, panelized or modular home carpenter, panelized set crew carpenter, electrician helper, HVAC worker and some green-collar jobs.

Students who earn this diploma from the College of Menominee Nation have the opportunity to begin employment in the residential building industry or apply for apprenticeships.

Completion of this program does not substitute for an apprenticeship, but does offer the basic knowledge to gain employment in entry-level positions in several trade-related occupations.

**REQUIREMENTS**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RES101</td>
<td>Safety and Material Handling I</td>
<td>1 cr.</td>
<td></td>
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</tr>
<tr>
<td>RES102</td>
<td>Panelized and Modular Manufacturing</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RES104</td>
<td>Sustainable Residential Electrical, Plumbing and Solar Energy</td>
<td>2 cr.</td>
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<td></td>
</tr>
<tr>
<td>RES105</td>
<td>Mechanical Systems HVAC</td>
<td>2 cr.</td>
<td></td>
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</tr>
<tr>
<td>RES106</td>
<td>Site Layout/Framing and Construction Techniques</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RES107</td>
<td>Exterior Finish</td>
<td>3 cr.</td>
<td></td>
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</tr>
<tr>
<td>RES108</td>
<td>Interior Finish</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RES109</td>
<td>Sustainable Consumer Economics</td>
<td>1 cr.</td>
<td></td>
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</tr>
<tr>
<td>RES110</td>
<td>Residential Blueprint Reading and Estimating</td>
<td>2 cr.</td>
<td></td>
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<tr>
<td>MAT104</td>
<td>Applied Mathematics I – Trades or *College Algebra Foundations</td>
<td>2-3 cr.</td>
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<tr>
<td>MAT106</td>
<td>*College Algebra</td>
<td></td>
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<tr>
<td>RES111</td>
<td>Trade Construction and Component Installation</td>
<td>5 cr.</td>
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</tr>
</tbody>
</table>

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Welding

TECHNICAL DIPLOMA 30 - 31 Credits

The Technical Diploma in Welding prepares students to perform cutting with oxy-fuel, plasma, and arc air. Skill development using gas metal arc/pulse arc, gas tungsten, flux cored arc, submerged arc, oxy-acetylene welding, and shielded metal arc welding is emphasized. The processes of welding will be applied to various types of certification procedures and fabrication methods. Potential occupations include: production welder, maintenance welder, job shop layout welder, welding sales and service, and combination welder.

Students who earn this diploma from the College of Menominee Nation have the opportunity to achieve national and state certifications, apply for apprenticeships, and enter employment as welders in construction and industry.

Completion of this program does not substitute for an apprenticeship, but does offer the basic knowledge to begin working as a beginning welder in industry and construction. Skills and aptitudes necessary for success in this program are normal physical strength and good manual dexterity.

REQUIREMENTS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>COMPLETED</th>
<th>GRADE</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU100</td>
<td>Student Success Strategies</td>
<td>3 cr.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RES110</td>
<td>Applied Mathematics I – Trades or</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAT104</td>
<td>*College Algebra Foundations or</td>
<td>2-3 cr.</td>
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</tr>
<tr>
<td>WEL101</td>
<td>Shielded Metal Arc Welding (SMAW)</td>
<td>5 cr.</td>
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<tr>
<td>WEL102</td>
<td>Gas Metal Arc Welding/Metal Inert Gas (GMAW/MIG)</td>
<td>5 cr.</td>
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<tr>
<td>WEL103</td>
<td>Flux Core Arc Welding (FCAW)</td>
<td>5 cr.</td>
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<tr>
<td>WEL104</td>
<td>Gas Tungsten Arc Welding/Tungsten Inert Gas (GTAW/TIG)</td>
<td>5 cr.</td>
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<td></td>
</tr>
<tr>
<td>WEL105</td>
<td>2D Machine Tool CAD</td>
<td>1 cr.</td>
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<tr>
<td>WEL106</td>
<td>Welding Materials and Metallurgy</td>
<td>2 cr.</td>
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<td></td>
</tr>
<tr>
<td>WEL111</td>
<td>Welding Blueprint Reading and Sketching</td>
<td>2 cr.</td>
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</tbody>
</table>

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
**Criminal Justice Certificate**

Minimum of 33 credits

The College of Menominee Nation’s Criminal Justice Certification program will enable students to complete their first year of study at the College of Menominee Nation (CMN) and then have the opportunity to transfer to Fox Valley Technical College (FVTC) to pursue an Associate Degree in Criminal Justice. Upon completion of their degree at FVTC, students will be eligible to become State of Wisconsin Law Enforcement Certifiable in careers such as Law Enforcement, Courts or Corrections or Probation and Parole.

Preparatory training course work at both CMN and FVTC must be completed within three years of starting the criminal justice program. Upon successful completion of the Associate Degree Law Enforcement Officer Certification Track, students will become certifiable by the Wisconsin Department of Justice if employed within three years of graduation.

Successful completion of this program does not guarantee certification as a law enforcement officer. Similarly, candidates for this program with an unpardoned felony conviction or misdemeanor crime of domestic violence conviction will be prohibited from attending the unified tactics portion of training; hence, he/she is not employable as a law enforcement officer or eligible for CMN or FVTC’s Criminal Justice Certification Program.

**CORE REQUIREMENTS**  (12 CREDITS)  
COM100  *Introduction to Oral Communication  3 cr.  
ENG101  *Introduction to College English  3 cr.  
ENG102  *College English and Research  3 cr.  
MAT106  *College Algebra  3 cr.  

**GENERAL EDUCATION REQUIREMENTS**  (6 CREDITS)  
PSY100  Introduction to Psychology  3 cr.  
SOC100  Introduction to Sociology  3 cr.  

**EMPHASIS COURSE REQUIREMENTS**  (15 CREDITS)  
CRJ101  Introduction to Criminal Justice  3 cr.  
CRJ110  Criminal Law  3 cr.  
CRJ103  Traffic Theory  3 cr.  
CRJ105  Professional Communications  3 cr.  
CRJ120  Community Policing Strategies  3 cr.  

**CRIMINAL JUSTICE PROGRAM OUTCOMES**

Upon completion of this program, the graduate will be able to:
1. Understand the function of law enforcement within the criminal justice system;
2. Apply appropriate terminology of the criminal justice system;
3. Articulate the Law Enforcement Code of Ethics;
4. Practice ethical interview and interrogation techniques;
5. Appraise crimes, incidents, and accidents for future legal proceedings;
6. Compose technical reports specific to the criminal justice field; and
7. Individualize research for audience specific presentations.

The Wisconsin State Legislature requires a background check under the Caregiver Law §48.685 and 50.065 Stats. Students with certain legal convictions may not be able to work in particular fields.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Entrepreneurship Certificate

Minimum of 20 Credits

This certificate prepares students to start and operate their own businesses. Participating students in Business Administration, Accounting, Building Trades, Early Childhood, and Microcomputer Specialist may be eligible to receive funding to pay for their courses through the Johnson Scholarship Foundation.

**CORE REQUIREMENTS**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
<th>Graded</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS100</td>
<td>Introduction to Business</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ACC135</td>
<td>Accounting with Computers</td>
<td>2 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS110</td>
<td>Personal Finance</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS220</td>
<td>Principles of Marketing</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>ENG215</td>
<td>*Business Writing</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS112</td>
<td>Business Law</td>
<td>3 cr.</td>
<td></td>
</tr>
<tr>
<td>BUS205</td>
<td>Small Business Management</td>
<td>3 cr.</td>
<td></td>
</tr>
</tbody>
</table>

**ENTREPRENEURSHIP CERTIFICATE PROGRAM OUTCOMES**

Upon completion of this program, the graduate will be able to:

1. Apply appropriate accounting procedure to maintain business books;
2. Articulate business and financial concepts;
3. Compose effective written communication documents;
4. Modify oral communication style to specific situations;
5. Compare business financial concepts;
6. Examine business laws applicable to the business owner; and
7. Apply marketing strategies to promote a business or product.

ACC135, BUS100, BUS112, BUS205, BUS220, and *ENG215 courses may also satisfy emphasis course requirements for the Accounting, Business Administration and/or Public Administration Associate Degree programs.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
Microcomputer Specialist Certificate

25 Total Credits

This certificate prepares students for entry-level positions in IT or related departments.

If also enrolled in the Entrepreneurship Certificate Program, Microcomputer Specialist students may be eligible to receive funding to pay for their courses through the Johnson Scholarship Foundation.

ONE (1) YEAR CERTIFICATE REQUIREMENTS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Completed</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMP128</td>
<td>Introduction to Microcomputer Programming</td>
<td>4 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP201</td>
<td>Introduction to Microcomputer Hardware</td>
<td>4 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP205</td>
<td>Internet and Web Publishing</td>
<td>3 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP206</td>
<td>Microcomputer Operating Systems</td>
<td>4 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP207</td>
<td>Introduction to Computer Networking</td>
<td>3 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP220</td>
<td>Microcomputer Graphics</td>
<td>3 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
<tr>
<td>CMP228</td>
<td>*Intermediate Microcomputer Programming</td>
<td>4 cr.</td>
<td>_________</td>
<td>______</td>
</tr>
</tbody>
</table>

*CMP228 satisfies an emphasis course requirement for the Computer Science A.A. degree program.*

Program Requirements: Program participants must complete an entrance assessment and achieve satisfactory placement scores in English (comparable to ENG101) and Mathematics (comparable to MAT106) to be admitted to the program. Students who do not satisfy these entrance assessments must take the corresponding course: for English either ENG100 or ENG101, for Math either MAT104 or MAT106. Additionally, program participants must have basic computer and internet skills. If necessary, those computer skills may be acquired or demonstrated at the College of Menominee Nation Community Technology Center.

MICROCOMPUTER SPECIALIST CERTIFICATE PROGRAM OUTCOMES

Upon completion of this program a graduate will be able to:

1. Create computer programs to provide business solutions, including the integration of databases;
2. Troubleshoot PC hardware and software;
3. Evaluate IT maintenance and backup procedures;
4. Support a variety of microcomputer operating systems;
5. Evaluate various network operating systems;
6. Compare and contrast architectural communication capabilities (LAN/WAN);
7. Design interactive websites using various programming languages and editors; and
8. Demonstrate advanced skills GUI application.

Courses that have an asterisk (*) in front of them have a requisite. Students should refer to the academic catalog and plan accordingly.
COURSE DESCRIPTIONS

Fall Semester: FL  
Spring Semester: SP  
Summer Session: SU

Fine Arts: FA  
Core Requirements: CR  
Humanities: HUM  
Natural Sciences: NS  
Physical Sciences: PS  
Social Sciences: SS  
American Indian History: TH  
American Indian Language: TL

ACCOUNTING

ACC103 INTRODUCTORY ACCOUNTING 4 Cr  
This course provides the opportunity for the student to develop the knowledge and application of basic accounting principles. The course covers accounting theory and practice that concerns recording business activities, composing financial reports, and using accounting information in business decision making.

ACC135 ACCOUNTING WITH COMPUTERS 2 Cr  
This course provides an overview of accounting with the utilization of computerized software to aid in managing a small business. (SP)

ACC204 MANAGERIAL ACCOUNTING 4 Cr  
This course provides the opportunity for the student to develop the knowledge and application of accounting theory and practices related to investments and equity. It concerns the use of basic financial statement analysis for business purposes, including planning, control, and decision making. (Prerequisite: ACC103) (SP)

ACC216 GOVERNMENTAL ACCOUNTING 4 Cr  
Examine the basic operation of governmental and non-profit entities, their accounting and reporting systems. (Prerequisite: ACC103) (SP)

ACC217 INTERMEDIATE ACCOUNTING 4 Cr  
Prepare income statements, balance sheets, cash flow statements, cash and receivables; determine inventories and cost of goods sold, non-current operating assets, accounting changes/corrections; financial statement analysis. (Prerequisite: ACC103) (FL)

ACC231 PAYROLL ACCOUNTING 3 Cr  
Payroll and personnel records, Social Security, withholding tax, unemployment compensation, time sheets and timekeeping records, and legal aspects of payroll. (Prerequisite: ACC103) (SP)

ACC232 PERSONAL TAX ACCOUNTING 4 Cr  
History and research of tax law and regulations; preparation of Federal and State of Wisconsin individual income taxes, including forms 1040, 1040A, and 1040EZ, and supporting schedules and forms. (Prerequisite: ACC103) (SP)

ACC233 ADVANCED MANAGERIAL ACCOUNTING 3 Cr  
Cost behavioral patterns, cost-volume-profit relationships, segment reporting, profit planning, budgets and overhead analysis, decentralized operations, pricing decisions, capital investment decisions, and service department costing. (Prerequisite: ACC204) (FL)

ACC234 COST ACCOUNTING 4 Cr  
Contemporary cost environment and issues; selecting, analyzing and tracking costs; production costing methods; job order, process, and standard costs; by-product and joint costing. (Prerequisite: ACC204) (FL)

ACC299 SPECIAL TOPICS IN ACCOUNTING 1-3 Cr  
Topics vary according to interest and needs. May be repeated once.

ANTHROPOLOGY

ANT200 INTRODUCTION TO NATIVE AMERICAN CULTURES 3 Cr  
An introductory survey of selected Native American cultures, including the Menominee and other Wisconsin Tribes. Includes basic anthropological concepts to aid the student in the study of culture. (Prerequisites: ENG100 or ENG101 or instructor consent) (FL, SP; HUM or SS; TH)

ANT299 SPECIAL TOPICS IN ANTHROPOLOGY 1-3 Cr  
Topics vary according to interest and needs. May be repeated once.

ART

ART106 FUNDAMENTALS OF DESIGN 3 Cr  
This course introduces students to the seven principles of design: balance, movement, rhythm, contrast, emphasis, pattern and unity. It will include hands-on assignments using the elements of design: line, form, shape, color, value, texture and space. (FL, SP, SU; FA or HUM)

ART299 SPECIAL TOPICS IN ART 1-3 Cr  
Topics vary according to interest and needs. May be repeated once.
BIOLOGY

BIO110 INTRODUCTION TO HUMAN BIOLOGY 3 Cr
Basic concepts, principles, and processes in human biology: origin of life, evolution, cells, population, genetics, reproduction, disease, the anatomy and function of major organ systems. (FL, SP; NS)

BIO111 INTRODUCTION TO HUMAN BIOLOGY LAB 2 Cr
Lab component of BIO110. (Concurrent Requisite: BIO110) (FL, SP; NS)

BIO202 PRINCIPLES OF BIOLOGY 5 Cr
Biological principles, structure, and function of organisms with consideration of interactions at the cellular level and examination of the relationships of organisms to the environment. Includes lab. (Prerequisite: CHM101) (FL, SP; NS)

BIO204 ANATOMY AND PHYSIOLOGY 5 Cr
Structure and function of the body, its organs and organ systems, including skeletal, muscular, nervous, endocrine, digestive, respiratory, cardiovascular, urinary, and reproductive systems. Includes lab. (Prerequisite: BIO202) (FL, SP; NS)

BIO205 INTRODUCTION TO PLANT BIOLOGY 5 Cr
General biological principles with emphasis on growth, reproduction, structure, and functions of plants; morphological studies of typical plants. Includes lab. (Prerequisite: BIO202) (FL; NS)

BIO207 PRINCIPLES OF MICROBIOLOGY 4 Cr
Microorganisms and their activities; their form, structure, reproduction, physiology, metabolism, and identification; their distribution in nature and their relationship to each other and other living things. Includes lab. (Prerequisite: BIO202) (FL, SP; SU; NS)

BIO299 SPECIAL TOPICS IN BIOLOGY 1-5 Cr
Topics vary according to interest and needs. May be repeated once.

BUSINESS ADMINISTRATION

BUS100 INTRODUCTION TO BUSINESS 3 Cr
Covers business enterprise and its resources, competitive/regulatory environments, pricing, profit, finance, planning, controls, ethics, environmental impact, social responsibility, and other important concepts. (FL, SP; SS)

BUS105 SOCIAL MEDIA MARKETING 3 Cr
This course explores new technologies and theories surrounding product marketing and social media optimization. Students examine current trends in web marketing and study how to construct promotions, generate targeted online traffic, create and position content to create overall brand awareness in the digital domain.

BUS110 PERSONAL FINANCE 3 Cr
A study of financial management. Examines the financial problems and financial decisions facing individuals in our economy. Subjects covered include family budgeting, consumer buying decisions, borrowing, insurance, personal real estate, taxation, investments, and estate planning.

BUS112 BUSINESS LAW 3 Cr
Introduction to principles of law relating to business. Historical, social, governmental, and ethical developments are emphasized. Includes contracts, property, sale of goods, government regulation, professional malpractice, and product liability.

BUS120 PRINCIPLES OF SUPERVISION 3 Cr
Introduction to principles of supervisory management. Course will cover management functions and skills needed to perform functions, the history of management, contemporary management trends, ethics, communication, interpersonal relations, and will introduce the concepts of total quality management. The course will emphasize application of theory by case studies and practical scenarios, and analyze successful management practices.

BUS200 PROJECT MANAGEMENT I 3 Cr
This course provides the opportunity for the learner to develop the knowledge, skills, process, and understanding of project manager roles and responsibilities; tools and methods of project management, phases of project management, and preparation of typical project documentation. It also provides an overview of project management software. (Prerequisites: BUS100 and ENG100 or ENG101 or ENG215) (FL)

BUS205 SMALL BUSINESS MANAGEMENT 3 Cr
Explores the role of the manager and entrepreneur in the small business environment. Special problems in the areas of marketing, finance, record-keeping, taxes, decision-making, risk-taking, and business law are covered.

BUS210 INTRODUCTION TO FINANCE 3 Cr
This course exposes the student to careers in finance and the foundations of finance. It provides an introduction to the financial system in the U.S. Topics include financial management, financial markets and investments, and financial analysis and decision making. (Prerequisite: ACC103)

BUS215 INTRODUCTION TO PUBLIC ADMINISTRATION 3 Cr
This course is designed to take students into the world of public administration so they can see how government agencies are structured, how public officials make decisions and how budgets are developed and implemented within a political system. The content areas include administrative and organizational theory, human resource management, policy analysis, program evaluation, and regulatory administration.
BUS220 PRINCIPLES OF MARKETING 3 Cr
Study of marketing theories and concepts used in the applications of marketing strategies in product development, distribution, pricing, and promotion. Case studies and a research paper required.

BUS225 INTRODUCTION TO PLANNING 3 Cr
This course provides an orientation to urban, regional, rural, and tribal planning. Topics covered include planning for land use, transportation, and community development. Students will also evaluate the role governmental and tribal entities play in the comprehensive planning process. (Prerequisite: ECN202 or ECN203.)

BUS226 ORGANIZATIONAL DYNAMICS 3 Cr
The purpose of this course is to provide a foundation in organization culture and leadership. The course covers basic theories and practices of improving organizational and individual effectiveness, and leadership development. Ethics in organizational decision making is an underlying theme for the course. (Prerequisite: BUS100)

BUS290 PROFESSIONAL READINESS 2 Cr
Each student will complete a field experience requirement in which he/she will, with the assistance of his/her advisor, explore opportunities and work in a business organization prior to graduation. (Prerequisite: must have completed 36 or more credits)

BUS299 SPECIAL TOPICS IN BUSINESS 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

BUS300 PROJECT MANAGEMENT II 3 Cr
This course is designed to build and expand students’ foundation of knowledge needed to manage resources, time, money, and scope. Students will use case studies to learn how to manage the uncertainty and risk associated with project work and how to contain the human elements of power, politics, and interrelationships that play into the success or failure of projects. (Prerequisite: BUS200)

BUS310 INTRODUCTION TO PUBLIC FINANCE 3 Cr
Introduction to public finance provides foundations of public goods and finance and serves as an introduction to Government Accounting Standards Board (GASB). Students also learn about public programs, public revenue, and expenditure systems. This course exposes the student to skills in public administration. (Prerequisite: BUS210)

BUS315 REGULATION AND PUBLIC ADMINISTRATION 3 Cr
This course aims to provide an understanding of how the concept of Regulation is viewed and analyzed from the perspective of Public Administration. It is designed for existing and future professionals in local and tribal governments and the private sector dealing with the federal government to have a clearer appreciation of the general principles guiding the framing and implementation of regulation. (Prerequisite: BUS215)

BUS320 PUBLIC RELATIONS AND MARKETING 3 Cr
This course examines the importance of maintaining communication with consumers/clients in the fast-paced, media driven environment of the internet age through advertising, marketing, and the media. Students are exposed to theories of public relations, research methods, media relations, and the role of public relations and marketing in businesses, non-profit organizations, tribal entities, and government.

BUS325 PLANNING THEORY AND METHODS 3 Cr
The purpose of this course is to explore the relationship between planning theory and planning practice. The course will benefit students who are looking to make a career as a planning specialist as well as those who must deal with the milieu of issues in planning in the public, non-profit and private sectors. The primary topics to be covered include: the intellectual foundations of the field of planning, the history of the profession, justifications for and critiques of centralized public planning, the various procedural theories of interest to practitioners, the role of politics, power and citizen participation in the practice of planning, ethics in the context of community culture and demographics and the role of planning in the development of a sustainable community. (Prerequisite: BUS225)

BUS330 CONSUMER BEHAVIOR 3 Cr
This course introduces students to marketing concepts and theories developed in the behavioral and economic sciences as they relate to consumer and business markets. Students will examine models of consumer behavior and organizational buying to learn how these behaviors are influenced by internal and external factors. Consumer and buyer behavior are discussed in the context of advertising/promotion, product management, and the development of effective marketing strategies.

BUS341 HUMAN RESOURCE MANAGEMENT 3 Cr
Upon completion of this course the learner will have increased knowledge, skills and abilities in human resources management. Focus areas include strategic planning, recruiting, training, developing, and retaining employees, and labor relations.

BUS380 FUNDAMENTALS OF INVESTMENTS 3 Cr
This introductory course provides a general survey of finance and investments, asset/liability valuations, risk and return, investment analysis, sources and uses of funds, cost of capital, and cash management. This course provides financial decision-making tools to the investment decision-making process. (Prerequisite: BUS210)
BUS385 FINANCIAL INSTITUTIONS 3 Cr
The course will consider the economic principles underlying the workings of national and international financial institutions. This interactive course incorporates theory with the daily operations of financial systems from the government, financial industry and economist’s viewpoint using realistic scenarios. The stress is on financial regulations, instruments and markets in which securities are traded.

BUS390 FIELD EXPERIENCE 3 Cr
Students will gain relevant work experience in Public Administration by volunteering in a government agency, non-profit organization, tribal organization, or community group. Instruction is a combination of class time and volunteering. Written reports and a final reflection are submitted to the instructor.

BUS400 LEADERSHIP IN ORGANIZATIONS 3 Cr
This course introduces students to approaches, theories, and types of leadership as related to organizations, tribes, and businesses. Through personal observation, reflection, and research, students will examine approaches to leadership to understand how to use leadership skills to lead activities in organizations. (Prerequisites: ENG102 and ENG215)

BUS405 ORGANIZATIONAL COMMUNICATION 3 Cr
This course examines organizational communication theories and processes that inform the study and practice of communication in organizations. Students are exposed to basic theories, concepts, and issues relevant to the field of organizational communication. In addition, the course focuses on organizational challenges including the most common organizational variables such as conflict, power, leadership styles, roles, relationships, and technology.

BUS410 PUBLIC BUDGETING AND RESOURCE ALLOCATION 3 Cr
This course exposes the student to government and non-profit budgeting processes and resource allocation. It provides foundations of public financial reporting processes using Government Accounting Standards Board practices. It is also an introduction to public capital projects and auditing. It covers budgeting and resource allocation for local, tribal, state, federal and non-profit entities. (Prerequisite: BUS310)

BUS420 SURVEY OF COMMUNITY ECONOMIC DEVELOPMENT THEORY 3 Cr
This course is intended to provide students with techniques essential to determining a community’s imperatives for developing economic development opportunities. Students are exposed to the skills necessary to formulate and apply an index that reflects a community’s readiness to retain existing businesses, attract new businesses and residents, and grow small businesses. (Prerequisites: BUS215 and ECN202)

BUS430 BUSINESS STATISTICS 3 Cr
This course examines the importance of decision making supported by research and data analysis in public, non-profit, tribal, and private business administration. Students are exposed to statistical analysis, survey and sampling techniques, data collection, validation and research methods. This course uses Microsoft Excel extensively. (Prerequisite: MAT260)

BUS440 PROGRAM DESIGN, IMPLEMENTATION, AND EVALUATION 3 Cr
In this course students learn about the techniques in human service needs assessment, goal setting, setting performance measures, designing operation modalities, conducting situation analysis, and budgeting. Students refine their skills in monitoring and evaluation, and reporting the effectiveness of the program to stakeholders compared to planned results, legal and fiscal requirements. (Prerequisites: BUS215 and BUS225)

BUS445 OPERATIONS MANAGEMENT 3 Cr
This course addresses how to set-up, maintain, and reengineer processes that organizations use to provide services of public value. With an emphasis on cross-functional decision making, four major categories of operations management will be covered: processes, quality, capacity, and inventory. These process-oriented concepts can be applied to non-profit organizations, companies, tribal entities, and service industries. (Prerequisite: BUS430)

BUS450 ENVIRONMENTAL POLICIES, IMPACTS, AND ASSESSMENTS 3 Cr
This course explores the process of environmental impact assessment and policy decision making. Students will be provided with skills for identification of purpose and need for any actions affecting the environment, development of objectives and decision criteria, and various techniques for assessing impact and comparing alternatives for a given environmental intervention. (Prerequisites: ECN202 and SDE100)

BUS455 TRIBES, ENTERPRISES, AND ENTREPRENEURSHIP 3 Cr
This unique course addresses the challenges and opportunities of starting, owning and operating businesses and organizations in Indian Country. The course covers entrepreneurial resources available to Native Americans and other minority groups, tribally-owned businesses, small business contracting programs, and success stories. The extensive use of current materials and references provides current information on the political, social, and economical aspects of entrepreneurial ventures by American Indians. (Prerequisites: ENG102 and ENG215)
BUS465 INTERNATIONAL INVESTMENTS 3 Cr
This course provides a general study of how global firms operate. Students will demonstrate an understanding of risk and return, investment analysis, effective use of funds, short- and long-term capital management for a global firm that operates under multiple cultures, geographic, economic and political environments. This course provides financial decision-making tools to the investment decision-making process from a global perspective. (Prerequisite: BUS210).

BUS475 RISK MANAGEMENT 3 Cr
This course will guide students through risk planning techniques, issues about sovereign risk, risk response planning, risk monitoring and control, types of insurance and marketing systems. Using a series of hands-on exercises students will learn various risk management concepts, tools, and techniques in the global context. Special attention will be paid to design and implementation of risk management practices. (Prerequisites: BUS200 and BUS430)

BUS480 STRATEGIC MANAGEMENT 3 Cr
Strategic Management is an upper-level course that integrates other course material in the functional areas of finance, accounting, marketing, and human relations. The extensive use of case studies provides scenarios, which focus on decision making at all levels of management to formulate strategies to implement throughout an organization. (Prerequisites: BUS300, BUS400, and BUS430)

BUS485 CORPORATE FINANCE 3 Cr
This introductory course concentrates on issues and analytical problems relating to corporate valuation, capital raising, financial decision, distress, mergers, and acquisitions. This course uses case studies, textbook, and journal articles to illustrate key decisions made by managers. (Prerequisite: BUS210)

BUS490 INTERNSHIP IN PUBLIC ADMINISTRATION 3 Cr
Students will gain relevant work experience in Public Administration by interning in a government agency, non-profit organization, tribal entity, or community group. This course is separated into two parts: Internship Orientation and Internship. Instructional times are set for Part I and students complete the hands-on portion at the internship location for Part II. Student must be within five classes of graduating in the CMN Public Administration Bachelor's Degree program. (Prerequisites: BUS215, BUS310, and BUS390)

BUS495 SENIOR SEMINAR 1 Cr
This is an emphasis course focusing on current trends, problems, and issues in the business world and their effect on business and business training. (Prerequisite: 90 credits completed including transfer credits)

BUS499 SPECIAL TOPICS IN BUSINESS 1-3 Cr
Topics vary according to interest and needs. May be repeated once. (Prerequisite: Junior or Senior standing)

CHEMISTRY

CHM101 INTRODUCTION TO CHEMISTRY 5 Cr
The purpose of this course is to introduce students to the topics of general chemistry. The focus of this course is numerical analysis, properties and characteristics of matter, and the language of chemistry. This class can also be used as a preparatory class for CHM110 and CHM205. Includes Lab. (Prerequisite: MAT104 or MAT106) (FL, SP; NS or PS)

CHM110 BIOCHEMISTRY 5 Cr
This course will introduce the concepts and terminology of organic chemistry and biochemistry. It will provide a foundation for further learning in topics related to nursing and health care, such as pharmacology and pathology. Building on prior knowledge of general chemistry, students will study the molecular basis for living things, and learn how the complex interactions of bio-molecules are understandable and meaningful. Includes lab. (Prerequisites: CHM101 and BIO202)

CHM205 CHEMISTRY I 5 Cr
The fundamental principles and concepts of chemistry. Topics include matter and measurement, atomic and molecular structure, bonding, stoichiometry, chemical reactions, thermochemistry, periodicity, gases, intermolecular forces, and aqueous solution chemistry. Includes lab. (Prerequisite: CHM101) (FL; NS or PS)

CHM207 CHEMISTRY II 5 Cr
The fundamental principles and concepts of inorganic chemistry are explored with an emphasis on thermodynamics, kinetics, properties of aqueous solutions, solution equilibria, acid-base reactions, coordination chemistry, oxidation-reduction reactions, and nuclear reactions. This is a course that develops chemical foundations required for professional and preprofessional programs. Includes laboratory and discussion section. (Prerequisite: CHM205) (SP)

CHM231 ORGANIC CHEMISTRY 3 Cr
This course covers the fundamental concepts and principles of organic chemistry. Topics include nomenclature, stereochemistry, and the relation between structure, properties and reaction mechanisms of aliphatic hydrocarbons, aromatics and selected functional groups. Includes discussion section. (Prerequisite: CHM207) (FL)

CHM299 SPECIAL TOPICS IN CHEMISTRY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.
COMMUNICATIONS

COM100 INTRODUCTION TO ORAL COMMUNICATION 3 Cr
This course is designed to introduce students to the basic techniques of Oral Communication through a combination of oral presentations, text readings, classroom discussions, self critiques, and peer critiques. Students will learn how to outline, formulate, and present effective speeches and will become equipped with the knowledge of what constitutes successful communication. (Prerequisite: EDU100) (FL, SP, SU; CR)

COM299 SPECIAL TOPICS IN COMMUNICATIONS 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

COMPUTER SCIENCE

CMP128 INTRODUCTION TO MICROCOMPUTER PROGRAMMING 4 Cr
Students will be introduced to microcomputer programming concepts, logic, and data structures using Visual Basic Programming Language. (SP)

CMP201 INTRODUCTION TO MICROCOMPUTER HARDWARE 4 Cr
Students will be introduced to the evolution of basic hardware technology of microcomputers, including CPUs, monitors, and associated peripheral equipment. Other topics cover basic computer design, processing concepts, memory management, utility programs, assembly, maintenance, diagnostic procedures, and legacy hardware. (FL)

CMP205 INTERNET AND WEB PUBLISHING 3 Cr
This includes the history, terminology, and customs of the Internet. Subjects include exploring the World Wide Web, FTP, Gopher, search engines, Telnet, newsgroups, and Email. Students will learn how to create and load their own web pages. (SP)

CMP206 MICROCOMPUTER OPERATING SYSTEMS 4 Cr
In this course, students will be given a comprehensive knowledge of operating systems. Topics will include: Windows 2000/XP Professional implementation and support, disk systems, introduction to network operating systems, introduction to Unix/Linux, DOS commands/scripts and exploration of various midrange operating systems. (FL)

CMP207 INTRODUCTION TO COMPUTER NETWORKING 3 Cr
This course covers a wide variety of computer networking issues with an emphasis in personal computing and local area networks. Topics ranging from basic to intermediate data communications will also be discussed. Classes will consist mainly of lecture materials with several labs. (SP)

CMP220 MICROCOMPUTER GRAPHICS 3 Cr
An introduction to the concepts and applications of computer graphics. Includes fundamental principles of graphics and the practical applications of computer-generated images, scale parameters, coordinate systems, raster and vector images, and two- and three-dimensional picture generation. (FL)

CMP228 INTERMEDIATE MICROCOMPUTER PROGRAMMING 4 Cr
This course focuses on extending previously introduced structured programming practicum and theory by building upon the concepts, logic, and data structures presented in a first class in programming. Students will extend their understanding of representations, data storage and retrieval, algorithms, recursions, references, and semaphores. Students will increase their awareness of the issues of internal and external events, timing, synchronicity, and bandwidth. (Prerequisite: CMP128 or instructor consent) (FL)

CMP256 INTRODUCTION TO COMPUTER SCIENCE I 4 Cr
Using a high-level structured programming language and programming environment, this course introduces students to unifying principles underlying the design and implementation of computer programs and programming environments. The course will focus on recognizing, defining, and stating a situation or problem suitable for a solution within a computer-based environment. Students will practice the evolution of a programming solution by including methods of recognition of areas for optimization, testing and debugging, implementation, and documentation in a user environment. (Prerequisite: CMP228 or instructor consent) (SP)

CMP299 SPECIAL TOPICS IN COMPUTER SCIENCE 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

CRIMINAL JUSTICE

CRJ101 INTRODUCTION TO CRIMINAL JUSTICE 3 Cr
This course introduces the study of crime and the administration of justice in the United States. The course focuses on the roles of police, prosecution, courts, and corrections in dealing with people charged with the commission of crimes. Upon completion of this course, students will have a better understanding from a historical perspective of how the criminal justice process evolved and is carried out in the U.S. today. (FL; SS)

CRJ103 TRAFFIC THEORY 3 Cr
This course focuses on traffic enforcement, engineering and education. Topics include traffic laws, deposit-bond schedules, traffic stop procedures, citations, tactical awareness, accident investigation and reports, and traffic control.
CRJ105 PROFESSIONAL COMMUNICATIONS 3 Cr
This course focuses on developing communication skills related to conflict resolution. Instruction is presented in interviewing, interrogating, courts testimony and court decorum.

CRJ110 CRIMINAL LAW 3 Cr
This course covers the general principles of criminal law and the elements of specific crimes in Wisconsin. Students will learn to recognize when a crime has occurred under Wisconsin law and determine what charge is appropriate. (SS)

CRJ120 COMMUNITY POLICING STRATEGIES 3 Cr
Law enforcement officers are the most visible criminal justice practitioners, therefore positive police/citizen partnerships are essential. This course focuses on the responsibilities that law enforcement officers and citizens have to each other, including relations with minority groups. Values and ethics in law enforcement also are emphasized.

DIGITAL MEDIA

DGM100 INTRODUCTION TO DIGITAL MEDIA CREATION 3 Cr
This course is designed as a digital media introduction focusing on the study of multimedia technology concepts, creation and management. Students will learn digital media management best practices and fundamental scientific concepts of digital media, and gain practical experience creating and manipulating digital images, audio, video, and broadcast media.

DGM101 DIGITAL AUDIO OVERVIEW 3 Cr
This course explores audio capture, mixing and post-production techniques. Introducing the concept of analog to digital audio conversion, processing sound in digital domain, MIDI music creation and production, audio production, video soundtracks, broadcast media, basics of time code, and format conversion.

DGM205 DIGITAL IMAGE DEVELOPMENT 3 Cr
Students will be introduced to the concepts and applications of computer graphics in multimedia production. Students will create and prepare images for publication in print, video, animation, web and mobile delivery. Students will manipulate bitmap and vector images in two- and three-dimensional space. Students will improve images for professional delivery by retouching or creating realistic or imaginative images through compositing and other techniques to incorporate into various multimedia products. (Prerequisite: DGM100)

DGM206 DIGITAL VIDEO PRODUCTION 3 Cr
The course explores video production techniques that can be applied in a range of professional non-linear editing programs. Students develop video production skills that solve specific communication challenges and engage audiences while exploring the process of digital storytelling utilizing professional video editing techniques. Specific attention will be paid to utilizing storyboards for shot types, angles, cuts, and transitions. Exercises in production and post-production techniques will be applied for various media delivery. (Prerequisite: DGM100)

DGM220 WEB DESIGN AND DEVELOPMENT 3 Cr
Students will learn the fundamental principles and techniques of Web design and development. Topics include HTML, XML, CSS, JavaScript, HTTP, FTP, DOM, and tools for developing Web applications, graphics, and multimedia. (Prerequisites: DGM100 and DGM205)

DGM299 SPECIAL TOPICS IN DIGITAL MEDIA 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

ECONOMICS

ECN202 MACROECONOMICS 3 Cr
Introduction to the behavior of our economy in the aggregate, focusing upon the process by which the economy achieves a certain level of output and employment. (SP; SS)

ECN203 MICROECONOMICS 3 Cr
The decision-making processes of individuals and business firms associated with the determination of what products will be produced, how they will be produced, and what prices specific goods and services will command. (FL; SS)

ECN299 SPECIAL TOPICS IN ECONOMICS 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

ECN460 SUSTAINABLE ECONOMICS 3 Cr
In this course students will learn the assumptions and values that underlie the free market economy and the link between the economic model and contemporary global issues such as environment, corporate social responsibility, poverty, war, democratic governance, and sustainable management. Students will research and evaluate real life constructive ideas and projects that have been developed to contribute to a more sustainable global economy. (Prerequisites: ECN202 and SDE100)
EDUCATION

EDU100 STUDENT SUCCESS STRATEGIES 3 Cr
This course is designed to help students become engaged members of the College of Menominee Nation community and to introduce strategies and tools necessary for academic, professional, and personal success. This course is required for all Associate Degree programs excluding nursing and must be taken during the first semester. (FL, SP, SU; CR)

EDU201 EMERGENT LITERACY 3 Cr
This is an introduction to curriculum and methods for building a solid foundation of early literacy development at home and at school. Explicit strategies for teaching literacy to all young children, including children with diverse needs, within a balanced literacy approach will be emphasized. The emergent literacy spectrum will include theory, assessment, oral language and vocabulary development, phonological awareness, comprehension, writing, organizing and managing a literacy-based classroom, read-aloud, and motivation of reluctant readers and writers. Research and current best practices will be studied. An emphasis will be placed on relevant hands-on activities and projects. This course is primarily designed for teachers and future teachers. (Prerequisite: EDU238) (SP)

EDU211 INTRODUCTION TO EXCEPTIONALITIES 3 Cr
This course will provide an introduction to special education services for the young child (birth through 11 years old). This course includes a study of atypical growth and development, an overview of State and Federal legislation, service coordination, and family-centered service. It combines underlying theory and practical strategies for development of effective communication and collaboration skills among families, professionals and community agencies. (Prerequisites: EDU236 and HUD210)

EDU236 INFANCY AND EARLY CHILDHOOD 3 Cr
Current theories, methods of study and research in the study of human development from conception through the preschool years and the interrelationships among biological, socio-cultural and psychological aspects of development. (Prerequisite: HUD210) (FL, SP; SS)

EDU237 OBSERVATION AND INTERPRETATION OF CHILD BEHAVIOR 3 Cr
Study of the behavior and development of young children through direct, systematic observation of children in selected situations and comparison with established child development theories and data. (Prerequisite: HUD210) (SP)

EDU238 PLAY AND CREATIVE ACTIVITIES IN CHILDHOOD 3 Cr
Concepts of the contributions of play and creative activities to physical, intellectual, emotional, and social aspects of development; specific contribution of selected creative activities. (Prerequisite: HUD210) (FL)

EDU250 INTRODUCTION TO TEACHER EDUCATION 3 Cr
This course provides an introduction to teaching as a profession. An overview of the conceptual framework, mission and goals, admission requirements, and competencies of the College of Menominee Nation’s teacher education program will be presented. NAEYC standards, Wisconsin teaching standards, learning theories and types of assessment will be reviewed. The practice of differentiation in classrooms will serve as a focus for the on-site classroom observations and practice. The teacher education component of the CMN portfolio will be introduced. Background check required. (Prerequisites: COM100, EDU236, EDU237, and EDU238) (SP)

EDU251 GEOMETRY FOR ELEMENTARY TEACHERS 3 Cr
Geometry for Elementary Teachers is designed to prepare prospective K-8 teachers to be effective mathematics instructors. Emphasis is placed on a culturally relevant approach to geometry instruction at the elementary school level. Coursework will include the effective use of manipulatives, the application of geometry in the every-day settings of students, communication using the language of geometry, and a final project. Topics include symmetry, perimeter, area, similar shapes, proportions, angles, tessellations, measurement, transformations, scale, the use of formulas, and geometric shapes.

EDU256 SOCIAL AND FAMILY INFLUENCES ON EARLY DEVELOPMENT AND LEARNING 3 Cr
An ecological systems approach to social and family influences affecting success or failure in school. Child development and education risk theories, research, and practitioner accounts. Prevention and intervention programs for children (prenatal to age eight) and families at-risk. (FL)

EDU295 STUDENT PORTFOLIO SEMINAR 1 Cr
This course guides graduating students through the process of developing an electronic portfolio. Following reflection on program outcomes and the College mission, students share highlights from their portfolios with the College community. Students must complete the Collegiate Assessment of Academic Progress exam and the Global Perspectives Inventory to receive a passing grade. (This course is required and must be taken during the student’s last semester prior to graduating with an Associate Degree.) (FL, SP, SU; CR)

EDU299 SPECIAL TOPICS IN EDUCATION 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

EDU300 FOUNDATIONS OF AMERICAN EDUCATION 3 Cr
In this course, teacher candidates explore the political, historical, philosophical, and sociological contexts of the American system of education and examine current teaching practice in light of them. The historical models of education on the Menominee, Stockbridge-Munsee...
or Oneida reservations will serve as a basis for reflection, analysis and comparison to national historic reform movements and current practice. The teacher candidates will examine the goals of schooling, the effects of culture on the educational process, and the place of education in society. (Prerequisite: EDU250)

**EDU301 EDUCATIONAL TECHNOLOGY** 3 Cr
This course focuses on how teachers effectively integrate technology in the classroom to plan, implement, and assess the teaching-learning process. In this class, teacher candidates learn how to use technology to plan classroom activities, manage classroom assessment, promote positive classroom interactions, and participate in continuous professional development using technological tools beyond the textbook, kits, and other usual school/classroom resources. The Wisconsin’s Department of Instruction teacher and student standards will guide assessment activities as well as language and cultural elements established by CMN and tribes. (Prerequisite: EDU250)

**EDU302 EDUCATIONAL PSYCHOLOGY** 3 Cr
Teacher candidates will explore major theories of development and learning to apply these theories to the teaching and learning process and teacher reflection. The physical, social, emotional, moral and cognitive development of children from birth to adolescence will be used to as a basis for understanding students as diverse learners with various learning styles, intelligences and cultural expectations. Teacher candidates will also examine and apply motivation and classroom management techniques, approaches to exceptionalities and interpretation of student assessments to teaching strategies and evaluation of learning. (Prerequisite: EDU250)

**EDU304 METHODS FOR ART AND MUSIC** 3 Cr
This course explores the place and focus of music and the arts in an elementary curriculum. Teacher candidates will acquire a basic knowledge of the progressive ways children learn through music and artistic expression, as well as practice teaching strategies that employ motivation techniques to engage early childhood and elementary children in the arts. (Prerequisite: EDU250)

**EDU305 METHODS FOR SOCIAL STUDIES** 3 Cr
This course is designed for teacher candidates to research, study and engage in social studies teachers’ best practices that effectively motivate elementary school children within a culturally diverse, interdependent world. Teacher candidates will use a constructivist approach to create, develop, plan, integrate, review, present and assess instructional materials in an elementary social studies classroom. (Prerequisite: EDU250)

**EDU306 METHODS FOR TEACHING MATHEMATICS** 3 Cr
This course centers on how teachers create a positive classroom environment to facilitate children’s mathematical thinking through Cognitively Guided Instruction (CGI). To this end, teacher candidates learn how to design and develop thematic activities where children solve problems by inventing/presenting their own mathematical problem-solving strategies; where children learn to take responsibility for their own learning, and where turn-taking is a valuable commodity given the powerful results of students learning from each other. (Prerequisite: EDU250)

**EDU307 METHODS FOR TEACHING READING** 3 Cr
Methods for Teaching Reading is designed to assist teacher candidates in understanding reading as a developmental, cognitive and interactive process that leads to lifelong literacy. Within a literacy-rich environment, the teacher candidate will plan, develop, implement, and assess developmentally appropriate and culturally responsive reading lessons for early childhood/elementary students. (Prerequisite: EDU250)

**EDU308 METHODS FOR LANGUAGE ARTS** 3 Cr
This course focuses on the interactive nature of the language arts—reading, speaking, listening, writing, viewing and visually representing. In a culturally responsive, developmentally appropriate manner, teacher candidates will learn to design instruction and assessment, create a literary environment in the classroom and strengthen teaching technological strategies to improve student literary skills. (Prerequisite: EDU250)

**EDU309 METHODS FOR TEACHING SCIENCE** 3 Cr
Teacher candidates learn how to teach in a constructivist manner; guiding children in problem-solving activities, and at the same time working as co-inquirers, constructing their own conceptualizations about science content and planning/implementing/assessing science in the elementary school environment. (Prerequisite: EDU250)

**EDU310 METHODS FOR TEACHING HEALTH AND PHYSICAL EDUCATION** 3 Cr
This course focuses on the relationship between health and physical education activities that foster healthy habits for school children. Teacher candidates learn how to design, develop, and assess lessons and activities that promote positive healthy lifestyles including good nutrition and lifelong physical activity. (Prerequisite: EDU250)

**EDU311 PRE-STUDENT TEACHING SEMINAR** 1 Cr
This course coordinates supervised classroom experience required by the co-requisite methods courses (40+ hours) and reflection, discussion and evaluation in the practicum sessions. The course focuses on synthesizing course classroom management, planning, instruction, reflection and self-evaluation within and among diverse learners and children with exceptionalities. (Prerequisite: EDU250; Co-requisites: EDU307 and EDU308)
EDU312 PRE-STUDENT TEACHING SEMINAR II 1 Cr
This course (seminar) coordinates supervised classroom experiences in co-requisite methods courses (40+ hours) through discussion, reflection and evaluation of artifacts to be included in the pre-student teaching portfolio. Coordination centers on the artifacts that represent (planning, classroom instruction, problem solving, collaboration, and social justice) from co-requisite coursework. (Prerequisite: EDU250)

EDU313 INCLUSION STRATEGIES FOR EXCEPTIONAL LEARNERS 2 Cr
Study of pedagogical, curricular, and social considerations involved in educating learners with diverse learning needs in the general education classroom. Strategies for adapting curriculum to learners with special needs. (Prerequisites: HUD210 and EDU250)

EDU314 CLASSROOM BEHAVIOR AND MANAGEMENT 2 Cr
Overview of the diverse behavioral needs encountered in the general education setting. Teaching strategies, classroom environment, and management techniques aimed at improving the knowledge and skills of all students. Techniques and strategies for maintaining appropriate behavior and changing inappropriate behavior. (Prerequisites: HUD210 and EDU250)

EDU315 CULTURAL IMAGES IN CHILDREN’S LITERATURE 3 Cr
Cultural Images in Children’s Literature is intended to increase the teacher candidate’s knowledge of theories and methods of choosing and evaluating multicultural children’s literature. Through this course, teacher candidates integrate multicultural children’s literature with language arts theories and practices in an early childhood/elementary education classroom. (Prerequisites: EDU211, EDU300, EDU301, EDU302, EDU304, EDU305, EDU306, EDU307, EDU308, EDU309, EDU310, EDU311, EDU312, EDU313, EDU314, EDU315, and MAT260; Concurrent Requisite: EDU401)

EDU402 STUDENT TEACHING SEMINAR 2 Cr
The student teaching seminar is an opportunity for student teachers to process their teaching experiences in a peer group or community of learners. This course provides reflective student teachers the framework for inquiry into, problem solving and analysis of classroom situations, the teaching-learning process, professional issues, classroom management and professional development. The seminar will also provide assistance in preparing for professional employment. (Prerequisites: EDU211, EDU300, EDU301, EDU302, EDU304, EDU305, EDU306, EDU307, EDU308, EDU309, EDU310, EDU311, EDU312, EDU313, EDU314, EDU315, and MAT260; Concurrent Requisite: EDU401)

EDU499 SPECIAL TOPICS IN EDUCATION 1-3 Cr
Topics vary according to interest and needs. May be repeated once. (Prerequisite: Junior or Senior standing)

ELECTRICITY

ELT100 WORKPLACE SAFETY 1 Cr
Examines electrical hazards and stresses the importance of electrical safety. The course covers the equipment and procedures necessary to work safely with electricity, including Personal Protective Equipment (PPE), lockout/tagout, first aid, and Occupational, Safety, and Health Administration 10 (OSHA10) Certification and CPR. Importance of and methods for grounding are explained. Coursework meets National Center for Construction Education and Research (NCCER) certification requirements.

ELT101 BEGINNING ELECTRICAL CONCEPTS 5 Cr
This course provides an overview of the electrical industry and electrical theory through Direct Current concepts. Students will develop an understanding of potential difference, current, resistance, Ohm’s Law, and Kirchhoff’s Law. Students will apply the power formula to series, parallel circuits, and series-parallel circuits. Students will acquire skills needed to complete the National Center for Construction Education and Research (NCCER) certification.

ELT102 RESIDENTIAL WIRING 3 Cr
This course is designed to provide students with the technical skills and knowledge required to safely install, maintain, replace and repair residential wiring and distribution systems conforming to the National Electrical Code (NEC). Hands-on use of tools and equipment to complete and troubleshoot residential electrical wiring projects will be emphasized. Students will acquire skills needed to complete the National Center for Construction Education and Research (NCCER) certification.

ELT103 MATH FOR ELECTRICIANS 1-3 Cr
Review of fundamental math concepts with real-world, on the job scenarios. The course covers algebraic formulas and geometric concepts as used in the electrical trade.
ELT104 NATIONAL ELECTRICAL CODE I 2 Cr
This course covers nationally recognized electrical standards, including electrical terms, calculations, safety issues and industry practice. General-use equipment, wiring methods and materials are defined and discussed. Wisconsin State Codes are reviewed and compared with national codes.

ELT105 MATH FOR ELECTRICIANS II 3 Cr
Builds on concepts learned in Math for Electricians I. The course progresses to algebra and trigonometric functions. An analytical approach to problem solving is emphasized in geometry and trigonometry. Real world electrical situations are integrated into the coursework. (Prerequisite: ELT103)

ELT106 NATIONAL ELECTRIC CODE II 2 Cr
A continuation of National Electrical Code I, this course covers nationally recognized electrical standards, including electrical terms, safety issues and industry practice. Emphasis is on codes for hazardous locations, special equipment, and special conditions. Wisconsin state codes are reviewed and compared with national codes. (Prerequisite: ELT104)

ELT107 ADVANCED ELECTRICAL CONCEPTS 5 Cr
This course covers Alternating Current, including inductance, capacitors, resistive-capacitive series and parallel circuits, three-phase power, and three-phase circuits. Calculations and hands-on troubleshooting will be emphasized. Students will acquire skills needed to complete the National Center for Construction Education and Research (NCCER) certification. (Prerequisite: ELT101)

ELT108 COMMERCIAL WIRING 3 Cr
This course prepares individuals to install, maintain, troubleshoot, and repair electrical devices, components, and equipment that are used in commercial electrical systems. This course focuses on overcurrent protection, proper grounding techniques, and associated safety procedures according to national and state codes. Students will acquire skills needed to complete the National Center for Construction Education and Research (NCCER) certification.

ELT109 INDUSTRIAL WIRING 3 Cr
This basic course covers wiring methods used for industrial installations. It focuses on installation, troubleshooting, and testing of motors, transformers, and controls found in industry. Calculations and hands-on experience will be incorporated. Students will acquire skills needed to complete the National Center for Construction Education and Research (NCCER) certification.

ELT199 SPECIAL TOPICS IN ELECTRICITY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

ENGINEERING

EGR101 INTRODUCTION TO ENGINEERING 3 Cr
Introduction to Engineering provides an introduction to the engineering design process, which is reinforced as the students complete a series of design projects to gain skills in engineering related to problem solving, logic and programming, team work, technical communication, professionalism, and ethics. (Prerequisite: MAT104 or MAT106)

EGR201 STATICS 3 Cr
This course introduces the principles, methods and language used in the investigation, diagnosis and synthesis of understanding of the properties of mechanical systems in static equilibrium. Topics include: Force and moment vectors, resultants and free-body diagrams; applications to simple trusses, frames and machines; distributed loads and internal forces in beams; properties of areas and second moments, and laws of friction in mechanical systems. Work includes student-led team projects and discussion section (Prerequisite: PHY203; Co-requisite: MAT232) (FL)

EGR231 INTRODUCTION TO MATERIALS SCIENCE 3 Cr
Introduction to the structure, properties and classification of materials. The course builds progressively from properties of atomic systems to bonding and crystal structures. The course presents properties of defects X-ray diffraction, phase diagrams, and microstructure as a basis for the study of mechanical and electrical properties and the propagation of energy in materials: metals, polymers, ceramics, semiconductors, composites, and nano-materials. It includes discussion section and projects. (Prerequisites: CHM205, MAT232, and PHY204) (SP)

EGR299 SPECIAL TOPICS IN ENGINEERING 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

ENGLISH

ENG100 INTRODUCTION TO COLLEGE ENGLISH FOUNDATIONS 3 Cr
This course develops and sharpens a student’s knowledge of the basic principles of writing college-level essays. Students work on a series of essays to improve their ability to write clear, detailed prose and to use texts to support their claims. Students with ENG100 credit may not receive degree credit for ENG101. (Prerequisite: Appropriate placement score) (FL, SP, SU; CR)

ENG101 INTRODUCTION TO COLLEGE ENGLISH 3 Cr
This course develops and sharpens a student’s knowledge of the basic principles of writing college-level essays. Students work on a series of essays to improve their ability to write clear, detailed prose and to use texts to support their claims. Students with ENG101 credit may not receive degree credit for ENG100. (Prerequisite: Appropriate placement score) (FL, SP, SU; CR)
ENG102 COLLEGE ENGLISH AND RESEARCH  3 Cr
This fundamental course in expository writing stresses style, logic, research, and methods of development. Analytical reading and writing and the methods of inquiry common to various academic disciplines will be explored. Students will write a documented research paper using suitable sources of information and appropriate methods of documentation. (Prerequisite: ENG100 or ENG101) (FL, SP; CR)

ENG206 INTRODUCTION TO POETRY 3 Cr
This course is designed to introduce students to the world of poetry. Students will read, write, and discuss ideas, themes, meter, rhyme scheme, and implications of the works of prominent poets. Students will be provided with background information on the poets, source material to help them contextualize their readings, and other tools to help them understand the many facets of poetry. (Prerequisite: ENG100 or ENG101) (SP; HUM)

ENG207 AMERICAN INDIAN LITERATURE 3 Cr
Students study literature from oral and written materials by and about Native American Indians. Significant works and writers past and present will be studied, read, and discussed. (Prerequisite: ENG100 or ENG101) (FL, SP; HUM)

ENG208 MINORITY WOMEN IN LITERATURE 3 Cr
This course is an introduction to American literature by and about women, written by various authors from diverse ethnic groups. (Prerequisite: ENG100 or ENG101) (FL, SP; HUM)

ENG211 INTRODUCTION TO CREATIVE WRITING 3 Cr
This course will be conducted as a fiction writing workshop with emphasis on class discussion of student work. The course will be structured around classic literary works, discussion of contemporary writers, and the study of literary techniques. (Prerequisite: ENG100 or ENG101) (FL, FA or HUM)

ENG215 BUSINESS WRITING 3 Cr
This course is a comprehensive writing course that provides the foundation for the student to develop the knowledge, skills, and understanding of business and professional documents such as letters, memos, email messages, and a variety of reports. Upon completion of this course, the student will demonstrate an understanding of the communication process, the writing process, written business correspondence, appropriate tone for communication, written business proposals, written solicitation, direct marketing, budgets, and grant writing. (Prerequisite: ENG100 or ENG101) (SP)

ENV150 INTRODUCTION TO ENVIRONMENTAL SCIENCE 3 Cr
This course covers the interrelationships between people and the abiotic components of their environment. The scientific, social, and political implications of natural resources and their use are examined. (FL; NS)

ENV299 SPECIAL TOPICS IN ENVIRONMENTAL STUDIES 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

GEG110 PHYSICAL GEOGRAPHY 5 Cr
Physical geography is the study of the physical properties of the planet as the home for humankind. This is an introductory course with emphasis on the four individual spheres of the physical environment — the atmosphere, hydrosphere, biosphere, and the terrestrial landscape — and the interrelationships among them. Includes labs. (FL, SP; NS)

GEG210 CULTURAL GEOGRAPHY 3 Cr
Examines components and spatial expressions of contemporary culture, including patterns and problems of population, language, religion, urban and rural settlements and political and economic development from the perspectives of diffusion, ecology, integration, landscape, and region. (SP; SS)

GEG245 GEOGRAPHIC INFORMATION SYSTEMS 3 Cr
This is an introduction to concepts and principles of Geographic Information Systems (GIS) and related spatial information technologies. It provides an overview of uses, components, and technical aspects of GIS and application use including automation, analysis, query, and display. It covers functionality and introduction to “Spatial Analyst” and the “Avenue” programming language. (Prerequisites: ENG100 or ENG101 and MAT104 or MAT106) (SP)

GEG299 SPECIAL TOPICS IN GEOGRAPHY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

HIS112 HISTORY OF THE UNITED STATES FROM 1865 TO THE PRESENT 3 Cr
This course covers the forces that shaped the political, social, cultural, intellectual, and economic history of the United States since the Civil War. The experiences of various ethnic, religious and class groups and women will be examined. (Prerequisite: ENG100 or ENG101) (FL; HUM or SS)
**Health Care**

**HLT090 Home Health Aide** 3 Cr
This course covers the necessary skills determined by the State of Wisconsin for work in home health care. The instruction includes text, workbook and hands-on learning experiences. (Prerequisite: The Wisconsin State Legislature requires a background check under the Caregiver Law 48.685 and 50.065 Stats. Students with certain legal convictions may not be eligible to work in this field. Student must be at least 16 years old.)

**HLT095 Nursing Assistant** 4 Cr
This course will prepare the student for entry-level positions as a nursing assistant in a health care facility or a client’s home. The student will be able to perform specific nursing assistant care when under the direct supervision of a licensed nurse.

**Human Development**

**HUD210 Introduction to Human Development** 3 Cr
Human development from conception through death; physical development, social and emotional development, personality development, the development of language, intellectual development and creativity, and the process of human learning. (FL, SP; SS)

**HUD299 Special Topics in Human Development** 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

**Humanities**

**HUM100 Introduction to the Humanities** 3 Cr
This course explores the role of the fine arts, language, literature, rhetoric, philosophy and history in constructing, maintaining, and interrogating the values and beliefs of human cultures. Topics vary. (Prerequisite: ENG100 or ENG101) (FL, SP; HUM)

**HUM290 Expressions of the Human Experience** 3 Cr
In this course, students identify and correlate themes reflected in creative works produced within the various disciplines of the humanities. This course emphasizes expanding students’ intellectual perspectives and developing understanding of concepts that enable correlation of insights from multiple branches of the humanities. For a student pursuing an Associate of Arts and Sciences Degree in the Liberal Studies/Humanities, this course should be taken during the student’s last semester prior to graduating. (Prerequisites: ENG102 and HUM100)

**HUM299 Special Topics in Humanities** 1-3 Cr
Topics vary according to interest and needs. May be repeated once.
LANGUAGE

LAN101 MENOMINEE LANGUAGE I 4 Cr
For students with no previous training in Menominee language. Includes an introduction to the spoken language as well as to the written language. (FL; HUM; TL)

LAN102 MENOMINEE LANGUAGE II 4 Cr
Continuation of study in the Menominee language, its structure, and the relationship of the language to Menominee culture. (Prerequisite: LAN101 or instructor consent) (SP; HUM; TL)

LAN103 MENOMINEE LANGUAGE III 4 Cr
For students who have completed course I and II or have a high level of fluency in spoken Menominee language. Focuses on the use of conversational Menominee language in an immersion setting. (Prerequisite: LAN102 or instructor consent) (SU, FL; HUM; TL)

LAN111 ONEIDA LANGUAGE I 4 Cr
An introductory course that provides students with basic lessons in the Oneida grammar, spelling system, and conversational vocabulary. (FL; HUM; TL)

LAN299 SPECIAL TOPICS IN LANGUAGE 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

MATHEMATICS

MAT104 COLLEGE ALGEBRA FOUNDATIONS 3 Cr
Properties of the real numbers, solving linear and quadratic equations, inequality, polynomial and fractional expressions and equations, algebra of exponents, powers and roots, systems of linear equations. Students with MAT104 credit may not receive degree credit for MAT106. (Prerequisite: Appropriate placement score) (FL, SP, SU; CR)

MAT106 COLLEGE ALGEBRA 3 Cr
Properties of the real numbers, solving linear and quadratic equations, inequality, polynomial and fractional expressions and equations, algebra of exponents, powers and roots, systems of linear equations. Additional lab work may be required. Students with MAT106 credit may not receive degree credit for MAT104. (Prerequisite: Appropriate placement score) (FL, SP, SU; CR)

MAT115 COMPUTER APPLICATIONS IN SCIENCE 3 Cr
Introduction to computer-aided data analysis and measurement. Topics include: elementary data acquisition and computer-based visualization, quality of numerical information, model fitting, numerical differentiation/integration, solution of differential equations and symbolic calculation and introduction to Computer Algebraic Systems software (MathCad and/or Maple). Includes discussion section. (Prerequisite: MAT104 or MAT106) (SP)

MAT120 ELEMENTARY FUNCTIONS: ALGEBRA AND TRIGONOMETRY 4 Cr
Emphasizes aspects of algebra, trigonometry and problem solving that are important in the study of calculus. The course includes functions and their applications to real world problems and different classes of functions including polynomial, exponential, logarithmic, and trigonometric functions. Graphing calculators are used frequently in class and on assignments. (Prerequisite: MAT104 or MAT106 or appropriate placement score) (FL)

MAT231 CALCULUS AND ANALYTICAL GEOMETRY I 4 Cr
Differential and integral calculus of the elementary functions with associated analytic geometry; transcendental functions; techniques of integration; application; sequences and series. (Prerequisite: MAT120) (SP)

MAT232 CALCULUS AND ANALYTICAL GEOMETRY II 4 Cr
Formal integration with an emphasis on algebra practice and reinforcement of the Fundamental Theorem of Calculus, change of variables; infinite series with emphasis on power series and approximations, second order linear differential equations with constant coefficients and analytic geometry with vectors. The course will end with derivation of the fundamental laws of planetary motion. Graphing calculators are used frequently in class and on assignments. Includes discussion sections. (Prerequisite: MAT231) (SP)

MAT234 MULTIVARIATE CALCULUS 3 Cr
Multivariable Vector Calculus of space curves, surfaces and volumes. Includes double and triple integrals, the method of Lagrange multipliers, parametric curves in three dimensions, cylindrical and spherical coordinates, partial derivatives, continuity and differentiability in “R”, directional derivatives and the gradient. Also calculation of the center of mass, surface area, vector fields, line integrals and path independence. The class will close with surface integrals, Green’s Theorem, the Divergence Theorem and Stoke’s Theorem. Course includes discussion section. (Prerequisite: MAT232)

MAT241 DISCRETE MATHEMATICS 4 Cr
The course provides the student with an overview of the fundamentals of discrete mathematics. Topics include matrix manipulation, determinants, elementary logic, an introduction to algorithms and formal proof. These tools will provide a foundation and necessary skills for the pursuit of more advanced mathematical topics and concepts. (Prerequisite: MAT231) (FL)

MAT247 LINEAR ALGEBRA AND DIFFERENTIAL EQUATIONS 3 Cr
Linear Algebra: matrix operations, Gaussian elimination, inverses, determinants, vector spaces and subspaces, linear dependence and independence, Wronskian, eigenvalues, eigenvectors, diagonal matrices. Differential
NAR151 INTRODUCTION TO NATURAL RESOURCES 3 Cr
Integrated management of natural resources and their role in social, ecological, spiritual, and economic welfare. Basic principles of ecology and the application of those principles to management of natural resources are covered. (FL; NS)

NAR250 INTRODUCTION TO FORESTRY, FISHERIES, AND WILDLIFE 3 Cr
Integrated introduction to principles and practices of forestry, fisheries, and wildlife management, including production of goods and services while maintaining ecosystem integrity and functions: emphasis on contemporary issues. (Prerequisite: NAR151; Concurrent Requisite: NAR251) (FL)

NAR251 INTRODUCTION TO FORESTRY, FISHERIES, AND WILDLIFE LABORATORY 1 Cr
Laboratory component to NAR250 Introduction to Forestry, Fisheries, and Wildlife. The lab will provide hands-on opportunities. (Concurrent Requisite: NAR250) (FL)

NAR260 INTRODUCTION TO WATER AND SOIL RESOURCES 3 Cr
Integrated concepts of soil and water resources at the landscape level. Physical, chemical, and biological interactions relating to watershed processes and responses to land use and management are identified. (Prerequisite: CHM101; Concurrent Requisite: NAR261) (FL)

NAR261 INTRODUCTION TO WATER AND SOIL RESOURCES LABORATORY 1 Cr
Laboratory component to NAR260 Introduction to Water and Soil Resources. The lab will provide hands-on opportunities related to water and soil quality, their chemical and physical makeup, and interactions between the two. (Concurrent Requisite: NAR260) (FL)

NAR290 INTERNSHIP IN NATURAL RESOURCES 2 Cr
Supervised training program in resource management in cooperation with private or public resource agencies. Additional requirements determined by advisor before registration. May be repeated once. (Prerequisite: NAR151)

NAR299 SPECIAL TOPICS IN NATURAL RESOURCES 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

NUR110 NURSING FUNDAMENTALS 2 Cr
This course focuses on basic nursing concepts that the beginning nurse will need to provide care to diverse patient populations. Current and historical issues impacting nursing will be explored with the scope of nursing practice. The nursing process will be introduced as a framework for organizing the care of patients with alterations in cognition, elimination, comfort, grief/loss, mobility, integument and fluid/electrolyte balance. (Prerequisite: Accepted into AD-Nursing or permission of the Dean of Nursing)

NUR111 NURSING FUNDAMENTALS SKILLS LAB 3 Cr
This course focuses on development of clinical skills and physical assessment across the lifespan. Content includes mathematic calculations and conversions related to clinical skills, blood pressure, assessment, aseptic technique, wound care, oxygen administration, tracheotomy care, suctioning, management of enteral tubes, basic medication administration, glucose testing, enemas, ostomy care, and catheterizations. In addition, the course includes techniques related to obtaining a health history and basic physical assessment skills using a body assessment approach. The impact of race and ethnicity on the findings of the health history and physical assessment will be incorporated. (Prerequisite: Accepted into AD-Nursing or permission of the Dean of Nursing)

NUR120 NURSING PHARMACOLOGY 2 Cr
This course introduces the principles of pharmacology, including drug classifications and their effects on the body. Emphasis is on the use of the components of the nursing process when administering medications. Additionally, this course includes cultural influences on drug therapy, herbal and traditional medicines and ethnopharmacology. (Prerequisite: Accepted into AD-Nursing or permission of the Dean of Nursing)

NUR130 INTRODUCTION TO CLINICAL PRACTICE 2 Cr
This introductory clinical course emphasizes basic nursing skills and application of the nursing process in meeting the needs of diverse clients. Emphasis is placed on performing basic nursing skills, the formation of nurse-client relationships, communication, data collection, documentation, medication administration and the beginning application of the nursing process. (Co-requisites: BIO202, NUR110, NUR111, and NUR120)
NUR150 NURSING HEALTH PROMOTION 3 Cr
This course elaborates on the basic concepts of health promotion in the context of family. It covers nursing care of the developing family which includes reproductive issues, pregnancy, labor and delivery, post-partum, the newborn and the child. Recognizing the spectrum of healthy families, the course will teach students to discern patterns associated with adaptive and maladaptive behaviors applying mental health principles. An emphasis is placed on teaching and supporting healthy lifestyle choices. Nutrition, exercise, stress management, empowerment and risk reduction practices are highlighted. Study of the family will cover dynamics, functions, discipline styles and stages of development. (Prerequisites: BIO202, ENG101, HUD210, and NUR130)

NUR151 CLINICAL CARE ACROSS THE LIFESPAN 2 Cr
The clinical experience applies nursing concepts and therapeutic interventions to clients across the lifespan. It also provides an introduction to concepts of teaching and learning. The extension of care to the family is also emphasized. (Prerequisite: NUR130; Co-requisites: BIO204 and NUR150)

NUR160 NURSING HEALTH ALTERATIONS 3 Cr
This course provides elaboration on the basic concepts introduced in Nursing Fundamentals. It applies theories of nursing in the care of clients through the lifespan, utilizing problem solving, and critical thinking. This course will provide an opportunity to study conditions affecting different body systems and apply therapeutic interventions. It also introduces concepts of leadership, team building, and scope of practice. (Prerequisites: BIO202, ENG101, HUD210, and NUR130)

NUR161 INTRODUCTION TO CLINICAL CARE MANAGEMENT 2 Cr
The clinical experience applies nursing concepts and therapeutic nursing interventions to groups of clients. It also provides an introduction to leadership, management and team building. (Prerequisite: NUR130; Co-requisites: BIO204 and NUR160)

NUR199 NURSING TRANSITIONS LPN-RN 2 Cr
This course prepares transferring or returning students for transition into the nursing program. The course reviews the nursing process, with an emphasis on adult physical assessment, the development of individualized client care plans, acquisition of critical thinking skills, and proficiency in dosage calculation including application of mathematical concepts. This course includes a required evaluation of the student’s current clinical skills. (Co-requisites: BIO204, COM100, ENG101, and HUD210)

NUR201 COMPLEX HEALTH ALTERATIONS 2 Cr
This course facilitates the expansion of the student’s knowledge from previous courses in caring for clients with alterations in musculoskeletal, cardiovascular, respiratory, endocrine, and hematological systems as well as clients with fluid/electrolyte and acid/base imbalances and alterations in comfort. (Prerequisites: BIO204, COM100, NUR151, and NUR161)

NUR202 INTERMEDIATE CLINICAL PRACTICE 3 Cr
This clinical course facilitates the development of the registered nurse’s role when working with clients with complex health care needs. A focus of the course is developing skills needed for managing multiple clients and priorities. Using the nursing process, students will gain experience in adapting nursing practice to meet the needs of clients with diverse needs and backgrounds. (Prerequisite: NUR161; Co-requisite: NUR201)

NUR210 MENTAL HEALTH AND COMMUNITY CONCEPTS 2 Cr
This course will cover topics related to the delivery of community and mental health care. Specific health needs of individuals, families, and groups will be addressed. Attention will be given to diverse and at-risk populations. Mental health concepts will concentrate on adaptive/maladaptive behaviors and specific mental health disorders. Community resources will be examined in relation to specific types of support offered to racial, ethnic, economically diverse individuals and groups. (Prerequisites: HUD210, NUR151, and NUR161; Co-requisite: PSY100)

NUR211 ADVANCED NURSING SKILLS 1 Cr
This course focuses on the development of advanced clinical skills. Content includes advanced IV skills, blood product administration, chest tube systems, basic EKG interpretation and nasogastric/feeding tube insertion. (Prerequisite: NUR161; Co-requisites: BIO207 and NUR201)

NUR250 COMPLEX HEALTH ALTERATIONS II 3 Cr
This course prepares the student to expand knowledge and skills from previous courses in caring for clients with alterations in the immune, neuro-sensory, musculoskeletal, gastrointestinal, hepatobiliary, renal/urinary and reproductive systems. The student will focus on management of care of clients with high-risk perinatal conditions, high-risk newborns and the ill child. Synthesis and application of previously learned concepts will be evident in the management of clients with critical/life-threatening situations. (Prerequisites: MAT106, NUR202, and NUR211)

NUR251 NURSING ADVANCED CLINICAL PRACTICE 3 Cr
This advanced clinical course requires the student to integrate concepts from all previous courses in the management of groups of clients facing complex health alterations. Students will have the opportunity to further develop critical-thinking skills using the nursing process in making clinical decisions. Interdisciplinary collaboration is emphasized as an integral component in the continuum of care. (Prerequisites: NUR202 and NUR211; Co-requisite: NUR250)
NUR260 NURSING MANAGEMENT AND PROFESSIONAL CONCEPTS 2 Cr
The focus of this course is on the roles of the nurse as a manager and as a member of the discipline embedded within current issues and trends in nursing practice. Additionally, this course guides graduating students through the process of completing a nursing portfolio to use when transferring to another institution or when seeking employment as a nurse. Students will complete a self-assessment through the review of their current and previous clinical and theoretical coursework. The nursing portfolio is then presented to CMN faculty for critique and evaluation. (Prerequisites: NUR202 and NUR211; Co-requisite: NUR250)

NUR261 NURSING CLINICAL TRANSITION 2 Cr
This course will assist the student in the transition from student nurse to graduate nurse. This course promotes the integration of all knowledge learned in previous courses, relatively independent clinical decisions, delegation, and working collaboratively with others to achieve client/patient and organizational outcomes. (Co-requisites: NUR251 and NUR260)

BUSINESS OFFICE TECHNICIAN

OFT100 Keyboarding 3 Cr
This course covers the professional keyboarding skills necessary for a Business Office Technician career. The beginning student will develop touch control of the keyboard and proper typing techniques, keyboarding speed and accuracy on numeric and alphabetic material. It will provide practice with the learned skills on the formatting of reports, letters, memos, tables and other kinds of personal and business communication. Students will also learn 10 key by touch.

OFT101 MICROSOFT WORD APPLICATIONS 2 Cr
This course covers the necessary Microsoft Word skills for Certiport Microsoft Office Specialist Certification. The course includes application of intermediate to advanced word processing functions using Microsoft Word with tables and charts, merge features, AutoText, AutoFormat, styles, graphics, word art, watermarks and the creation of forms and templates. As the primary project in the course, students will have designed, developed and created an integrated project.

OFT102 MICROSOFT EXCEL APPLICATIONS 2 Cr
This course covers the necessary Microsoft Excel skills for Certiport Microsoft Office Specialist Certification. As an overview of Microsoft Excel, this course covers basic features, such as creating, modifying, and printing a basic worksheet. The student will learn formulas and functions, formatting of cells, what-if analysis, and the utilization of the fill handle to create a series. As the primary project in the course, students will have designed, developed and created an Excel spreadsheet.

OFT103 BUSINESS PRESENTATIONS WITH MICROSOFT POWERPOINT 3 Cr
This course covers the necessary Microsoft PowerPoint skills for Certiport Microsoft Office Specialist Certification. The course material includes application of intermediate to advanced slide presentation functions using Microsoft PowerPoint using advanced tools, masters, charts, illustrations, objects, media clips and advanced features. Additionally, students will demonstrate interpersonal and public speaking skills for the modern office through individual and group presentations. As the primary project in the course, students will have designed, developed and created an artifact in Microsoft PowerPoint.

OFT104 PROFESSIONAL PROFILE 3 Cr
The course materials cover the qualities and techniques needed to be an effective and successful employee in an increasingly sophisticated business world. The course will focus on business and social etiquette, teamwork, business grooming and wardrobe, decision making and problem solving, professional ethics, workplace politics and personalities, organization and employer expectations. This course covers the professional skills necessary for Certiport Certification.

OFT105 MATH WITH BUSINESS APPLICATIONS 3 Cr
This course covers the necessary math skills to use formulas in Microsoft Excel for Certiport Microsoft Office Specialist Certification. The course material covers real numbers, basic operations, linear equations, percents, markups and markdowns, payroll calculations, simple interest, compound interest, annuities, the application of math to the buying and selling processes and basic statistics.

OFT106 PROOFREADING AND EDITING 3 Cr
This course covers the necessary proofreading and editing skills for Certiport Certification. Students will improve proofreading skills through a review of proper punctuation, number usage, capitalization, grammar, editing symbols, word choice and spelling. Students will also learn machine transcription skills. Materials covered will help students to achieve the language skills needed to communicate effectively in the business environment and to achieve Certiport Certification.

OFT107 WRITTEN COMMUNICATION IN THE BUSINESS OFFICE 3 Cr
This course covers the professional writing skills necessary for Certiport Microsoft Office Specialist Certification through a review of word choices, sentences and paragraphs, tone and awareness of audience and purpose. Materials covered will prepare students to write and properly format business correspondence, reports and job-seeking documents. As the end result of the course, students will have designed, developed and created a resume and cover letter as an artifact in Microsoft Word for their employment portfolio.
OFT108 RECORDS MANAGEMENT 3 Cr
This course expands on the necessary database skills for Certiport Microsoft Office Specialist Certification. The course material provides learners with knowledge of the comprehensive field of records management. Emphasis will be placed on the principles and practices of effective records management for manual and automated database record systems.

OFT109 BUSINESS EXPERIENCE APPLIED 1 Cr
This course is designed to provide students with the experience of working in an office setting. Students will document 45 hours at their internship location. Internship supervisors will sign time sheets to be submitted to the instructor on a bi-monthly basis. The instructor will meet with the placement supervisor a minimum of one time during the placement. Internship supervisors shall provide feedback on the student’s performance during the semester.

OFT199 SPECIAL TOPICS IN BUSINESS OFFICE TECHNICIAN 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

PHILOSOPHY

PHL100 INTRODUCTION TO PHILOSOPHY 3 Cr
Survey of important problems in philosophy, such as the nature of reality, knowledge, values, being, etc. (FL; HUM)

PHL206 CONTEMPORARY MORAL PROBLEMS 3 Cr
An attempt to clarify selected moral issues by applying insights of moral philosophy and tools of critical reflection. (Prerequisite: ENG100 or ENG101) (SP; HUM)

PHL207 ENVIRONMENTAL ETHICS 3 Cr
Philosophical, religious, and scientific concepts and values which have structured human attitudes toward the natural environment, and alternative concepts and values will be explored. (Prerequisite: ENG100 or ENG101) (As required; HUM)

PHL217 AMERICAN INDIAN ENVIRONMENTAL PHILOSOPHIES 3 Cr
The study of traditional and contemporary American Indian thought about people in relationship to the natural world with particular reference to Wisconsin tribes. (As required; HUM)

PHL299 SPECIAL TOPICS IN PHILOSOPHY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

PHYSICS

PHY103 FUNDAMENTALS OF PHYSICS I 5 Cr
A non-calculus physics course presenting a unified view of the fundamental principles of physics. Topics include vectors, kinematics, Newtonian dynamics, the conservation laws, and oscillatory motion. Includes lab. (Prerequisite: MAT104 or MAT106 or instructor consent) (FL, SP; PS)

PHY203 PHYSICS I 5 Cr
First semester calculus-based physics for Engineering and Physical Science: measurement, energy and momentum, kinematics and dynamics of translation, rotation and oscillation, and introduction to thermodynamics. Includes laboratory and discussion section. (Co-requisite: MAT231) (FL; PS)

PHY204 PHYSICS II 5 Cr
Second semester calculus-based physics for Engineering and Physical Science. Topics include: Electricity and Magnetism, AC and DC circuits, Electromagnetic Wave, Optics, Light and Matter. Includes laboratory and discussion sections. (Prerequisite: PHY203) (SP)

PHY231 PHYSICS III: PHYSICS OF MATTER 4 Cr
Introduction to modern physics, thermodynamics, kinetic theory, wave-particle duality, wave nature of light, optics, matter waves, interference, stability, operators and expectation values, wave vectors and the Schrodinger equation, quantization and energy levels, elementary quantum mechanics, fundamentals of atomic and molecular structure, energy propagation in materials. Course includes special topics laboratory and discussion sections (Prerequisite: PHY204; Co-requisite: MAT234) (FL)

PHY299 SPECIAL TOPICS IN PHYSICS 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

POLITICAL SCIENCE

POL101 AMERICAN GOVERNMENT AND POLITICS 3 Cr
Covers institutions and political processes of American national government and the nature of political analysis; the Constitution, ideological and cultural bases of American politics; the role of political parties, elections and interest groups, and policy-making processes in the Congress, the presidency and courts. (FL; SS)

POL202 INTRODUCTION TO PUBLIC POLICY 3 Cr
Contemporary issues in American public policy. Substantive public policies such as those dealing with the American economy, energy, crime, environmental quality, the welfare state and social programs. Models of the policy process are also considered. (SP; SS)

POL208 TRIBAL GOVERNMENT 3 Cr
Examination of tribal governments, tribal sovereignty, sources of tribal law (tribal constitutions, tribal codes, tribal common law, etc.) and contemporary tribal issues. (SP; SS; TH)
POL299 SPECIAL TOPICS IN POLITICAL SCIENCE 1-3 Cr
Topics vary according to needs and interests. May be repeated one time.

PSYCHOLOGY

PSY100 INTRODUCTION TO PSYCHOLOGY 3 Cr
Students gain an overview of the field of psychology across cognitive, social, and clinical perspectives. This course provides information to students to examine basic assumptions of established theories in the home, school, and work settings. (FL, SP; SS)

PSY201 ISSUES IN DIVERSITY AND DISCRIMINATION 3 Cr
This course introduces students to public policies, regulations, and programs that either exacerbate or remediate issues in diversity and discrimination. The course addresses both historical and current issues, how discrimination is addressed individually and collectively, and how an upbringing involving diversity and discrimination impacts the daily lives of American Indians and other individuals who encounter such issues. (Prerequisite: HUD210 or PSY100) (SP; SS)

PSY299 SPECIAL TOPICS IN PSYCHOLOGY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

SOCIOMETRY

SOC100 INTRODUCTION TO SOCIOLOGY 3 Cr
Sociology as a special field of social science, social relations, and social systems; the organization of societies/other human groupings; fundamentals of sociological investigation, dealing with the underlying premises, concepts, logic, and methods of sociology. (FL, SP; SS)

SOC208 SOCIOLOGY OF FAMILY 3 Cr
Marriage and families in society; historical changes in family life; problems of defining family, social class, ethnicity/gender as key variables in family power, life transitions, and divorce/remarriage. (Prerequisite: HUD210 or SOC100) (SP; SS)

SOC299 SPECIAL TOPICS IN SOCIOLOGY 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

SUSTAINABLE DEVELOPMENT

SDE100 INTRODUCTION TO SUSTAINABLE DEVELOPMENT 3 Cr
Exploration of dimensions of sustainable development with emphasis on the linkages between land/sovereignty, appropriate technology, environment, institutions, human behavior and economics. (Prerequisite: ENG100 or ENG101) (FL, SP, SU; CR and SS)

SDE290 IMPLEMENTING SUSTAINABLE DEVELOPMENT 3 Cr
This course is for graduating students who wish to experience a Faculty-mentored individual project. Students select their implementation project based on six dimensions of sustainable development, and with appropriate Faculty guidance develop a project based on the implementation of one of the dimensions of sustainable development to a new initiative. (Prerequisite: SDE100) (SP)

SDE299 SPECIAL TOPICS IN SUSTAINABLE DEVELOPMENT 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

SUSTAINABLE RESIDENTIAL BUILDING SYSTEMS

RES100 APPLIED TECHNICAL COMMUNICATION IN HUMAN RELATIONS 2 Cr
This course covers the application of communication skills and interpersonal/group problem solving, decision making, listening, speech, research, and writing program/work-related documents.

RES101 SAFETY AND MATERIAL HANDLING I 1 Cr
Students will receive training in the safe use of hand, portable power, and stationary power tools and equipment in a variety of shop and on-site tasks, as well as working with ladders and scaffolds. Course will follow safety requirement of OSHA.

RES102 PANELIZED AND MODULAR MANUFACTURING 3 Cr
Students will utilize standard and sustainable building practices when simulating panelized manufacturing. Floor and wall panel installation, roof framing and shingle installation will also be completed for this course. The course includes industrial tour activities to analyze the methods and techniques used in the production of factory-built housing and the on-site installation of modular and panelized construction.

RES103 SAFETY AND MATERIAL HANDLING II 1 Cr
Students will continue training in the safe use of hand tools, power tools and all equipment used in the building process. Emphasis will be on on-site safety techniques for residential construction.

RES104 SUSTAINABLE RESIDENTIAL ELECTRICAL, PLUMBING, AND SOLAR ENERGY 2 Cr
This course covers plumbing, electrical and solar energy systems associated with green residential structures. Students study the process and codes governing the installation and modifications of the plumbing, electrical and solar energy systems as residential components.
RES105 MECHANICAL SYSTEMS HVAC 2 Cr
Residential heating and air condition systems are covered from a new construction perspective. Installation of forced air and hydronic systems is considered with load calculations, systems sizing, and applicable codes. An extensive hands-on experience is provided, including sheet metal, piping and electrical components.

RES106 SITE LAYOUT/FRAMING AND CONSTRUCTION TECHNIQUES 3 Cr
This course covers the use of a builder’s level/transit and laser. Students will lay out a building site for a house considering environmental efficiency; study and practice techniques used in construction of footing and foundations, and frame walls, floors, and roofs using sustainable practices.

RES107 EXTERIOR FINISH 3 Cr
This course emphasizes the proper installation of soffit, fascia and siding. The student will also be responsible for landscaping a lot.

RES108 INTERIOR FINISH 3 Cr
Students will be taught the safe use of finish tools. Installation techniques for window and door trim, interior doors and cabinets will be practiced. Students will be responsible for the completion of the on-site house to move-in condition.

RES109 SUSTAINABLE CONSUMER ECONOMICS 1 Cr
A practical study of consumer problems and consumer choice, this course is designed as a lab/discussion/work group format. Selected topics include budgeting and family resource management, sources of consumer information, help in solving consumer problems, government taxing and spending and consumer decision making in such areas as transportation, insurance, financial institutions, consumer good and services, housing and credit.

RES110 APPLIED MATHEMATICS I – TRADES 2 Cr
This course reviews mathematic skills used in a variety of trades. These include fractions and decimals, and trades-specific applications of percents, area, volume, ratios, measurement, algebra, and formulas for geometric shapes. Also covered are skills necessary to solve equations associated with material estimating, triangle theory, slopes, volume, estimates of weight using board feet, and gas pressure settings.

RES111 RESIDENTIAL BLUEPRINT READING AND ESTIMATING 2 Cr
This course combines blueprint reading with planning and production estimation. Terminology and symbols associated with plot plans, foundations, floor plans, truss plans, and panelized plans will be studied as well as trade and other industry prints.

RES112 TRADE CONSTRUCTION AND COMPONENT INSTALLATION 5 Cr
Students will examine all the trades associated with residential construction not typically done by the construction workers. Students will be responsible for the electrical, HVAC, insulation, and drywall of the site-built home. The safe use of the appropriate tools for each trade will also be covered.

RES199 SPECIAL TOPICS IN SUSTAINABLE RESIDENTIAL BUILDING SYSTEMS 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

TECHNICAL - PRACTICAL NURSING

TPN110 NURSING FUNDAMENTALS 2 Cr
This course focuses on basic nursing concepts that the beginning nurse will need to provide care to diverse patient populations. Current and historical issues impacting nursing will be explored within the scope of nursing practice. The nursing process will be introduced as a framework for organizing the care of patients with alterations in cognition, elimination, comfort, grief/loss, mobility, integument and fluid/electrolyte balance (Prerequisite: Accepted into Practical Nursing or permission of the Dean of Nursing)

TPN111 FUNDAMENTAL NURSING SKILLS 3 Cr
This course focuses on development of clinical skills and physical assessment across the lifespan. Content includes mathematical calculations and conversions related to clinical skills, blood pressure, assessment, aseptic technique, wound care, oxygen administration, tracheotomy care, suctioning, management of enteral tubes, basic medication administration, glucose testing, enemas, ostomy care, and catheterizations. In addition, the course includes techniques related to obtaining a health history and basic physical assessment skills using a body assessment approach. The impact of race and ethnicity on the findings of the health history and physical assessment will be incorporated. (Prerequisite: Accepted into Practical Nursing or permission of the Dean of Nursing)

TPN120 NURSING PHARMACOLOGY 2 Cr
This course introduces the principles of pharmacology, including drug classifications and their effects on the body. Emphasis is on the use of the components of the nursing process when administering medications. Additionally, this course includes cultural influences on drug therapy, herbal and traditional medicines and ethnopharmacology. (Prerequisite: Accepted into Practical Nursing or permission of the Dean of Nursing and BIO110 and HUD210)
TPN130 INTRODUCTION TO CLINICAL PRACTICE 2 Cr
This introductory clinical course emphasizes basic nursing skills and application of the nursing process in meeting the needs of diverse clients. Emphasis is placed on performing basic nursing skills, the formation of nurse-client relationships, communication, data collection, documentation, medication administration and the beginning application of the nursing process. (Prerequisite: TPN111; Co-requisites: BIO110, TPN110, and TPN120)

TPN150 NURSING HEALTH PROMOTION 3 Cr
This course elaborates on the basic concepts of health promotion in the context of family. It covers nursing care of the developing family and includes reproductive issues, pregnancy, labor and delivery, post-partum, the newborn and the child. Recognizing the spectrum of healthy families, the course will teach students to discern patterns associated with adaptive and maladaptive behaviors applying mental health principles. An emphasis is placed on teaching and supporting healthy lifestyle choices. Nutrition, exercise, stress management, empowerment and risk reduction practices are highlighted. Study of the family will cover dynamics, functions, discipline styles and stages of development. (Prerequisites: BIO110, HUD210, and TPN130)

TPN151 CLINICAL CARE ACROSS THE LIFESPAN 2 Cr
The clinical experience applies nursing concepts and therapeutic interventions to clients across the lifespan. It also provides an introduction to concepts of teaching and learning. The extension of care to the family is also emphasized. (Prerequisite: TPN130, Co-requisite: TPN150)

TPN160 NURSING HEALTH ALTERATIONS 3 Cr
This course provides elaboration on the basic concepts introduced in Nursing Fundamentals. It applies theories of nursing in the care of clients through the lifespan, utilizing problem solving, and critical thinking. This course will provide an opportunity to study conditions affecting different body systems and apply therapeutic interventions. It also introduces concepts of leadership, team building, and scope of practice. (Prerequisites: BIO110, HUD210, and TPN130)

TPN161 INTRODUCTION TO CLINICAL CARE MANAGEMENT 2 Cr
The clinical experience applies nursing concepts and therapeutic nursing interventions to groups of clients. It also provides an introduction to leadership, management and team building. (Prerequisite: TPN130; Co-requisite: TPN160)

THEATER

THE101 AMERICAN INDIAN THEATER 3 Cr
This course is designed to introduce students to the history of contemporary American Indian Theater. Students will read, critique, and discuss the ideas, themes, settings, and possible productions of the works of prominent American Indian playwrights. (FL, SP; FA or HUM)

THE201 THEATER PRODUCTION 3 Cr
This course is designed to give students hands-on experience with creating a theater production. Through students’ desires and auditions, the instructor will place the students into cast and crew roles for the production. Then, using Stanislavski method acting, students will develop in their roles to create wholly-realized characters who define and shape the production. Meanwhile, the crew of the show will create the technical elements to enhance the show. Together, the cast, crew, and director will work together to create a unified theatrical production for the College of Menominee Nation and the surrounding community. (FL, SP, SU; FA or HUM)

THE202 PLAYWRITING 3 Cr
This is an introductory course designed to give students hands-on experience in the craft of playwriting. Students will learn through specific techniques, practical exercises, exploration of exemplary plays, and the employed methodology of award-winning playwrights. At the completion of this course, students will have composed fully-realized fifteen-minute plays that are ready for both staged readings and full theatrical productions. (Prerequisite: ENG100 or ENG101) (FL, SP, SU; FA or HUM)

THE299 SPECIAL TOPICS IN THEATER 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

WELDING

WEL101 SHIELDED METAL ARC WELDING (SMAW) 5 Cr
This course offers skill development in the SMAW, GMAW, OAW and OAC processes. Titanium and low-hydrogen electrodes are used for all-position “stick” welding. Students gain thorough knowledge of process fundamentals and applications, and apply welding knowledge and skill to simple fabrications and repairs.

WEL102 GAS METAL ARC WELDING/METAL INERT GAS (GMAW/MIG) 5 Cr
This course offers skill development in the SMAW, GMAW, and MIG processes. Low-hydrogen and cellulose electrodes are used for all-position “stick” welding. Students also gain thorough knowledge of process fundamentals and applications. Students apply welding knowledge and skill to simple fabrications and repairs.
WEL103 FLUX CORE ARC WELDING (FCAW) 5 Cr
This course allows for advanced skill development in FCAW welding processes. Students also gain skill and knowledge in GMAW and SMAW. Students apply welding knowledge and skill to various certification tests and fabrication projects.

WEL104 GAS TUNGSTEN ARC WELDING/TUNGSTEN INERT GAS (GTAW/TIG) 5 Cr
In this course, students gain basic skill and knowledge in GTAW, TIG, and SAW, as well as PAC and ACAC. Students apply welding knowledge and skill to various certification tests and fabrication projects.

WEL105 2D MACHINE TOOL CAD 1 Cr
In this course, students will study the operation and uses of interactive computer graphics systems. Students will also develop basic skills in creating, modifying, editing, storing and plotting 2-dimensional AutoCAD drawings, while using basic knowledge of available hardware and software on assignment projects.

WEL106 WELDING MATERIALS AND METALLURGY 2 Cr
Welding Materials and Metallurgy is an exploration of physical and mechanical metallurgy within the context of welding fabrication. Students practice identification of ferrous and non-ferrous metals and study material properties as related to crystal and microstructures. The effects of various welding and heat treatment processes on metal properties are studied. Weld defects are investigated through destructive and nondestructive testing.

WEL111 WELDING BLUEPRINT READING AND SKETCHING 2 Cr
This course affords students the opportunity to make and interpret prints. Students will study print format, line types, orthographic views, dimensioning, welding symbols and bill of materials. Students apply these concepts by creating and fabricating from prints in group activities. Students will practice basic layout skills and safe operation of saws, shears, drills and presses.

WEL199 SPECIAL TOPICS IN WELDING 1-3 Cr
Topics vary according to interest and needs. May be repeated once.

COURSE OPTIONS
ALTERNATIVE COURSE DELIVERY
CMN may cancel classes for a variety of reasons; therefore, some courses may be offered by alternative course delivery methods or other means.

Eligibility for alternative course delivery requires that a student possess a minimum GPA of 2.00 and have Sophomore status. Students must contact their assigned advisors for assistance.

These courses will be denoted with a section number starting with 9 (i.e. 91, 92 or 99).

SPECIAL TOPICS
Occasionally special topics courses (i.e., XXX199, XXX299, or XXX499) are offered to address emerging trends or specialized content not available through the general curriculum. Degree-seeking students are allowed to take two Special Topics courses. These opportunities are only announced through course schedules and may have financial aid restrictions. Your Student Services or Faculty advisor can provide specific information when these courses are scheduled. (Prerequisite: Junior or Senior standing for XXX499 courses)

INDEPENDENT STUDY
The purpose of Independent Study is to allow the student to explore a topic of scholarly interest which is not available through traditional CMN coursework.

XXX293 INDEPENDENT STUDY 1-6 Cr
Independent Study is offered on an individual basis to students who want to study an area not represented in available scheduled courses. It consists of a program of scholarly and/or research activities carried out over a semester that are planned with and supervised by a full-time faculty member with expertise in the area. An Independent Study Form, signed by the student and full-time faculty member, must be submitted to the Departmental Dean for approval in advance of registration. This course cannot be used to fulfill a General Education or Program Emphasis requirement. (Prerequisite: Cumulative GPA 3.00 or higher)

XXX493 INDEPENDENT STUDY 1-6 Cr
Independent Study is offered on an individual basis to students who want to study an area not represented in available scheduled courses. It consists of a program of scholarly and/or research activities carried out over one semester that are planned with and supervised by a full-time faculty member with expertise in the area. An Independent Study Request Form, signed by the student and full-time faculty member, must be submitted to the Departmental Dean for approval in advance of registration. This course cannot be used to fulfill a General Education or Program Emphasis requirement. (Prerequisite: Junior or Senior standing; Cumulative GPA 3.00 or higher)
**PROGRAM-SPECIFIC INFORMATION**

Select programs at the College of Menominee Nation require a second level of application after a student has been accepted into the College and they may have specific program requirements. These are the Bachelor’s Degree, Materials Science and Pre-Engineering, and Nursing programs. Students desiring admission to these programs of study should follow the program-specific instructions below and be especially alert to the additional documentation and deadlines that are listed.

**Public Administration Bachelor of Arts**

To be admitted to the Bachelor of Arts in Public Administration, a student must meet one of the following requirements:

- Graduated from CMN with an Associate Degree in Public Administration; or
- Transferred with a minimum of 44 credits and a cumulative GPA of 2.50 or better.

Students enrolled in the Bachelor of Arts in Public Administration must complete a minimum of 120 credits, with 45 credits completed at the 300-level or higher. Also, 33% of the credits earned must be completed at CMN.

**Business Administration Bachelor of Science**

To be admitted to the Bachelor of Science in Business Administration, a student must meet one of the following requirements:

- Graduated from CMN with an Associate Degree in Business Administration and/or Accounting; or
- Transferred with a minimum of 44 credits and a cumulative GPA of 2.50 or better.

Students enrolled in the Bachelor of Science in Business Administration must complete a minimum of 120 credits, with 45 credits completed at the 300-level or higher. Also, 33% of the credits earned must be completed at CMN.

**Early Childhood/Middle Childhood Education Bachelor of Science**

The College of Menominee Nation Early Childhood/Middle Childhood Education Program focuses on preparing teachers, increasing the diversity of teachers in Wisconsin and responding to under-served geographic areas (rural reservations) particularly in understaffed content areas such as mathematics and science. The Early Childhood/Middle Childhood Education Program prepares teachers to know, understand, implement, and assess the cultural experiences of all children, especially American Indian children. Teachers in the program will be prepared to help children understand the legacy of caring for their natural surroundings and protecting natural resources and their relationships with others.

All courses including field experience require a background check under the Caregiver Law §48.685 and 50.065 Stats. Students with certain legal convictions may not be able to work in this field.

**Maintain a Good Standing as a Teacher Candidate**

Students can be admitted into the program with a 2.85 or greater Grade Point Average (GPA). During Early Childhood/ Middle Childhood Education course work, a student must keep a 3.00 GPA to be admitted into the student teaching semester. CMN provides Education program advisors and tutoring services for students.

Teacher candidates are formally evaluated at several junctures in their educational process for academic and professional growth. Failure to perform academically or according to the guidelines set in the Early Childhood/ Middle Childhood Education Handbook may result in termination from the program.

**Requirements for Obtaining Licensure**

Upon completion of all required coursework in foundations, methods and field experience, teacher candidates must pass the Praxis II exam and submit a teacher standards portfolio to apply for admission to the student teaching semester. Beginning Fall Semester 2015, all pre-service student teachers must also attain a proficient status on their education Teacher Performance Assessment (edTPA).

Student teaching is a full day, full time, school-based experience that is supervised by a cooperating teacher and a CMN supervisor. The student teaching course has an accompanying seminar to assist the student teacher with a professional portfolio and application for license. Before entering the public school setting, it is required by law for students to have a recent background check completed.

Before a student teacher applies for a Wisconsin Department of Public Instruction teaching license for early childhood education and middle childhood education (ages 0-11), the student must complete the College of Menominee Nation Bachelor of Science Degree in Early Childhood/Middle Childhood Education and earn a passing score on the Wisconsin Reading Foundations Test.
Admission to the Early Childhood/Middle Childhood Education Program

1. Complete the process for admission to the College of Menominee Nation.
2. Complete the Early Childhood/Middle Childhood Education entry form.
3. Schedule interview with the admissions committee.
4. Prepare an interview portfolio to include:
   - Resume
   - Philosophy of education
   - Copy of transcript(s)
   - Evidence of a cumulative GPA of 2.85 with Grade of "B" or better in Oral Communication
   - "Core Academic Skills for Educators (CORE) scores
   - Two letters of recommendation from instructors or supervisors

Consult the Early Childhood/Middle Childhood Education Handbook for other requirements.

*In September 2014, CORE replaced the Pre-Professional Skills Test (PPST).

Special Admissions

The student shall submit the following requirements for admission into the Early Childhood/Middle Childhood Education Program: a letter of acceptance from CMN, completion of an Associate Degree, Bachelor’s or other advanced degree from an accredited institution of higher education and submission of an alternate education portfolio.

An alternate education portfolio is defined as a portfolio which includes a resume, official transcripts, and two letters of recommendation.

Materials Science and Pre-Engineering Associate of Arts and Sciences

All students must complete the standard admission process and be accepted into the College of Menominee Nation. To meet the eligibility requirements for the Materials Science and Pre-Engineering (MSPE) program, students are required to either:

- Possess demonstrable ability comparable to a "B" or better in the below listed courses or transfer course equivalencies.
- Earn a grade of "B" or better in ENG101, ENG102, COM100, and MAT120 at CMN.

For further information on the eligibility requirements of the MSPE program, students should contact the Math and Science Department Chair.

Associate of Applied Science (AAS) Nursing Program

All College of Menominee Nation Nursing Programs are committed to cultural diversity and the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, creed, religion, color, gender, sexual preference, national origin, age, or disability. In adhering to this policy, the Nursing Program abides by the requirements with Title IX, Education Amendments of 1972, with Title VI and VII of the 1964 Civil Rights Act, with section 503 and 504 of the Rehabilitation Act of 1973, and with the Age Discrimination Act of 1975.

The College Board of Directors, administration and faculty affirm that all students in the AAS-Nursing Program must possess intellectual, physical, ethical, emotional and interpersonal capabilities necessary to complete the degree and to achieve levels of competency required for safe professional nursing practice.

Nursing Application Deadline

Students for all Nursing Programs are selected each semester from a pool of completed applications. The Nursing Admissions and Progression Committee selects the Fall Semester class during the second week in March for priority program enrollment and during the second week of July for final program enrollment. For Spring Semester, priority program enrollment occurs in the second week of October and final program enrollment occurs the first week in December. Selected students may defer their program enrollment for only one semester or a new/updated application must be submitted for review by the Nursing Admissions and Progression Committee.

AAS Program Description

Associate of Applied Science Degree (AAS) Nursing graduates plan, provide, and evaluate patient care. Graduates collaborate with other health care professionals as an advocate for the patient. They supervise other health care providers. Graduates are eligible to take the Registered Nurse Licensure Exam.

Program Outcomes

- The graduate will be prepared with a Native American cultural focus and prepared to administer culturally competent care in ethical nursing practice.
- The graduate will be prepared as an entry-level nurse generalist who is able to deliver quality nursing care in an ever changing and dynamic health care system.
- The graduate will be prepared as a lifelong learner, evaluating nursing practice with a commitment to continuing education.
- The graduate will be prepared to integrate research and resource utilization in evidence-based nursing practice.
- The graduate will be a beginning leader in nursing practice.
Program Expenses
Expenses for enrollment in the AAS-Nursing Program are higher than the expenses of the general College student. In addition to tuition and fees, AAS-Nursing students can expect higher nursing laboratory and textbook costs. Lab fees will include laboratory supplies, copied materials, computer and AV equipment, uniforms, liability insurance, background checks and standardized testing. Textbooks, clinical travel, health exams, and health insurance are NOT included in the fee schedule and are the responsibility of the student. Other related costs include computer equipment, education supplies and equipment, and graduation.

Program Approval
CMN Nursing Programs are approved by:

Wisconsin State Board of Nursing
Department of Regulation and Licensing
1400 East Washington Street
P.O. Box 8935
Madison WI 53708-8935
608-266-2122

Accreditation Commission for Education in Nursing (ACEN)*
3343 Peachtree Road NE, Suite 850
Atlanta, Georgia 30326
acenursing.org

*Formerly National League for Nursing Accrediting Commission

Board/Certification Examinations
Graduates are eligible to take the NCLEX-RN Examination for licensure as a Registered Nurse. After successful completion of the second semester, students are eligible to petition for a Technical Diploma in Practical Nursing. After attainment of the diploma, students are eligible to take the NCLEX-PN Examination for licensure as a Practical Nurse.

Current and Former CMN Students
Persons with prior college coursework from CMN or currently enrolled in CMN may apply for admission into the AAS-Nursing Program. They are required to complete the AAS-Nursing Program Admission Application Procedure.

New Students
To qualify for admission into the CMN AAS-Nursing Program a student should be a graduate of a recognized high school or its equivalent. The high school courses listed below are required. Courses should be in a college-bound curriculum. Demonstration of successful completion of college coursework can be used to meet some of the educational qualifications.

- **English** – 4 years (one of which may be speech or native language)
- **Social Science** – 3 years (e.g., history, psychology, sociology)
- **Mathematics** – 3 years (one must be algebra plus two advanced math courses)
- **Biology** – 1 year
- **Chemistry** – 1 year
- **Advanced Science** – 1 year (e.g., anatomy and physiology, physics, advanced biology, advanced chemistry)

Elective academic credits are recommended in advanced algebra, advanced science, English composition, computer concepts and foreign language.

Chemistry, biology and algebra high school credits must have been completed within the last five years in accordance with admission policy.

Applicants with a high school GPA of 3.00 or greater on a 4.00 scale may be given priority acceptance.

Applicants still in high school may be conditionally admitted. Official admission is contingent upon receipt of the final official high school transcript by July 15 for Fall Semester program enrollment.

Transfer Students
Transfer students applying for admission into the AAS-Nursing Program must demonstrate academic strength in math, science and reading. Students who have not demonstrated this strength through their high school performance may demonstrate it through a strong college performance. Students must have grades of “C” or better in the natural sciences, math, and English and must demonstrate acceptable standardized test scores as outlined in the AAS-Nursing Program Admission Application Procedure. All science coursework must have been completed within the last five years.

Persons applying with prior coursework from other colleges or universities must first apply for admission to CMN. If admitted, the applicant would then be eligible to complete the AAS-Nursing Program Admission Application Procedure.
Admission Criteria

Application Form
A completed application for admission to the Nursing Program must be submitted to Nursing Department Office with a $50 application fee. This application fee may be waived after a personal interview with a member of the Nursing Admissions Committee. Personal interviews will be conducted by a Nursing Admissions and Progression Committee member.

Essay
A written essay of personal, professional, educational and career goals must accompany this application.

Official Transcripts
Official transcripts must be on file from high school and all colleges and universities attended. Preference will be given to applicants who demonstrate competency in required General Education courses.

Caregiver Background Check
Prior to final acceptance, a Caregiver Background Check will be completed. This background check is completed to remain in compliance with the Wisconsin Caregiver Background Check and Investigation Legislation. It is a federal offense to falsify the CBC application form. Applicants who have been convicted of specific crimes/offenses that would bar them from clinical experiences as a student or employment and/or licensure as a caregiver will not be admitted to the Nursing Program.

Nursing Assistant Certification
All AAS degree applicants must be certified as nursing assistants in the State of Wisconsin. Applicants must be in practice currently or have completed their certification within the last two years. All Practical Nursing applicants must have completed a DHFS approved nursing course prior to acceptance.

CPR Certification
Evidence of current cardiopulmonary resuscitation certification within the last year must be submitted with the application. Certification of CPR must be at the Health Care Provider level.

Health Qualifications
Each applicant is required to have a physical examination and complete the Student Health Form with his/her health care provider. Mandatory immunizations are required and recorded on the Mandatory Immunization Form. The physical and mental health of the applicant must be deemed adequate for meeting the program outcomes of the degree and be on file in the Nursing Office. Documentation of a Two Step negative Mantoux or negative chest x-ray must be on file in the Nursing Office.

Required Insurances
Applicants must provide documentation of required insurance to the Nursing Office.

References
Three acceptable professional references must be submitted to support admission. At least one must be from a current or recent instructor and one must be from a current or recent past employer. No personal references will be accepted.

TOEFL
For those applicants whose primary language is not English, documentation of a TOEFL score is required with the submission of the application.

Drug Screen
All newly admitted students will have a drug screen completed at orientation or as arranged by the College. Students whose drug screens note the use of illegal drugs will have their admission cancelled. Random drug screens of an enrolled or continuing student may be required when the conduct of the student warrants it.

Standardized Testing
Each student who is applying will be required to take standardized nursing admission test prior to review by the Nursing Admissions and Progression Committee.

Standardized Testing Criteria
The TEAS V is a proctored online assessment provided by Assessment Technologies Inc. (ATI). This examination measures basic academic knowledge in four (4) content areas. The data provided indicates academic preparedness for nursing related content.

TEAS V benchmarks must be met in order to be eligible for entrance into the Nursing Program. Students will be allowed to retest. Students may retake the TEAS V only once every thirty days with a maximum of four (4) retakes allowed per year.

Benchmarks will determine placement into the AAS-Nursing Program or the Practical Nursing Program as well as full-time or part-time enrollment status.

CMN TEAS V BENCHMARKS

<table>
<thead>
<tr>
<th>TEAS V Benchmarks</th>
<th>AAS-Nursing</th>
<th>Practical Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developmental</td>
<td>&lt;41.3%</td>
<td>General Education Courses*</td>
</tr>
<tr>
<td>Basic</td>
<td>41.3-58.6%</td>
<td>Part-time only</td>
</tr>
<tr>
<td>Proficient</td>
<td>58.7-77.9%</td>
<td>Part-time only</td>
</tr>
<tr>
<td>Advanced</td>
<td>78.0-90.6%</td>
<td>Full-time/Part-time</td>
</tr>
<tr>
<td>Exemplary</td>
<td>&gt;=90.7</td>
<td>Full-time/Part-time</td>
</tr>
</tbody>
</table>

*Students are restricted to general education courses their first semester of study.
Nursing Admissions and Progression Committee Review
The Nursing Admissions and Progression Committee reviews all admission documents and determines if candidates meet the criteria for acceptance into the AAS-Nursing Program. Acceptance into the Nursing Program is based on the decision of the Committee. Candidates may petition admission decisions by completing the Nursing Program Petition Form, which will be considered at the next scheduled Committee meeting.

Once the student has been accepted into the Nursing Program, the student will be registered for nursing courses based on the results of standardized tests scores and the benchmarks achieved by the student.

Nursing LPN to RN Bridge Option — Advanced Standing AAS
Graduates of an accredited Licensed Practice Nursing (LPN) Program, in current practice and having completed the LPN Program within the previous five years are eligible to seek advanced standing entry in the AAS-Nursing Program. Successful attainment of standardized testing benchmarks will be required. Successful completion of LPN-RN Bridge Option requirements will be reviewed by the Nursing Admission and Progression Committee for entry into the third semester of coursework in the AAS-Nursing Program. All College requirements for achievement of the Associate Degree will apply to this option including the number of credits earned at the College of Menominee Nation.

The acceptance of the Practical Nursing Licensure will be added to the student’s record after successful completion of second year nursing courses. It will be reflected on the student transcript as a transfer of 17 credits.

Preparation for the LPN-RN Bridge Option
- Schedule an interview with the Nursing Department for assistance with planning a program of study.
- Successfully complete Core and General Education requirements.
- Demonstrate previous learning by achieving benchmark scores on standardized exams.
- Successfully complete NUR199 Nursing Transition LPN-RN course work.
- Submit the AAS-Nursing Program application to the CMN Nursing Office. See the entries titled “Nursing Application Deadline” information on the preceding pages.

Required Core and General Education Coursework - Advanced Standing Entry into AAS-Nursing Program

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM100</td>
<td>Introduction to Oral Communication</td>
<td>3 cr.</td>
</tr>
<tr>
<td>ENG101</td>
<td>Introduction to College English</td>
<td>3 cr.</td>
</tr>
<tr>
<td>MAT106</td>
<td>College Algebra</td>
<td>3 cr.</td>
</tr>
<tr>
<td>CHM101</td>
<td>Introduction to Chemistry</td>
<td>5 cr.</td>
</tr>
<tr>
<td></td>
<td><em>(Will be required Fall 2015)</em></td>
<td></td>
</tr>
<tr>
<td>BIO202</td>
<td>Principles of Biology</td>
<td>5 cr.</td>
</tr>
<tr>
<td>BIO204</td>
<td>Anatomy and Physiology</td>
<td>5 cr.</td>
</tr>
<tr>
<td>BIO207</td>
<td>Principles of Microbiology</td>
<td>4 cr.</td>
</tr>
<tr>
<td>HUD210</td>
<td>Introduction to Human Development</td>
<td>3 cr.</td>
</tr>
<tr>
<td>NUR199</td>
<td>Nursing Transition LPN-RN</td>
<td>2 cr.</td>
</tr>
</tbody>
</table>

Practical Nursing Technical Diploma
Practical Nursing (PN) graduates provide direct patient care in hospitals, nursing homes, clinics, community health agencies and private homes. They assist the registered nurse or doctor in the care of the acutely ill person.

Practical Nursing Application Deadline
An application must be submitted to the Nursing Program as well as to the College. See the entries titled “Nursing Application Deadline” and “Admission Criteria” information on the preceding pages.

Program Outcomes
- The PN graduate will be prepared with a Native American cultural focus and prepared to administer culturally safe care.
- The PN graduate will adhere to standards of practice within the framework of the Licensed Practical Nurse identifying basic needs of patients, observing and reporting relevant data, and utilizing common nursing measures in the care of individuals, families and groups across health care systems.
- The PN graduate will use principle of teaching and learning processes to reinforce patient teaching and care plans.
- The PN graduate will communicate and participate in clinical decision-making within the LPN scope of practice.
- The PN graduate will work cooperatively with others to provide holistic care.

Program Expenses
Expenses for enrollment in the PN-Nursing Program are higher than the expenses of the general college student. In addition to tuition and fees, PN-Nursing students can expect higher nursing laboratory and textbook costs. Lab fees will include laboratory supplies, copied materials, computer and AV equipment, uniforms, liability insurance, background checks and standardized testing. Textbooks, clinical travel, health exams, and health insurance are NOT included in the fee schedule and are the responsibility of the student. Other related costs include computer equipment, education supplies and equipment, and graduation.
Board/Certification Examinations
After successful completion of diploma requirements, a Practical Nursing student is eligible to take the NCLEX-PN Examination for licensure as a Practical Nurse.

Current and Former CMN Students
Persons with prior college coursework from CMN or currently enrolled in CMN may apply for admission into the Practical Nursing Program. They are required to complete the Practical Nursing Program Admission Application Procedure.

New Students
To qualify for admission into Practical Nursing Program a student should be a graduate of a recognized high school or its equivalent. The high school courses listed below are recommended. Demonstration of successful completion of college coursework can be used to meet some of the educational qualifications.

- **English**
  4 years (one of which may be speech or native language)
- **Social Science**
  3 years (e.g., history, psychology, sociology)
- **Mathematics**
  3 years recommended
- **Biology**
  1 year
- **Chemistry**
  1 year

Applicants with a high school GPA of 3.00 or greater on a 4.00 scale may be given priority acceptance.

Applicants still in high school may be conditionally admitted. Official admission is contingent upon receipt of the final official high school transcript by July 15 for Fall Semester program enrollment.

Transfer Students
Transfer students applying for admission into the Practical Nursing Program must demonstrate acceptable standardized test scores as outlined in the Practical Nursing Program Admission Application Procedure.

Nursing Assistant course
The Nursing Assistant course (HLT095) will prepare the student for entry-level employment as a nursing assistant in a health care facility or a client’s home. The student will be able to perform specific nursing assistant care when under the direct supervision of a licensed nurse (4 technical credits).

Board Examination/Certification
Upon successful completion of the Nursing Assistant course, students are eligible to sit for the competency evaluation program, which is the testing program approved by the Department of Health Services Division of Quality Assurance. Currently, Pearson VUE delivers the state certification test known as the National Nurse Aide Assessment Program, Wisconsin’s standardized competency test. When the student passes this competency test, he/she is included on the Wisconsin Nurse Aide Registry.

Once on the registry, the Certified Nurse Assistant is then qualified to work in federally-funded facilities such as nursing homes, hospices, home health agencies, hospitals and some intermediate care facilities for persons with mental retardation. They are also allowed to work at the state licensed facilities, which include facilities for the developmentally disabled, nursing homes and home health agencies.

Course Approval
The Nursing Assistant course is approved by:
- State of Wisconsin
- Department of Health Services
- Division of Quality Assurance

Application, Standardized Test Requirements and Background Check
Prospective students must submit a completed Nursing Assistant Application Packet and achieve the following test scores:

- Accuplacer Reading Comprehension and Arithmetic scores of 31, and
- TABE scores at a 6th grade reading level and an 8th grade math level.

Students must clear a Caregiver Criminal Background check.
ADMINISTRATION, FACULTY AND STAFF

President’s Office
S. Verna Fowler, PhD
President
PhD University of North Dakota: Education Administration
MA Silver Lake College: History/English
AAS Milwaukee Institute of Technology: Medical Assistant

Melinda Cook
Executive Administrator

Academic Affairs
Diana Morris, PhD
Chief Academic Officer
PhD Ohio State University: English Comparative Literature
MA Ohio State University: English
BS Franklin University: Business Administration

Kacey Miller
Administrative Assistant

Advancement
Irene Kiefer
Director of Advancement
BA Indiana University, Bloomington: Journalism and American Literature

Suzanne Delrow
Webmaster

Dale Kakkak
Marketing and Media Services Specialist
BA University of Minnesota, Twin Cities: Journalism

Susan Waukau
Assistant Director of Advancement
AA Haskell Indian Nation University: Business Administration

Bookstore
Verna de Leon
Bookstore Manager

Business Office
Victor Escalante
Assistant Financial Manager
Jerred Caldwell
Accountant

Darla Gretzinger
Accounting Assistant
AAS Northeast Wisconsin Technical College

Stephanie Hill
Accounting Clerk/Accounts Payable

Val Katchenago
Accounting Clerk/Accounts Payable
TD College of Menominee Nation: Office Technician

Christa Lyons
Accounting Clerk
TD College of Menominee Nation: Office Technician

George Otradovec
Accountant
AA College of Menominee Nation: Business Administration
AA College of Menominee Nation: Sustainable Development

Christalee Waupoose
Accounting/Payroll Clerk

Continuing Education
Brian Kowalkowski
Dean of Continuing Education
BS University of Wisconsin-Stevens Point: Geography

Maurissa Bigjohn
YEP Mentor/WI DOT Taskforce Assistant

Tasha Cleveland
Administrative Assistant
TD College of Menominee Nation: Office Technician

Brandon Frechette
YEP Coordinator
BS University of Wisconsin-Superior: Health and Wellness

Annette Miller
Job-Based Training Specialist

Renee O’Kimosh
Outreach Based Training Specialist
AA College of Menominee Nation: Early Childhood

Michael Skenadore
Tribal Taskforce Coordinator
BA St. Norbert College: Elementary Education

John Teller
Associate Dean of Continuing Education
BS University of Wisconsin-Madison: Education

External Relations
Holly Youngbear-Tibbetts, PhD
Dean of External Relations
PhD University of Wisconsin-Madison: Geography
MA University of Wisconsin-Madison: Geography
BS Bemidji State University: Geography

Facilities
Joel Kroenke
Facilities Director
BA University of Wisconsin-Green Bay: Urban Studies

James Layton
Security Guard

Finance
Laurie Reiter
Chief Financial Officer
MBA Lakeland College: Finance
BS University of Wisconsin-Green Bay: Business Administration

Roberta Smith
Administrative Assistant

Financial Aid
Nicole Fish
Financial Aid Director
MBA Lakeland College: Finance
BS Silver Lake College: Business
AA College of Menominee Nation: Business Administration

Maiko Vang
Financial Aid Coordinator
AA College of Menominee Nation: Business Administration

Green Bay/Oneida Campus
Chad Waukechon
Vice President, Green Bay/Oneida Campus
MEd University of Minnesota, Duluth: Education
BA University of Wisconsin-Green Bay: Urban/Regional Studies

Kathy Denor
Assistant to the Vice President
MA Marian College: Education
BS University of Wisconsin-Stevens Point: English

Perry Alberts
Housekeeper/Maintenance Technician
Richard Coenen  
Housekeeping/ Maintenance Technician

Michael Faulds, JD  
Academic Advisor
  JD Hamline University  
  BS University of Minnesota, Twin Cities:  
  Animal Science

Mary Anne Hill  
Writing Tutor
  MS University of Wisconsin Oshkosh:  
  Guidance and Counseling  
  BS University of Wisconsin Oshkosh:  
  English and History

Mariaellena Haskins  
Evening Receptionist

Melissa Larson  
Academic Advisor
  MA Lakeland College: Counseling  
  BA Lakeland College: Business Administration

Luis Ortiz  
Resource Room and Student Support Specialist

Sandra Shackelford  
Writing Tutor
  BA University of Wisconsin-Green Bay:  
  Communication and the Arts

Sheila Solenos-House  
Receptionist

Richard Jurgens  
Human Resource Director
  BA University of Wisconsin-Stevens Point:  
  Psychology and Sociology  
  SHRM Senior Professional in Human Resources

Sarah Lyons  
Assistant  
  AA College of Menominee Nation:  
  Business Administration

Renita Wilber  
I.T. Director
  MS American Intercontinental University:  
  Master Information Technology  
  BS American Intercontinental University:  
  Information Technology  
  AAS College of Menominee Nation:  
  Microcomputer Specialist

Edward Bowker  
Technical Support Specialist

Marguerite Griesmer  
Network Administrator III
  CompTIA Network Certified

Portia Koebach  
Network Administrator I
  BS American International University: IT  
  AAS College of Menominee Nation:  
  Microcomputer Specialist

Chasidie Tourtillott  
IT Facilitator
  AAS ITT Technical Institute:  
  Computer Network Systems

RoseMary Warrington  
Help Desk Technician
  AAS College of Menominee Nation:  
  Microcomputer Specialist

Joyce Wayka  
Administrative Assistant  
  AA College of Menominee Nation:  
  Pre-nursing/Biological Science

Institutional Research

Ronald Jurgens  
Director
  MPA University of Illinois, Springfield:  
  Public Administration  
  BS University of Wisconsin-Green Bay:  
  Public Administration

Geraldine Sanapaw  
Institutional Research Analyst
  MBA Lakeland College: Finance  
  BS Silver Lake College: Business Management  
  AA College of Menominee Nation:  
  Business Administration

Letters and Science

Jennifer Morris  
STEM Resource/Demonstration Coordinator
  MA Alverno College: Education  
  MA University of Wisconsin-Milwaukee: History  
  BA Alverno College: History

Leslie Teller  
Instructional Support Coordinator
  MSE University of Wisconsin Oshkosh: Reading  
  BA University of Wisconsin-Green Bay:  
  Communication and the Arts

Letters and Science – Faculty

Vicki Besaw  
English
  MA University of Wisconsin-Milwaukee: English  
  BS University of Wisconsin-Madison: Education

Lisa Bosman  
Engineering
  MS Clemson University: Industrial Engineering  
  BS Milwaukee School of Engineering:  
  Industrial Engineering

Patricia Brzezinski, JD  
Social Sciences
  JD University of Wisconsin-Madison  
  BA Lakeland College: Sociology/Psychology

Heidi Cartwright  
Criminal Justice
  MS University of Wisconsin-Platteville:  
  Criminal Justice  
  BS Marian College: Administration of Justice

Kelli Chehberg  
Education
  MS Southern Illinois University: Education  
  BS Greenville College: Education

Mwata Chisha  
Public Administration
  MA New Mexico State University: Economics  
  BS New Mexico State University: Agriculture

Alphia Creapeau  
Education
  MS Silver Lake College:  
  Management/Organization Behavior  
  MS St. Norbert College:  
  Education – Environmental Emphasis  
  BA St. Norbert College: Elementary Education

Lucy Fenzl  
Biology
  MS University of Wisconsin-Stevens Point:  
  Teaching-Biology  
  BA Mount Senario College: Biology

Nathan Fregien  
Digital Media
  MBA Gonzaga University: Business Administration  
  BA Lakeland College: Computer Science

Katherine Hall, PhD  
Anthropology and History
  PhD Washington University, St Louis: Anthropology  
  MA University of Tennessee: Anthropology  
  MM University of Michigan: Music  
  BME Wichita State: Music Education

Nathan S. Ihrcke, PhD  
Biology
  PhD University of Minnesota:  
  Cell and Developmental Biology  
  BS University of Wisconsin Oshkosh: Biology

Eric Jurgens  
English
  MA Southern Illinois University, Carbondale: History  
  MA Southern Illinois University, Carbondale: English  
  BA Lawrence University: Anthropology
Cody Martin, PhD  
Physics  
PhD University of Wisconsin-Madison: Physics  
MS University of Wisconsin-Madison: Physics  
BS University of Wisconsin-Green Bay: Humanistic Studies

Sarah J. Paquette, PhD  
Chemistry  
PhD University of California: Chemistry  
BS University of California: Chemistry  
BA University of California: Cultural Anthropology  
AA Shasta College: Chemistry  
AA Shasta College: Engineering

Mahrie Peterson  
MSE Capella University:  
Post-Secondary and Adult Education  
BS Viterbo University: Psychology

Donna Powless, PhD  
Psychology  
PhD University of Wisconsin-Madison: Educational Psychology  
MS University of Wisconsin-Madison: Educational Psychology  
BS University of Wisconsin-Madison: Behavior Disabilities

Ruth Pyatuskowit  
Education  
ME The College of Saint Scholastica:  
Curriculum and Instruction  
BS University of Wisconsin Oshkosh: Elementary Education

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English  
BS University of Wisconsin Oshkosh: English/Biology

Bhaskar Singh  
Public Administration  
MBA University of Wisconsin-Milwaukee: Finance and Global Strategy  
MSC University of Wisconsin-Madison: Electrical Engineering  
BSC Federal University of Paraiba, Brazil: Electrical Engineering

Candy Waukau-Villagomez, EdD  
Education  
EdD Pennsylvania State University: Education Administration  
MS D'Youville College: Special Education Childhood  
MS University of Wisconsin-Stout: Guidance  
BS University of Wisconsin-Madison: Home Economics

William VanLopik, PhD  
Sustainable Development  
PhD Michigan State University: Resource Development  
MA Azusa Pacific University: Human Resource Leadership  
MA Western Michigan University: Geography  
BA Calvin College: Sociology

Dennis Vickers, PhD  
Humanities  
PhD University of Texas: Philosophy  
MA Bowling Green University: Philosophy  
BA University of Wyoming: Philosophy

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Business Administration  
MS Concordia University: Education Curriculum and Instruction  
BA Tarkio College: Business Administration

Ryan Winn  
English/Theater  
MA University of Wisconsin Oshkosh: English  
BA University of Wisconsin-Green Bay: English

Beth Wochinski  
STEM Scholars Program Director  
MS Viterbo University: Education  
BS University of Wisconsin Oshkosh: Mathematics

Library  
Maria Escalante  
Director  
MLS University of Wisconsin-Milwaukee: Library Science  
MA University of Wisconsin-Milwaukee: History  
BS University of Wisconsin Oshkosh: History

Jessica Buettner  
Special Collections Assistant  
BA University of Wisconsin-Green Bay: Democracy and Justice Studies  
AA College of Menominee Nation: Sustainable Development  
AA College of Menominee Nation: Liberal Studies/Humanities

Debra Downs  
Library Assistant

Miranda Perez  
Circulation Technician

Sharrie Schweitzer  
Office Assistant

Bryan Stevenson  
Head of Special Collections  
BA Saint Olaf College: History and Medieval Studies

Maintenance  
Mario Fernandez  
Director

Dana Boivin  
Maintenance Technician

Quintin Fernandez  
Maintenance Technician

Rose Fish  
Housekeeper

Guy Fredenberg  
Lead Housekeeper

Matthew Wandrey  
Maintenance Technician

Delores Warrington  
Housekeeper

Al Zhuckkahosee  
Groundskeeper

Nursing  
Teresa Halcsik  
Associate Dean of Nursing  
MSEd University of Wisconsin-Milwaukee: Educational Administration  
MSN Medical College of Wisconsin: Nursing Administration  
BSN University of Wisconsin-Madison: Nursing

Stephanie Dodge  
Support Services Coordinator  
BS University of Wisconsin-Madison: Family, Consumer and Community Education - Community Leadership  
AA College of Menominee Nation: Sustainable Development

Alegra Fowler  
Support Services Coordinator  
BA University of Wisconsin-Green Bay: Human Development and Family Studies

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Program Specialist  
BA University of Wisconsin-Green Bay: Communication and the Arts  
AA University of Wisconsin-Green Bay: Art

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MSN Bellin College  
BSN University of Wisconsin-Green Bay: Nursing  
ADN Northeast Wisconsin Technical College  
NLN Certified Nurse Educator
Lana Otradovec  
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AA College of Menominee Nation:  
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BS University of Wisconsin-Green Bay:  
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Mary McGuire  
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BS University of Wisconsin-Milwaukee:  
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BLS University of Wisconsin Oshkosh:  
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LPN Arkansas Valley Technical College  
BA Western Governors University:  
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Paraprofessional

Denise Stueck  
Nursing Skills Lab Coordinator  
BS University of Wisconsin-Eau Claire

Deborah Trossen  
Career Ladder Project Coordinator  
BS University of Wisconsin-Green Bay  
RN Northeast Wisconsin Technical College

Jean Umland  
Nursing Academic Skills Lab Instructor  
BS Concordia University: Elementary Education

Bonnie Will  
Program Assistant  
AAS Fox Valley Technical College:  
Medical Administration Professional

Erik Lee  
Nursing  
BSN University of Wisconsin Oshkosh  
CRT US Army Academy of Health Services

Kathleen Ruhbusch  
Nursing  
MSN University of Phoenix  
BSN Northern Michigan University  
Diploma Bellin College of Nursing

Brenda Vanden Langenberg  
Nursing  
BSN University of Wisconsin-Green Bay: Nursing  
AS Northeast Wisconsin Technical College: Nursing

Glenda Weigner  
Nursing  
MSN/WHNP University of Cincinnati  
BSN Syracuse University

Erik Lee  
Nursing  
BSN University of Wisconsin Oshkosh  
CRT US Army Academy of Health Services

Joleen White  
Grants Management Specialist  
BS Silver Lake College: Business Management  
AS Northeast Wisconsin Technical College: Business Administration  
Northeast Wisconsin Technical College: Supervision Certificate

Student Services

Gary Besaw  
Dean of Students  
MS University of Wisconsin-Madison:  
Education Administration  
BS University of Wisconsin-Stout: Art Education

Natasha Chevalier  
Administrative Assistant

Sharon Graham  
Assistant Registrar  
AA College of Menominee Nation: Liberal Studies

Tessa James  
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BA University of Wisconsin-Stevens Point: Sociology

Cindy Jungenberg  
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BS Silver Lake College: Business Management  
AA College of Menominee Nation: Business Administration

Theresa Martin  
Writing Skills Coordinator  
MSEd University of Wisconsin-La Crosse:  
Student Affairs Administration in Higher Education  
BA University of Wisconsin-Green Bay: Social Change and Development  
AA College of Menominee Nation: Liberal Studies  
AAS College of Menominee Nation: AODA Counseling

Geradette A. Richmond  
Career/Disability Counselor  
BS Mount Senario College:  
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Brenda Sanapaw  
Administrative Assistant  
BS Silver Lake College: Business Management  
AAS College of Menominee Nation: Accounting  
AA College of Menominee Nation: Business Administration

Sara Shawanokasic  
Academic/Career Advisor  
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Student Affairs Administration in Higher Education  
BA St. Norbert College: Sociology

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Karen Bialcik  
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BSN University of Wisconsin Oshkosh

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MSN Concordia University, Wisconsin  
BSN Marian University

Kathleen Ruhbusch  
Nursing  
MSN University of Phoenix  
BSN Northern Michigan University  
Diploma Bellin College of Nursing

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BSN University of Wisconsin-Green Bay: Nursing  
AS Northeast Wisconsin Technical College: Nursing

Glenda Weigner  
Nursing  
MSN/WHNP University of Cincinnati  
BSN Syracuse University

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Director  
BS Silver Lake College: Business Management  
AAS College of Menominee Nation: Accounting  
AA College of Menominee Nation: Business Administration

Renetta Heath  
Receptionist/Secretary  
AA College of Menominee Nation:  
Administrative Assistant

Tracy Wilber  
Operations Coordinator  
BS Silver Lake College: Management  
AA Fox Valley Technical College: Data Processing

Sponsored Program Administration

Jill Martin  
Director  
BA University of Wisconsin-Green Bay: English  
Grants Management Certificate

Keri Miller  
Administrative Assistant

Operations

Richard Warrington  
Director  
BS Silver Lake College: Business Management  
AAS College of Menominee Nation: Accounting  
AA College of Menominee Nation: Business Administration

Renetta Heath  
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AA College of Menominee Nation:  
Administrative Assistant

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Operations Coordinator  
BS Silver Lake College: Management  
AA Fox Valley Technical College: Data Processing

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Grants Management Certificate

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BSN Marian University

Erik Lee  
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Northeast Wisconsin Technical College: Supervision Certificate

Student Services

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AAS College of Menominee Nation: AODA Counseling

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MSEd University of Wisconsin-La Crosse:  
Student Affairs Administration in Higher Education  
BA St. Norbert College: Sociology
Myrna Warrington
Director Student Support Services
MS University of Wisconsin Oshkosh: Education
BS University of Wisconsin Oshkosh: Liberal Studies

Allison Waukau
STEM Admissions and Recruitment Specialist

Ramona Webster
Administrative Assistant

Juanita Wilber
Registrar
BS University of Wisconsin-Green Bay: Human Development/Counseling

Sustainable Development Institute

Christopher Caldwell
Director
BS University of Wisconsin-Madison: Natural Resources
AA College of Menominee Nation: Sustainable Development

Rebecca Edler
Sustainability Coordinator
MA Lakeland College: Counseling
BS Silver Lake College: Social Science
AAS Fox Valley Technical College: Supervisory Management

Mani Boyd
Administrative Assistant
AA College of Menominee Nation: Business Administration

Matthew Johnson
Technology Coordinator
AA College of Menominee Nation: Business Administration

Cynthia Norton
Administrative Assistant
AA College of Menominee Nation: Business Administration

Technical Education

Deanna Bisley
Dean of Technical Education
MS University of Wisconsin-Stout: Vocational Education
BS University of Wisconsin-Stevens Point: Sociology/Psychology

Lois Buettnner
Skills Lab Coordinator
BS University of Minnesota, Duluth: English and French

Allison Brunette Wehmeyer
LEP Project Director/Instructor
MA Northern Michigan University: English/Literature
BS Northern Michigan University: English/Writing

Amber Chevalier
Workbase Coordinator
BS University of Wisconsin-Green Bay: Environmental Policy and Planning
AA College of Menominee Nation: Public Administration

Antoinette Davids
Career Placement Coordinator
BS University of Wisconsin-Green Bay: Human Development

Dean Davis
Technology Coordinator
AAS College of Menominee Nation: Microcomputers/Networks

Craig Fox
Trades Program Coordinator A

Menomin Hawpetoss
Technology Coordinator
AA College of Menominee Nation: Sustainable Development
AA College of Menominee Nation: Accounting

Sadie Hill
Receptionist
TD College of Menominee Nation: Office Technician

Rebecca Hoffman
Office Program Coordinator
MA Northern Arizona University: English
BA University of Wisconsin-Green Bay: Interdisciplinary Studies

Vocational Rehabilitation

Norman Shawanokasic
Native American Vocational Rehabilitation Director
BA NAES College: Community Studies
AS Northeast Wisconsin Technical College: Police Science

Lorraine Kelley
Career/Disability Counselor
BA NAES College: Public Policy

Carey A. Waubanascum
Vocational Rehabilitation Counselor
AA University of Phoenix: Information Technology/Networking
2014 - 2015 ACADEMIC CALENDAR

**Fall 2014**
- Last day for Admission: August 8
- First day students may order textbooks: August 11
- Faculty returns: August 11
- Last day for Registration: August 15
- Student Orientation (Keshena): August 19-20
- Technical Education Orientation: August 20
- Nursing Program Orientation: August 20-22
- Student Orientation (Green Bay): August 21
- First day of classes: August 25
- Labor Day (no classes): September 1
- Last day for students to charge books to CMN account: September 5
- Veterans Day (no classes): November 11
- Thanksgiving Holiday (no classes): November 27-28
- Last week of classes: December 7-13

**Spring 2015**
- Last day for Admission: January 9
- Faculty returns: January 12
- First day students may order textbooks: January 12
- Last day for Registration: January 16
- Martin Luther King Day (no classes): January 19
- Student Orientation (Keshena): January 20, 21
- Nursing Program Orientation: January 21-23
- Student Orientation (Green Bay): January 22
- First day of classes: January 26
- Last day for students to charge books to CMN account: February 6
- Presidents’ Day (no classes): February 16
- Student Graduation Meeting (Keshena): March 4
- Student Graduation Meeting (Green Bay): March 11
- Spring Break (no classes): April 1-3
- Native American Day (no classes): May 13
- Last week of classes: May 10-16
- Graduation: May 30

**Summer 2015**
- Last day for Admission: May 22
- Memorial Day: May 25
- First day students may order textbooks: May 26
- Last day for Registration: May 29
- First day of classes: June 8
- Last day for students to charge books to CMN account: June 12
- Independence Day (no classes): July 4
- Last week of classes: July 26–August 1

*Adds/Drops for all sessions can only occur by close of business on the 5th business day of the session.*

2015 - 2016 ACADEMIC CALENDAR

**Fall 2015**
- Last day for Admission: July 31
- First day students may order textbooks: August 3
- Faculty returns: August 3
- Last day for Registration: August 7
- Student Orientation (Keshena): August 11, 12
- Technical Education Orientation: August 12
- Nursing Program Orientation: August 12-14
- Student Orientation (Green Bay): August 13
- First day of classes: August 17
- Last day for students to charge books to CMN account: August 28
- Labor Day (no classes): September 7
- Veterans Day (no classes): November 11
- Thanksgiving Holiday (no classes): November 26-27
- Last week of classes: November 29–December 5

**Spring 2016**
- Last day for Admission: January 8
- Faculty returns: January 11
- First day students may order textbooks: January 11
- Last day for Registration: January 15
- Martin Luther King Day (no classes): January 18
- Student Orientation (Keshena): January 19, 20
- Nursing Program Orientation: January 20-22
- Student Orientation (Green Bay): January 21
- First day of classes: January 25
- Last day for students to charge books to CMN account: February 5
- Presidents’ Day (no classes): February 15
- Student Graduation Meeting (Keshena): March 2
- Student Graduation Meeting (Green Bay): March 9
- Spring Break (no classes): March 23-25
- Native American Day (no classes): May 13
- Last week of classes: May 8-14
- Graduation: May 28

**Summer 2016**
- Last day for Admission: May 27
- Memorial Day: May 30
- First day students may order textbooks: May 31
- Last day for Registration: June 3
- First day of classes: June 13
- Last day for students to charge books to CMN account: June 17
- Independence Day (no classes): July 4
- Last week of classes: July 31-August 6

*Adds/Drops for all sessions can only occur by close of business on the 5th business day of the session.*
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2014-2016 Academic Catalog
Errata Sheet

The 2014 – 2016 Academic Catalog changes are listed below and are effective Fall 2014.

1. Bachelor of Science-Business Administration – Added BUS210 as a gateway course for the Finance Track.

2. Associate of Arts and Sciences-Accounting – Corrected credits assigned to ACC217.


4. BUS200 – Removed BUS100 prerequisite.

5. BUS210 – Removed ACC103 prerequisite.


7. EDU211 – Removed HUD210 prerequisite.

8. EDU250 – Removed COM100, EDU236, EDU237, and EDU238 prerequisites.


10. EDU237 – Removed HUD210 prerequisite.

11. EDU238 – Removed HUD210 prerequisite.

12. EDU300 – Removed EDU250 prerequisite.

13. EDU301 – Removed EDU250 prerequisite.


15. EDU315 – Removed EDU250 prerequisite.