



Bryant University

Graduate Course Catalog • 2026/2027



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MESSAGE FROM THE PRESIDENT

Welcome to Bryant University!

Welcome to Bryant University.

As you begin your undergraduate journey or advance your education through graduate study, you are joining a community defined by purpose, opportunity, and forward momentum. At Bryant, education is not only about what you learn, but it is also about who you become and how you apply that learning in the world.

Our purpose is clear. Bryant delivers an education that is rigorous, relevant, and deeply connected to the challenges and opportunities of a global economy. We prepare students not only for their first job, but for lives of leadership, adaptability, and impact. Our academic programs integrate business, the liberal arts and sciences with professional preparation, experiential learning, and a global perspective, ensuring that graduates are ready to think critically and act confidently in a rapidly changing world.

You will be challenged by dedicated faculty focused on student learning and success and supported by staff who believe in your potential. Bryant is a university that places strong emphasis on education and student character, leadership, and service. We expect our students to engage fully in their education, to act with integrity, and to contribute positively to our community. These shared expectations are central to the learning environment we create together and to the preparation of graduates ready to lead with purpose.

This catalog reflects the breadth, clarity, and academic excellence of our programs and policies. It is an important guide as you plan your course of study and take responsibility for your progress. I encourage you to use it thoughtfully, ask questions, and take full advantage of the many opportunities available to you at Bryant.

I am continually inspired by the energy, curiosity, and ambition our students bring to this university, and by the commitment of our faculty and staff who bring our mission to life each day. Together, we are shaping a community and a future, grounded in shared purpose and meaningful impact.

I look forward to your engagement in learning at Bryant and wish you success as you pursue your goals here, and I look forward to all that you will bring to and accomplish at Bryant University.

Warm regards,

Ross Gittell, Ph.D.

President

Bryant University

GRADUATE ACADEMIC CALENDARS AND CAMPUS MAP LINK

*** Campus Map Link***

On-Campus Programs Calendar 2026-2027

FALL TERM – 2026

One Year and Two Year MBA Management Concepts and Skills	Friday, August 21 through Saturday, August 22
MSA and MSA/Tax Preparing for MSA Success	Tuesday, August 25
DSAI Orientation	Tuesday, August 25 - Wednesday, August 26
Graduate Classes Begin	Monday, August 31
Graduate Add/Drop Period Ends	Friday, September 4
Labor Day Holiday (No Classes)	Monday, September 7
Columbus Day/Indigenous Peoples' Holiday (No Classes)	Monday, October 12
**Monday Schedule for all courses	Tuesday, October 13
Thanksgiving Recess	Begins Tuesday evening after last class at 9:10 pm, November 24 and ends on Sunday, November 29. Residence Halls close at 5:00 pm. Students who have evening classes between 5pm – 9:10 pm on November 24 are approved to stay in residence halls until 10:00 pm.
Classes End	Friday, December 11
Examination Period	Saturday, December 12 through Friday, December 18. Exam times 8:30-11:00, 12:00-2:30, 3:00-5:30, 6:15-8:45
Semester Ends	Friday, December 18

WINTER TERM – 2027

Graduate International Experience Begin	TBA
Graduate International Experience Ends	TBA

SPRING TERM – 2027

MSA and MSA/Tax Preparing for MSA Success	TDB
Martin Luther King Jr. Day (no classes)	Monday, January 18
Graduate Classes Begin	Tuesday, January 19
Graduate Add/Drop Period Ends	Monday, January 25
President's Day - No Class	Monday, February 15
**Monday Schedule for all courses	Tuesday, February 16
Spring Break - No Class	Monday, March 15 through Sunday, March 21

Classes End	Tuesday, May 4
Examination Period	Wednesday, May 5 through Tuesday, May 11. Exam times 8:30- 11:00, 12:00-2:30, 3:00-5:30, 6:15-8:45
Semester Ends	Tuesday, May 11
Graduate Commencement	Thursday, May 13

SUMMER TERM – 2027

Preparing for MSA Success (ACG 515)	Monday, May 17
MBA Summer I and Full Summer Classes Begin	Monday, May 17
MSA/Tax Summer I Classes Begin	Tuesday, May 18
Memorial Day Holiday (No classes all programs)	Monday, May 25
**Monday Schedule for all Summer I Graduate Courses	
Juneteenth Holiday (No classes all programs)	Saturday, June 19
All Summer I Classes End	Monday, June 28
All Summer II Classes Begin	Monday, June 28
Independence Day Holiday (No classes all programs)	Sunday, July 4
Classes End	Thursday, August 5

Online Programs Calendar 2026-2027

Summer Session II 2026

Application Deadline	Monday, June 29
Registration Starts	Monday, June 29
Registration Ends	Monday, July 20
GRO 550 Summer Session II Launch	Saturday, July 11
GRO 550 Ends	Saturday, July 18
Summer Session II Begins	Saturday, August 1
Summer Session II Ends	Saturday, October 10

FALL SESSION 2026

Application Deadline	Monday, September 7
Registration Starts	Monday, September 7
Registration Ends	Monday, September 28
GRO 550 Fall Launch	Saturday, September 19
GRO 550 Ends	Saturday, September 26
Fall Session Begins	Saturday, October 10
Fall Session Ends	Saturday, December 19

WINTER SESSION 2026/2027

Application Deadline	Monday, November 16
Registration Starts	Monday, November 23
Registration Ends	Monday, December 14
GRO 550 Winter Launch	Saturday, December 5
GRO 550 Ends	Saturday, December 12
Winter Session Begins	Saturday, January 2
Winter Session Ends	Saturday, March 13

SPRING 2027

Application Deadline	Monday, February 1
Registration Starts	Monday, February 8
Registration Ends	Monday, March 1
GRO 550 Spring Launch	Saturday, February 29
GRO 550 Ends	Saturday, February 27
Spring Session Begins	Saturday, March 13
Spring Session Ends	Saturday, May 22

SUMMER SESSION I 2027

Application Deadline	Monday, April 12
Registration Starts	Monday, April 19
Registration Ends	Monday, May 10
GRO 550 Summer Session I Launch	Saturday, May 1
GRO 550 Ends	Saturday, May 8
Summer Session I Begins	Saturday, May 22
Summer Session I Ends	Saturday, July 31

SUMMER SESSION II 2027

Application Deadline	Monday, June 21
Registration Starts	Monday, June 28
Registration Ends	Monday, July 19
GRO 550 Summer Session II Launch	Saturday, July 10
GRO 550 Ends	Saturday, July 17
Summer Session II Begins	Saturday, July 31
Summer Session II Ends	Saturday, October 9

FALL SESSION 2027

Application Deadline	Monday, August 30
Registration Starts	Monday, September 6
Registration Ends	Monday, September 6
GRO 550 Fall Launch	Saturday, September 18
GRO 550 Ends	Saturday, September 25
Fall Session Begins	Saturday, October 9
Fall Session Ends	Saturday, December 18

**Physician Assistant Program Calendar
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ACADEMIC POLICIES AND PROCEDURES

Academic Policies & Procedures

Academic Policies and Procedures for the College of Business, the College of Health and Behavioral Science (Except for the Physician Assistant Program and Doctorate in Clinical Psychology) and the College of Humanities and Social Sciences

- **Physician Assistant Program: PA Academic Policies & Procedures Link**
- **Doctorate in Clinical Psychology: Please refer to the PSYD Program Student Manual.**

Academic Program Planning

Graduate academic advisors are available to assist students with registration and the planning and selection of courses. Advisors can also review a student's academic standing as well as program and policy information. Students are encouraged to contact the Graduate Programs Office with any questions or concerns.

Advisor Contact Information:

On Campus Programs: Samantha Cavanagh, scavanagh@bryant.edu

Online Programs: Niki Jannitto, njannitto@bryant.edu (njannitto@bryant.edu)

Academic Load

Graduate on-campus students are considered full time if they register for nine (9) or more hours during the fall and spring terms and six (6) or more hours in the summer term. Graduate online students are considered part-time students.

Transfer Credits

It is the expectation that graduate students will complete all degree requirements at Bryant University. Students who have completed course work prior to matriculation may transfer up to two (2) three-credit courses to their degree program. Transfer credits from an incomplete degree are limited to those taken within the last three years with a grade of 'B' or better from a regionally accredited institution. For College of Business Programs, transfer credit must be from an AACSB-International accredited institution.

Students who wish to transfer course work should submit a Transfer of Credit Request along with a course description or course syllabus to the Graduate Program Office. The Graduate Program Office will forward the request to the appropriate department chair for evaluation. If the request is approved, the course(s) will be applied to their Bryant degree requirements and students will receive an updated curriculum outline.

If, for extenuating circumstances, a student needs to enroll in a graduate course(s) at an institution other than Bryant, the student must submit a Transfer of Credit Request to the Graduate Program Office. The Graduate Program office will coordinate the academic review process and once a

decision is made will notify the student in writing. Students must earn a 'B' or better and upon completion of the course must submit an official transcript to the Graduate Program Office.

While courses approved for transfer appear as "T" on the Bryant transcript, grades of transferred courses are not used to calculate the grade point average.

Time Limitations For Completion Of Program

Each graduate program has a maximum amount of time allowed to complete the program and those timeframes are listed below.

Master of Business Administration (On-campus programs) – six (6) years

Master of Science in Data Science and AI- six (6) years

Master of Science in Accounting -all programs (all concentrations) – six (6) years

Master of Science in Health Informatics and AI - six (6) years

All Graduate Certification Programs (Online or On campus) - two (2) years

Online Master of Science in Business Administration, Master of Science in Applied AI, Master of Science in Taxation, Master of Science in Actuarial Science – four (4) years

Online students will be inactivated after three consecutive terms without registration. To return to an online program, students will be required to complete a reactivation form.

Directed Independent Study

Directed Independent Study [DIS] coursework is intended to offer the opportunity for greater depth of learning or the supplementation of content otherwise not offered by the Bryant curriculum. Hence, the role of DIS should be considered as an alternate for academic credit in a student's program only when it augments existing courses or provides opportunity for more specialized learning. Directed Independent Study will not be approved when such proposals represent a duplication of existing coursework alternatives or simply course topics justified on the basis of convenience or instructor preference. No more than one directed-independent study is permitted within each graduate student's curriculum.

Any student who registers for a directed independent study course must perform the following steps:

1. The student should contact the Graduate Program Office in the appropriate discipline to request a graduate faculty member to oversee a course in Directed Study, as an advisor.
2. When a faculty advisor has been identified, the faculty member and student are expected to develop a detailed outline of requirements that would satisfy three graduate course credits. A detailed syllabus of assignments, including time and output expectations needs to be established, including course milestones and evaluation criteria.
3. If the faculty member and graduate student agree on the proposal, the student then meets with the Graduate Program Office, who initiates the Directed Independent Study online process in Banner. After the process initiation, the student must confirm and accept the Directed Independent Study through the Banner system and then notifies the faculty member through email. The faculty member downloads and attaches the syllabus and accepts the Directed

Independent Study. The student then notifies the Department Chair to view and approve the Directed Independent Study. The appropriate Associate Dean/Director will be notified to make the final approval.

4. Once the Directed Independent Study has been approved by the Associate Dean/Director, the Office of the Registrar will register the student and assign the faculty to the Directed Study in Banner. The student and faculty member will receive a confirmation email that all steps have been completed.
5. The advising faculty member is expected to submit a final grade at the end of the term.

Auditing A Course

Graduates of any graduate degree program may audit a course as long as prerequisites have been met and there is space available in the course. Students wishing to audit a course should complete an "Audit" request form from the Office of the Registrar with permission of the instructor. No credit or quality points are given for the audited course. The grade on the transcript will appear as "AU" (for audit). Students are responsible for paying 100 percent of tuition.

NOTE: Bryant Graduate alumni will pay 50 percent of course tuition to audit a course.

Leave Of Absence Policy

Although leaves of absence from graduate programs are discouraged, it is recognized that occasionally there are significant life-altering events that may result in the need for a student to suspend continuous enrollment from their respective program on a temporary basis.

Consequently, any student who, prior to completion of the MBA requirements, seeks to decline registration for an upcoming term may do so by registering for a Leave of Absence (LOA) by completing an official LOA form with the Office of the Registrar. A student may take up to a one year leave of absence before being automatically withdrawn from a graduate program. A graduate student on a leave of absence may re-enter the program on a space available basis and approval from the Graduate Programs Office. Students are still expected to complete their program within the maximum amount of time allowed. Students on military deployment are exempt from this policy.

Students in on-campus graduate programs who do not plan to register for a given term should contact their dedicated academic advisor.

Students in online graduate programs who do not plan to register for a given term should contact their dedicated academic advisor.

Re-Admit Policy

If a student withdraws from Bryant and later wishes to resume graduate work, he or she will be required to re-apply and will be responsible for the degree requirements that are in place at the time of re-admission. If the student's file is available, the student will be required to submit a new application, statement of objectives, resume and an \$80 application fee. If the file is not available, a complete application package must be submitted by the applicant. Permission to re-enroll will be granted only after a review of the student's academic record by the Admission Committee.

If the student's course(s) were completed within the last three years, all courses, credits and grades previously taken will be applied to the student's degree requirements.

If the courses are between three and five years old, the courses will be reviewed by the appropriate department chairpersons. Those courses that are deemed to still be current by the department will be applied to the student's transcript. Those that are not approved will be listed on the student's transcript but not computed in the grade point average calculation.

Courses that are older than five years old are not generally accepted toward the degree program but will appear on the student's transcript. Neither the credits nor the grades previously earned will be calculated in the student's grade point average.

Cancellation Of Classes

Cancellation/delay of classes due to weather conditions will be announced over local radio and television stations. A detailed message will also be available by calling the University's emergency line at (401) 232-6002. The announcement to cancel or delay classes will also be available on the university website at www.bryant.edu. When individual classes are cancelled, students will be notified via their Bryant e-mail accounts.

Grading Policies and Academic Standing

Credit Hour

As an institution of higher education, Bryant University holds the responsibility for determining and upholding standards related to the awarding of credit hours for student work consistent with national standards.

- One hour (50 minutes) of classroom or direct faculty instruction and a minimum of two hours out of class student work each week for approximately fifteen weeks for one semester.
- A least an equivalent amount of work as required outlined above for other academic activities as established by the institution including laboratory work, internships, practica, studio work, and other academic work relating to the award of credit hours.

Bryant University ensures a minimum of 750 minutes of instruction per credit hour (2,250 minutes of instruction for a standard, three-hour course), regardless of mode of delivery. Winter and Summer terms offer accelerated courses, and the schedule is adjusted to meet the above standard.

Grading System

The graduate programs use the following grading system:

Grade	Grade Points
A	4.0 Excellent
A-	3.7
B+	3.3
B	3.0 Satisfactory
B-	2.7
C+	2.3
C	2.0
F	0.0

NOTE: Values assigned to each letter grade are determined by individual faculty members.

Letter Grades of B-, C+, and C: These grades, though acceptable, represent average performance and thus, must be offset by other higher grades in

order to maintain a 3.0 cumulative average and subsequently to graduate from the program. Courses, in which a student earns a B-, C+, or C, are eligible for the grade replacement policy.

Letter Grade of F: A letter grade of "F" indicates a course failure and remains on the transcript and is included in all future GPA calculations. If an "F" was earned in a core course, the core course must be repeated. If an "F" was earned in an elective, that specific course does not have to be repeated. However, the student must enroll in another elective in order to successfully complete the total number of credits required to earn the degree. The student's transcript will record both course enrollments and grades.

I – Incomplete (because of extenuating circumstances, the instructor has allowed additional time, (e.g. two weeks, to complete the course.) The Incomplete is not included in calculating the GPA. If the Incomplete is not finished by March 1 for the Fall and Winter Term and October 1 for the Spring and Summer Term, the grade will automatically be converted to an F. All grade changes must be approved by the department chair. A form can be obtained from the Registrar's Office.

AU – Audit grade. Grade not included in calculation of GPA.

W – Student is allowed to withdraw from a course after the add/drop period and up until the end of the 10th week of regularly scheduled classes for on-campus programs, as designated by the university calendar by making a written request to the Office of the Registrar with no academic penalty incurred. For online programs, student is allowed to withdraw up until the end of the 6th week of regularly scheduled classes, as designated by the university calendar. This request must be made in writing to the Office of the Registrar.

WD – Student is allowed to withdraw from a semester after the add/drop period and up until the end of regularly scheduled classes, as designated by the university calendar, by making a written request to the Office of the Registrar with no academic penalty incurred. Any course that has been completed and graded will remain on the student's record.

(W and WD) - When appropriate, it is advisable that prior to withdrawal, a student confer with the professor of the course to confirm the soundness of the decision to withdraw; however, such a conference is not mandatory. Professors will be notified of a student's decision to withdraw when the Course Withdrawal Notice has been received.

GPA Calculations

Only courses taken and credits received in the graduate programs at Bryant University are included in the computation of the grade-point average.

Quality points are determined by multiplying credits by grade points. Grade points are listed in the table above. The grade point average is determined by dividing the total quality points earned by the total credits completed.

Final GPA is truncated (not rounded) to the hundredths (i.e., two decimal places) for all official university records, academic standing, honors, etc.

Academic Standing

The academic standing measures a student's advancement toward meeting the grade point average requirements for a degree. Students are required to earn a cumulative grade point average (GPA) of 3.0 to successfully complete a graduate program.

If at the completion of the graduate program, the final GPA is below 3.0, a student may petition the Dean of the College to complete a maximum of six additional credits (i.e., two, three credit courses) all to be completed at Bryant to meet the GPA minimum.

NOTE: Values assigned to each letter grade are determined by individual faculty members.

ADD/DROP POLICY

During the spring and fall terms, students may add and drop courses the first 5 days of the term. Students must submit an add/drop form to the Office of the Registrar with appropriate faculty signatures. Refer to the Office of the Registrar web page for add and drop deadlines for the winter and summer terms.

Grade Replacement Policy

Graduate students may have the option of replacing a grade in a course by retaking the course. The grade replacement policy is subject to approval by the Executive Director of Graduate & Professional Education and the appropriate faculty director/department chair, and the following conditions:

- For any one course this grade replacement option may only be used once. Also, credit for a repeated course may be used only once.
- This policy can be applied to a maximum of two different courses.
- For purposes of GPA calculation, the grade earned during the first course enrollment will stand until the recording of the final grade in the second enrollment is completed. When the second enrollment is completed, the grade for that second enrollment will become the grade used in all GPA calculations regardless of whether the grade earned is higher or lower than the grade obtained during the first enrollment.
- The transcript will record both course enrollments, and the grade earned in each enrollment. The first attempt will be marked with an X to indicate grade replacement (e.g., XF, XC).
- Students will not be allowed to apply the grade replacement policy to a course in which there has been documented academic dishonesty that has not been reversed on appeal.
- The grade from the first attempt will continue to stand for those students who withdraw with a W from the course during the second attempt.
- Repeat courses must be taken at Bryant University.

A student who wishes to apply for grade replacement should petition the Graduate Programs Office. Petitions must be filed before the start of the term in which a student would like to repeat the course. The Executive Director of Graduate & Professional Education and appropriate faculty director/department chair will review all applications and may deny permission in cases where repeating a course will not positively impact the students' progress toward degree completion. A student may appeal the decision to the dean/director of the appropriate college or school.

ACADEMIC WARNING

When a student's cumulative GPA falls below a 3.0, an academic warning will be issued. Two consecutive terms of academic warning may result in dismissal from the college/school. Academic warning status will be reviewed on an individual case basis by the Executive Director of Graduate and Professional Education. Dismissal decisions will be reviewed by the dean of the college/school.

Graduation

During the semester preceding their intended graduation, on-campus students should complete and submit an online *Application for Graduation* form through their Banner web account. Students who complete their degree requirements during a summer or fall term may participate in commencement exercises of that academic year.

During the second to last term in the online students should complete and submit an online *Application for Graduation* form through their Banner web account. Students who complete their degree requirements are welcome to the Bryant campus in Smithfield, RI and may participate in commencement exercises in May of that academic year.

HONORS AT GRADUATION

To graduate with honors, a student must attain a cumulative grade-point average of 3.75 or better.

BETA GAMMA SIGMA

Beta Gamma Sigma is the international honor society recognizing academic excellence in business programs accredited by AACSB International. Membership in Beta Gamma Sigma is the highest academic recognition a student enrolled in an AACSB-accredited business program can receive.

Graduate students enrolled in College of Business master's degree programs may be eligible for membership if they have achieved a cumulative grade point average of 3.75 or higher and rank in the top 20 percent of their graduating master's class. Eligibility is determined based on academic performance and is subject to verification by the College of Business.

Membership in Beta Gamma Sigma is by invitation only. Eligible students are identified and invited by the University's Beta Gamma Sigma chapter in accordance with the society's membership requirements and selection procedures. Students cannot apply directly for membership.

For additional information regarding Beta Gamma Sigma membership, students should contact the College of Business.

Academic Honesty Policy

A high standard of conduct is expected. A graduate student's education is the result of his or her initiative and industry. Each Bryant graduate student, accordingly, understands that to submit work that is not his/her own is not only a transgression of university policy but also a violation of personal integrity.

The academic community, therefore, does not tolerate any form of "cheating" – the dishonest use of assistance in the preparation of outside or in-class assignments.

Ethical Conduct And Plagiarism

CHEATING / PLAGIARISM

As students at Bryant University, you are privileged members of an academic institution with high standard for academic integrity and conduct. Student dishonest will NOT be tolerated. Any student who plagiarizes any portion of a research paper, cheats, or shares assignment answers will receive a 0 (zero) for that assignment, a lowering of the final grade, and/or failure in the course. More serious sanctions are also possible. Ignorance of University policy is NOT a valid excuse. If you

are not sure whether you are plagiarizing or not, please check with your instructor.

ACADEMIC DISHONESTY AND PLAGIARISM INCLUDE BUT IS NOT LIMITED TO:

- Submitting an assignment that has been wholly or partially created by another person.
- Presenting as your own work, the ideas, representations, research, or words of another person without proper acknowledgement (citation) of sources.
- Knowingly permitting your work to be submitted by another student as if it were her or his own work.
- Submitting identically, or substantially, the same assignment to fulfill the requirements of two separate courses.
- Copying from another student's examination, term paper, homework or lab report.
- Misappropriation of examination materials or information.
- Unauthorized communication with another student during or about quizzes.
- Unauthorized access to or the use of the computerized work of others.
- Falsification of data for research projects.
- Turning in another student's name on an assignment when the student failed to contribute.

All violations are subject to disciplinary action. To preserve its commitment to the high standards of intellectual and professional behavior, Bryant University will respect intellectual excellence and expect intellectual honesty.

THE FOLLOWING DUE PROCESS PROCEDURE SHALL APPLY TO CASES OF GRADUATE STUDENTS INVOLVING ACADEMIC DISHONESTY:

STEP 1

Instructors teaching graduate courses have the explicit responsibility to take action in alleged cases of academic dishonesty. This action may include the following:

- failing grade on assignment or exam
- failing grade for the course
- recommend dismissal from the graduate program and college/school

STEP 2

The instructor's decision may be appealed by the student to the college/school Graduate Faculty Advisory Committee (GFAC). The Committee may recommend to the college/school dean or director one of the following alternatives:

- To sustain the instructor's decision.
- To place the student on probationary status, as specified by the Committee.
This gives the Committee the right to review and monitor the student's academic performance for the duration of the probation period.
- To recommend dismissal of the student to the college/school dean or director
- To restore the individual to the status of a student in good standing.

A similar process will be followed in cases of dishonesty other than academic.

Academic Grievance Process

Students who have an academic grievance concerning their final grade in a course are entitled to have their dispute reviewed by a formal and systematic process. Students have sixty (60) days from the time the final grade is posted to initiate their concerns in writing to the professor of the course. The Academic Grievance Process should begin with a good faith attempt for resolution between the student and professor.

In the event that an issue cannot be resolved between the student and professor, the student must subsequently confer with the appropriate program director to seek resolution of the matter.

Failing these first two steps, the student can seek resolution by appealing the matter to the Associate Dean or Director of the college/school; unresolved grievances may then be appealed to the Dean/Director.

Prior to an appeal to the Dean/Director, a student must complete a written statement which serves to summarize the basis of the grievance, indicate the resolution process preceding and leading up to an appeal first to the Associate Dean/Director, and then to the Dean/Director, and a documentation of relevant material and correspondence between and among student, professor, and graduate program director.

If the issue cannot be resolved by the aforementioned steps, the student may request a hearing before the Graduate Student Academic Grievance Committee. The Committee will meet only when the student has not been able to resolve the grievance through the Dean/Director level review. The Graduate Student Academic Grievance Committee will report its findings and make a recommendation to the Provost; the decision of the Provost is final.

At each stage in the grievance process, a written record that summarizes each party's understanding and disposition is expected.

Graduate Programs Code Of Conduct

Bryant University is an educationally purposeful community – a place where faculty, staff and students work together to strengthen teaching and learning on campus. The campus is a place where high standards of civility are set and violations are challenged. Bryant University is a community whose members speak and listen carefully to each other. Bryant University is a place where the sacredness of each person is honored and where diversity is aggressively pursued. Bryant University clearly states both its academic and social expectations. All must accept their obligations as citizens of the Bryant community and expect to be held accountable for behavior as individuals and members of groups. The University is a caring community where the well-being of each member is supported and where service to others is encouraged. All students are expected to obey applicable local state and federal laws as well as the policies of the university. These policies are found in The Student Handbook and the University Policy Manual. All students are subject to disciplinary action for violations. Graduate student violations of policy shall be adjudicated by the Graduate Disciplinary Committee. Procedures applying to this process are found in The Student Handbook.

Behavior And Discipline

The University expects students to assume responsibility for their actions. It also has an equal obligation to protect its educational purpose and the interests of its student body; therefore, it must be concerned with the actions of individuals or groups that are in conflict with the welfare and integrity of the University or in disregard for the rights of other students, faculty, or other members of the University community.

Complete guidelines and policies are found in The Student Handbook. When students enroll at Bryant University, it is assumed that they have a serious purpose and a sincere interest in their own social and intellectual development. It is also assumed that students familiar with the regulations, procedures, and policies set forth at Bryant University have accepted them as a "way of life" during their stay at the University. They are expected to learn to cope with problems intelligently, reasonably, and with consideration for the rights of others; to obey laws and ordinances of the nation, state, and community of which they, as well as the University, are a part; and to conduct themselves peaceably in espousing changes they may consider necessary. As students prize rights and freedoms for themselves, they are expected to respect the rights and freedoms of others.

Students are subject to federal, state, and local laws as well as University rules and regulations. A student is not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally. Students are subject to such reasonable disciplinary action as deemed appropriate, including suspension and expulsion in appropriate cases for breach of federal, state, or local laws, or University rules or regulations. The principle extends to conduct off campus that is likely to have adverse effects on the University, or on the educational process, or which stamps the offender as an unfit associate for other students.

Harassment PROTECTION FROM HARASSMENT – POLICY STATEMENT

Bryant University is committed to maintaining a working and learning environment which supports respect for the individual and for academic freedom, where all members of the community can work and learn in an atmosphere that is free from sexual or other types of harassment. It is the policy of Bryant University that no member of the University community, including faculty, staff, students, volunteers, interns, and third-party contractors, may subject another to sexual or any other type of harassment.

Harassment on the basis of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status undermines the basic principles of the Bryant community and will not be tolerated.

Harassment includes but is not limited to unwelcome verbal, electronic and/or physical conduct directed toward an individual or regarding an individual's race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status that has the purpose or effect of humiliating and/or intimidating an individual or hindering and/or interfering with work performance, academic status, or college life. In particular, sexual harassment is defined as unwanted sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature where: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status; or submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment in which to work or learn.

Bryant University considers harassment a very serious matter. Any person found to be engaging in harassment, including sexual harassment, or who aids and abets or incites such conduct, will be subject to disciplinary action, up to and including termination of

employment or expulsion from an educational program of the University. Further, any retaliation against an individual for filing a complaint or for cooperating in an investigation of such a complaint is similarly prohibited and will not be tolerated.

REPORTING PROCEDURES:

Bryant University encourages the reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. To encourage persons to come forward, the University provides several channels of communication, information, and complaint resolution as outlined below.

INFORMATION, COUNSELING AND ADVOCACY:

Anyone may seek advice, information or counseling on any matter, including matters relating to harassment, without having to lodge a complaint. Names and telephone numbers of these resources are listed under "Information/Counseling Resources."

INFORMAL COMPLAINT PROCESS:

Either verbally or in writing, notify the offender firmly and promptly that his or her behavior is unwelcome. While dealing informally with a problem of harassment may resolve the matter more expeditiously and more confidentially, no action can be taken by the University when it is not aware of the harassing conduct. Hence, informal complaint procedures should not be used for severe or habitual cases of harassment.

FORMAL COMPLAINT/REPORTING PROCESS:

When a formal complaint is received, the University will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.

The investigation will include a private interview with the person(s) filing the complaint and with witnesses. The person(s) alleged to have committed harassment would also be interviewed. When the investigation has been completed, the results of that investigation, to the extent appropriate, will be shared with the person filing the complaint and the person alleged to have committed the conduct. If it is determined that inappropriate conduct has occurred, the University will act promptly to eliminate the offending conduct, and where appropriate, will impose disciplinary action.

RESOURCE LIST

INFORMATION/COUNSELING RESOURCES:

Counseling Services (401) 232-6045

Health Services (401) 232-6220

Student Affairs (401) 232-6046

INTERNAL CONTACT LIST

Vice President for Student Affairs/Dean of Students (401) 232-6046

Associate Vice President for Human Resources (401) 232-6011

Provost (401) 232-6060

INFORMATION SERVICES NETWORK ACCEPTABLE USE POLICY

All members of the Bryant University community who use the University computing, information, and communication resources must act responsibly. Every user is responsible for the integrity of these resources

under their control. All users of University-owned or University-leased Information Services systems must respect the rights of other users, respect the integrity of the physical facilities and controls, and comply with all licenses and contractual agreements. More information on Information Services Network Acceptable Use Policy can be found at http://infosec.bryant.edu/acceptable_use.html.

Prior to the start of their program, graduate students are required to have their own laptops that meet the following minimum technology requirements, which are fairly standard on introductory-level laptops:

- Processor: Intel Core i5 or equivalent
- Memory: 16GB
- Hard Drive: 256GB SSD
- Video Card: Integrated Intel Graphics
- Operation System: Windows 11 Home Version

For questions on these requirements or to inquire about affordability options, please contact the Graduate Programs Office.

E-MAIL

The University's electronic mail services are University facilities and are intended for use for teaching, learning, research, and administration in support of Bryant University's mission. Bryant University e-mail services may not be used for personal business or personal gain except as permitted by other University policies.

PEER-TO-PEER FILE SHARING

The Copyright Law of the United States (Title 17 U.S. Code) governs the making of copies of copyrighted material. UNAUTHORIZED COPYING IS PROHIBITED! The person using this equipment is liable for any infringement and can be prosecuted or held liable for monetary damages.

BRYANT.EDU DOMAIN NAME

According to the guidelines of the managing body of the top-level .EDU domain space, a registrant of a name in the .EDU domain may not use the .EDU domain for commercial purposes. The use of the "BRYANT.EDU" in any commercial related transaction is a violation of those guidelines. Any student using the "BRYANT.EDU" in any electronic service (e-mail, web, etc.) for commercial purposes jeopardizes his/her privilege to use those services.

APPLICATION REQUIREMENTS

APPLICATION REQUIREMENTS FOR THE COLLEGE OF BUSINESS, THE COLLEGE OF HEALTH AND BEHAVIORAL SCIENCE (EXCEPT FOR THE PHYSICIAN ASSISTANT PROGRAM) AND THE COLLEGE OF HUMANITIES AND SOCIAL SCIENCES.

Physician Assistant Program Admission Requirements Link (p. 39)

DOCTORATE IN CLINICAL PSYCHOLOGY REQUIREMENTS MAY VARY: PLEASE REFER TO THE PSYD PROGRAM STUDENT MANUAL.

Domestic Applicants

Bryant University is committed to enrolling classes of students with strong credentials that show a high level of promise of professional success. To be admitted to any Bryant graduate program, applicants must be (or about to become) a graduate of a regionally accredited, four-year college or university.

Applicants must submit:

- Graduate online application for admission.
- \$80 application fee.
- Official transcripts from ALL colleges and universities attended.
- Letter of Recommendation Requirement

- **On-Campus Programs:** One academic or professional letter of recommendation is required.

- **Online Programs:** One professional letter of recommendation is required. Applicants may also submit an academic recommendation as supplemental supporting material.

Recommenders may complete the online recommendation form or submit a written recommendation on official letterhead.

- Statement of objectives (500 words maximum).
The purpose of the statement is to explain why the applicant is applying to Bryant, the specific program, and how both will help the applicant achieve a future goal. Please also indicate at what pace you plan to take courses so we can help you plan your graduation date.
- Current resume.
- Admission interview (optional) can be scheduled by the Graduate Programs Office or by the applicant. An admission interview may be part of the application process to aid the Admission Committee in making appropriate admission decisions.
- GMAT/GRE score submission is optional and not required for admission.

Students who are enrolled full-time are required to forward completed health forms to Health Services and to show proof of health insurance.

International Applicants

Students from across the globe who enroll in the Bryant University graduate programs bring valuable perspectives to the classroom. International students must secure the proper visa and enroll in the appropriate number of credits.

International Student Admission Requirements:

- Applicant must provide documentation from an academic evaluation agency which indicates that the applicant has earned a degree equivalent to a U.S. bachelor's degree.
- Graduate online application or admission.
- \$80 application fee.
- Official transcripts from all colleges or universities attended, translated into English and converted to a 4.0 scale.
- One academic or professional letter of recommendation. Recommenders may use the available form online or submit a recommendation on letterhead.
- A current resume.
- Admission interviews (optional) can be scheduled by the Graduate Programs Office or by the applicant. An admission interview may be part of the application process to aid the Admission Committee in making appropriate admission decisions.
- Statement of objective (500 words maximum).
 - The purpose of the statement is to explain why the applicant is applying to Bryant, the specific program, and how both will help the applicant achieve a future goal.
- Official TOEFL score for applicants whose native language is not English or whose undergraduate instruction was not conducted in English.
- International Graduate Student Certification of Finances from international applicants seeking an I-20.

Prerequisite coursework

Some graduate programs require prerequisite coursework to be completed prior to matriculation. A grade of 'B' or better must be earned in this coursework.

One-Year and Two-Year MBA

- Macroeconomics
- Microeconomics
- Statistics

For on-campus MBA applicants who have completed foundation courses with a grade below a 'B', one or more tutorials (economics and/or statistics) may be required before matriculation. Bryant University offers online, self-paced versions of these courses at a charge of \$200 per course.

Master of Science in Accounting

- Principles of Financial Accounting
- Principles of Managerial Accounting
- Financial Reporting I
- Financial Reporting II
- Financial Reporting III
- Cost Management
- Accounting Information Systems
- Corporate Taxation or Individual Taxation
- Auditing Concepts

Master of Science in Data Science and AI, and Master of Science in Health Informatics and AI

- Statistics
- Programming Foundations for Analytics

Master of Science in Actuarial Science

- Statistics

Graduate Certificate of Business Analytics - on-campus program

- Statistics

Deferred Admission

If an accepted student cannot begin classes in the semester for which he/she applied, the student may defer his/her admission until the next entry term. Requests for a deferral must be made in writing to the Graduate Programs Office and may be approved for up to one year. Request for deferment can be made one time, unless there are extenuating circumstances. If an applicant matriculates into a program within a one-year period, the commitment fee is applicable toward tuition fees.

Re-Admit Policy

If a student withdraws from Bryant and later wishes to resume graduate work, he or she will be required to re-apply and will be responsible for the degree requirements that are in place at the time of re-admission. If the student's file is available, the student will be required to submit a new application, statement of objectives, resume and an \$80 application fee. If the file is not available, a complete application package must be submitted by the applicant. Permission to re-enroll will be granted only after a review of the student's academic record by the Admission Committee.

- If the student's course(s) were completed within the last three years, all courses, credits and grades previously taken will be applied to the student's degree requirements.
- If the courses are between three and five years old, the courses will be reviewed by the appropriate department chairpersons. Those courses that are deemed to still be current by the department will be applied to the student's transcript. Those that are not approved will be listed on the student's transcript but not computed in the grade point average calculation.
- Courses that are older than five years old are not generally accepted toward the degree program but will appear on the student's transcript. Neither the credits nor the grades previously earned will be calculated in the student's grade point average.

Non-Matriculating Students

Bryant University welcomes students who hold a bachelor's degree or higher to take up to two graduate courses (six credits) as a non-matriculated student. Non-matriculated students who wish to enroll as degree-seeking students upon completion of one or more courses must apply for regular admission.

A non-matriculated student must submit a non-matriculated student form along with official undergraduate transcript(s) and an \$80 fee to the Graduate Programs Office. Please contact the Graduate Programs Office for additional information.

Please note that courses taken as a non-matriculated student are not eligible for financial aid. Please note that this policy is not applicable to the Master of Science in Physician Assistant Studies or the Doctorate in Clinical Psychology programs.

GRADUATE PROGRAMS 2026-2027

Bryant University offers graduate programs within the College of Business, the School of Health and Behavioral Sciences and College of Humanities and Social Sciences

Bryant University Mission Statement

Bryant University's mission is to educate and inspire students to discover their passion and become innovative leaders with character around the world.

College of Business

The College of Business offers the following degrees and certificates:

- Master of Science in Accounting (p. 17)
- Master of Science in Accounting with an Analytics Specialization (p. 17)
- Master of Accounting with a Tax Specialization (p. 17)
- Master of Science in Applied AI- Online (p. 18)
- One Year Master of Business Administration with Specializations (p. 18)
- Two Year Master of Business Administration with Specializations (p. 19)
- Two Year Master of Business Administration Custom for Healthcare Organizations (p. 20)
- Master of Science in Data Science and AI (p. 24)
- Master of Science in Taxation - Online (p. 25)
- Online Master of Business Administration
- Certificate of Graduate Study: Applied Artificial Intelligence - Online
- Certificate of Graduate Study: Business Analytics (p. 25)
- Certificate of Graduate Study: Business Analytics - Online (p. 26)
- Certificate of Graduate Study: Mini-Master of Business Administration - Online (p. 26)
- Certificate of Graduate Study: Wealth Management - Online (p. 27)

College of Health and Behavioral Sciences

The College of Health and Behavioral Sciences offers the following degrees and certificate:

- Doctorate in Clinical Psychology (p. 28)
- Master of Science in Physician Assistant Studies (p. 33)
- Master of Science in Health Informatics and AI (p. 31)
- Certificate of Graduate Study: Health Informatics and Artificial Intelligence - Online (p. 33)

College of Humanities and Social Sciences

The College of Humanities and Social Sciences offers the following degrees:

- Master of Science in Actuarial Science - Online Program. (p. 75)

Bryant University Accreditation

Bryant University is accredited by the New England Commission of Higher Education (NECHE, formerly NEASC). Inquiries regarding the accreditation status by NECHE should be directed to the administrative staff of Bryant University. Individuals may also send mail to the New England Commission of Higher Education at the mailing address shown here, (New England Commission of Higher Education), telephone 781-425-7785.

The College of Business at Bryant University is accredited by AACSB International—The Association to Advance Collegiate Schools of Business and is one of only four Rhode Island colleges and universities to have received this prestigious national accreditation.

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted **Accreditation-Continued** status to the Bryant University Physician Assistant Program sponsored by Bryant University.

Accreditation-Continued is an accreditation status granted when a currently accredited program is in compliance with the ARC-PA Standards.

Accreditation remains in effect until the program closes or withdraws from the accreditation process or until accreditation is withdrawn for failure to comply with the Standards. The approximate date for the next validation review of the program by the ARC-PA will be June 2028. The review date is contingent upon continued compliance with the Accreditation Standards and the ARCA-PA policy.

The College of Humanities and Social Sciences at Bryant University is a member of the Association of American Colleges & Universities (AACU), the leading national association that supports the quality, vitality, and public standing of liberal education.

Bryant is a member of the American Council on Education, the College Entrance Examination Board, and the Educational Testing Service of Princeton, NJ.

Bryant has been approved for membership by the American Association of University Women.

Bryant University is a full member of the Consortium for Undergraduate International Business Education (CUIBE).

Bryant supports the efforts of secondary school officials and governing bodies to have their schools achieve regional accreditation status to provide reliable assurance of the quality of educational preparation of its applicants for admission.

Nondiscrimination Policy

Bryant University admits students of any race, gender, sexual orientation, religion, color, national or ethnic origin to all the rights, privileges, programs, and activities generally afforded or made available to students at the school. It does not discriminate unlawfully on the basis of race, gender, sexual orientation, religion, color, national or ethnic origin in administration of its educational policies, admission policies, scholarships and loan programs, and athletic and other school-administered programs. In addition, Bryant University does not discriminate unlawfully against the disabled and is in full compliance with the Rehabilitation Act of 1973, as amended. Inquiries/complaints with regard to discrimination on the basis of race, gender, sexual orientation, religion, color, national or ethnic origin should be directed

to the Vice President of Student Affairs, Bryant University, Smithfield, RI 02917-1284, telephone (401) 232-6046. Persons may also contact Director, U.S. Department of Education, Office of Civil Rights, Region One, Boston, MA 02109, regarding the University's compliance with regulations.

Disclaimer

This catalog is reviewed and revised annually to provide up-to-date information to students and other interested parties regarding all aspects of academic and administrative policies. Every reasonable effort has been made to determine that the information contained within is current, correct, and complete. Bryant University reserves the right to make changes whenever necessary.

Consent for use of likeness

Bryant University periodically takes photographs and/or video of students, faculty, alumni, and staff on Bryant's campus and at official Bryant functions conducted off campus. Bryant reserves the right to use these images, likenesses, and/or voice with or without appropriate identification.

COLLEGE OF BUSINESS

College of Business

Mission Statement:

We educate and inspire our students to become purposeful leaders in a data-informed world.

Professional careers emerge where theory meets practice. We provide students with a learner-centered environment, a broad knowledge base, and opportunities to develop expertise in high-demand areas while applying what they learn in real-world settings.

Preparing Thinkers

Our program offers a multidisciplinary foundation with in-depth coursework in one or more business disciplines. Students practice applying core theories to actual business challenges and sharpen their critical-thinking skills, learning to analyze problems at a systemic level.

Preparing Leaders

We cultivate interpersonal competence and character. Throughout the curriculum, students work in both small and large teams –partnering with for-profit and nonprofit organizations—to practice leadership and collaboration skills.

Preparing Innovators

Students tackle complex business issues that require creative solutions. Course projects mirror market realities, equipping graduates with the tools and mindset to adapt successfully in a dynamic global environment.

Programs of Study: College of Business

- Master of Science in Accounting (MSA) (p. 17)
 - Master of Science in Accounting with an Analytics Specialization (MSA-ANYL) (p. 17)
 - Master of Science in Accounting with a Tax Specialization (MSA-TAX) (p. 17)
 - Master of Science in Applied AI (MSAI-OL) (p. 18)
 - One Year Master of Business Administration Curriculum with Specializations (MBA-FT) (p. 18)
 - Two Year Master of Business Administration Curriculum with Specializations (MBA) (p. 19)
 - Two Year Master of Business Administration Curriculum Custom for Healthcare Organizations (MBA-CHO) (p. 21)
 - Online Master of Business Administration (MBAO) (p. 21)
 - Master of Science in Data Science and AI (DSAI) (p. 24)
 - Master of Science in Taxation - Online Program (MST (p. 25))
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- Certificate of Graduate Study in Applied Artificial Intelligence (p. 25)
 - Certificate of Graduate Study in Business Analytics (p. 25)
 - Certificate of Graduate Study in Business Analytics Online (p. 26)
 - Certificate of Graduate Study in Health Informatic and AI Online (p. 33)
 - Certificate of Graduate Study: Mini-MBA Online (p. 26)
 - Certificate of Graduate Study: Wealth Management Online (p. 27)

Master of Science in Accounting (MSA)

The Master of Science in Accounting (MSA) program combines a solid foundation in accounting with courses that build professional skills. This professionally managed program can be completed in as little as two full-time semesters [summer/summer, summer/fall, fall/spring, or spring/summer].

The MSA program can also be completed with an analytics specialization which is designed for students who want to combine advanced accounting courses with additional courses in data analytics. This option can be completed in as few as two full-time semesters using a spring / summer plan.

The MSA program can be completed with a tax specialization which is designed for students who want to combine advanced accounting courses with courses in taxation. This program can be completed in as little as two full-time semesters [summer/summer, summer/fall, fall/spring or summer/summer].

The MSA program requires the completion of 30 credits which help to satisfy the 150-hour requirement for CPA licensure, while preparing graduates for successful careers in accounting.

THE LEARNING GOALS OF THE MASTER OF SCIENCE IN ACCOUNTING PROGRAM ARE:

GOAL 1

Analyze accounting situations.

1. Recognize accounting issues in business situations.
 - a. Identify relevant accounting issues and
 - b. Compare merits of alternatives.
2. Develop appropriate recommendations.
 - a. Recognize current professional standards and/or practices and
 - b. Form reasonable conclusions.

GOAL 2

Demonstrate effective communication skills for professional accountability.

1. Effectively write in an accounting context.
2. Effectively speak in an accounting context.

GOAL 3

Research contemporary accounting topics

1. Demonstrate an ability to locate relevant professional standards and practices for guidance.
2. Identify appropriate keywords to search for current literature.
3. Interpret and explain discipline-based research.

GOAL 4

Show effective leadership skills.

1. Demonstrate project leadership skills.
2. Apply effective governance principles for accountability.

Master of Science in Accounting Degree Requirements:

Required Course:

ACG 515	Preparing for MSA Success	0
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Students must pick 10 Courses from the below listing:

ACG 602	Advanced Assurance and Professional Oversight	3
ACG 603	Corporate Governance in the 21st Century	3
ACG 607	Accounting Project Design and Analysis	3
ACG 608	Accounting Analytics	3
ACG 609	Accounting Theory	3
ACG 620	Analysis of Multinational Accounting	3
ACG 622	Research, Communication and Analysis	3
ACG 623	Analysis of Management Control Systems	3
ACG 624	Analysis of Income Tax Accounting	3
ACG 625	Analysis of Governmental Accounting	3
MBA 528	Global Immersion Experience	3

The MSA program requires the completion of 30 credits which help to satisfy the 150-hour requirement for CPA licensure, while preparing graduates for successful careers in accounting.

Master of Science in Accounting with an Analytics Specialization Degree Requirements:

Required Courses

ACG 515	Preparing for MSA Success	0
ACG 608	Accounting Analytics	3
AA 630	Data Management for Analytics	3
AA 640	Data Visualization and Text Mining	3
AA 645	Data Mining and Predictive Analytics	3

Elective Courses

Select 6 from the following courses:

ACG 602	Advanced Assurance and Professional Oversight	3
ACG 603	Corporate Governance in the 21st Century	3
ACG 607	Accounting Project Design and Analysis	3
ACG 609	Accounting Theory	3
ACG 620	Analysis of Multinational Accounting	3
ACG 622	Research, Communication and Analysis	3
ACG 623	Analysis of Management Control Systems	3
ACG 624	Analysis of Income Tax Accounting	3
ACG 625	Analysis of Governmental Accounting	3
MBA 528	Global Immersion Experience	3

The MSA program requires the completion of 30 credits which help to satisfy the 150-hour requirement for CPA licensure, while preparing graduates for successful careers in accounting.

Master of Science in Accounting with a Tax Specialization Degree Requirements:

Required Courses:

ACG 515	Preparing for MSA Success	0
TAX 600	Individual Income Taxation	3

TAX 605	Sales and Exchanges of Property	3
TAX 610	Corporations and Shareholders	3
TAX 625	Partnership Income Tax Problems	3
Students must select 6 courses from the following electives.:		
ACG 602	Advanced Assurance and Professional Oversight	3
ACG 603	Corporate Governance in the 21st Century	3
ACG 607	Accounting Project Design and Analysis	3
ACG 609	Accounting Theory	3
ACG 620	Analysis of Multinational Accounting	3
ACG 622	Research, Communication and Analysis	3
ACG 623	Analysis of Management Control Systems	3
ACG 624	Analysis of Income Tax Accounting	3
ACG 625	Analysis of Governmental Accounting	3
MBA 528	Global Immersion Experience	3

The MSA program requires the completion of 30 credits which help to satisfy the 150-hour requirement for CPA licensure, while preparing graduates for successful careers in accounting.

Master of Science In Applied AI Online

The Master of Science in Applied Artificial Intelligence (MSAI-OL) is a fully online graduate program tailored for working professionals and lifelong learners. The program consists of five core courses, providing a strong foundation in AI principles, AI ethics, data management, data visualization, and machine learning, with students selecting one of two specialization tracks: Business Analytics or Health Informatics, each comprising five additional courses tailored to their interests. Each course follows a 10-week asynchronous format, allowing students to learn at their own pace while balancing professional and personal responsibilities.

Our MSAI-OL program builds on Bryant's expertise in business education to provide all students with a strong foundation in business and focus on applied learning using real-world data and open-source tools. Designed to equip students with both foundational knowledge and hands-on experience, the program prepares graduates to effectively apply AI in business and healthcare environments. Whether optimizing operational efficiency in hospitals, enhancing marketing strategies, or designing AI-powered solutions, the program fosters practical skills and critical thinking essential for success in the age of AI.

Graduates of the MSAI-OL program will be proficient in programming languages such as Python, R, and SQL/NoSQL, as well as in data visualization tools like Tableau and Power BI. They will also gain hands-on experience with a range of AI tools and technologies, equipping them to apply AI across diverse industries. From building intelligent applications to deploying AI systems in healthcare environments, students develop the skills and confidence to lead data-informed initiatives. Potential career paths include roles such as AI Specialist, Data Analyst, Clinical Data Analyst, and Business Intelligence Analyst.

The program consists of five core AI courses, providing a strong foundation in AI principles, ethics, data management, data visualization, and machine learning. Students will then choose from two specialization tracks: Business Analytics or Health Informatics, each comprising five additional courses tailored to their interests. Delivered fully online in an asynchronous format, the program offers flexibility for working professionals. Each course runs on a 10-week schedule, with five entry

points available throughout the academic year, allowing students to start at a time that best fits their schedule.

Online Master of Science in Applied AI Degree Requirements:

Required Degree Introduction Course:

GRO 550	Online Strategies for Success	1
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Core AI Requirements

AI 500	Fundamentals of Artificial Intelligence	3
AI 510	AI Ethics and Society	3
ISA 520	Data Visualization and Communication	3
ISA 530	Fundamentals of AI and Machine Learning	3
ISA 540	Data Management in the Age of AI	3

Student must pick a track:

Business Analytics Track Requirements:

AI 600	AI Applications in Business	3
MSBA 610	Time Series Analysis and Optimization for Business Decisions	3
MSBA 620	Marketing Analytics	3
MSBA 630	Business Strategy and Analysis	3
MSBA 640	Business Analytics and AI Capstone	3

Health Informatics Track Requirements:

HS 501	Introduction to Health Informatics and AI	3
HS 520	Healthcare Law, Privacy, and Ethics	3
HS 530	Healthcare Operations and Systems	3
HS 540	Advanced Applications of Artificial Intelligence in Healthcare	3
HS 610	Electronic Health Records and AI	3

A minimum of 31 credits is required for graduation.

Note: Students are expected to have foundational knowledge in statistics and programming prior to entering the program. Applicants who do not meet these prerequisites will be required to complete the bridge courses: Programming Foundation and/or Math and Statistics Foundation before enrollment.

One Year MBA with Specializations

The Bryant MBA Curriculum

The Graduate School at Bryant University empowers its graduates with the ability to compete and excel in a dynamic business environment. Bryant's dedicated faculty successfully equips students with the analytical, technological and interpersonal skills required to meet the challenges of working in a diverse and global marketplace.

The learning goals and objectives of the MBA program are:

Goal 1

Graduates of the Bryant Master in Business Administration program will have the ability to communicate effectively as managers. This goal includes the expectation that graduates will be able to demonstrate effective professional writing for business skills, oral communication skills, and will be prepared to make persuasive presentations at a managerial level.

Goal 2

Graduates of the Bryant Master in Business Administration program will have the ability to work and lead in organizational situations to effectively accomplish goals. This goal implies that students will be familiar with their own leadership style, be able to both lead teams effectively as well as work effectively as a member of a team, and, finally, be able to generate quality deliverables from team endeavors.

Goal 3

Graduates of the Bryant Master in Business Administration program shall identify and analyze complex managerial problems/opportunities in dynamic environments using an interdisciplinary approach.

Achievement of this goal by graduates includes the ability to identify influential and/or causal factors using appropriate analysis tools; be prepared to effectively use quantitative and qualitative analytic tools; have the ability to propose feasible and/or innovative solutions showing consideration of multiple disciplines; and, finally, be prepared to make and justify appropriate recommendations.

Goal 4

In a global and cross-cultural context, graduates of the Bryant Master in Business Administration program shall demonstrate knowledge of essential business concepts and management processes with respect to the principal areas of commerce activity, including the discipline-specific areas of accounting, computer information systems, finance, management, and marketing.

Goal 5

Graduates of the Bryant Master in Business Administration program shall have an awareness of and a personal philosophy toward ethical business practice such that they are able to recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Furthermore, graduates will be able to analyze, critique, and appraise their personal values and ethical standards.

One Year MBA Curriculum with Specializations

The MBA One Year program requires the completion of 40 credits. Specializations are available in Business Analytics, Global Supply Chain Management, Fintech, International Business or General Management

Core Courses

MBA 515	Management Concepts and Skills	1
MBA 520	Managing Corporate Enterprise	3
MBA 521	Leading Effective Organizations	3
MBA 522	Reporting and Controlling Resources	3
MBA 523	Managing Information Resources	3
MBA 524	Managing Financial Resources	3
MBA 525	Marketing for Competitive Advantage	3
MBA 526	Value Formation Through Operations	3
MBA 528	Global Immersion Experience	3
MBA 645	MBA Business Practicum	3
MBA 651	Mastering Strategic Analysis	3

Electives

Specialization Elective 1
Specialization Elective 2
Specialization Elective 3

MBA Electives

MBA students may elect to specialize in one of five areas, Business Analytics, Global Supply Chain, Fintech, International Business, or General Management. A specialization area is made up of three, three-credit electives within the specialization discipline. The General Management specialization is made up of three, three-credit electives from the specialization areas.

Note: Students that specialize in Business Analytics and take an additional course, AA 651, Analytics Capstone will be awarded a joint certificate from Bryant University and SAS in Business Analytics.

MBA Business Analytics Specialization

AA 630	Data Management for Analytics	3
AA 640	Data Visualization and Text Mining	3
AA 645	Data Mining and Predictive Analytics	3

MBA Fintech Specialization

FIN 501	Programming in Finance	3
FIN 502	Fintech and Blockchain for Finance	3
FIN 503	Fintech and Digital Innovation Fund	3

MBA Global Supply Chain Specialization

Required:		
GSCM 601	Corporate Social Responsibility in Global Supply Chain Management	3
GSCM 603	Advanced Supply Chain Integration	3
GSCM 604	Logistics of International Trade	3

MBA International Business Specialization

Required:		
IB 601	International Business Management	3
IB 602	Global Human Resource Management	3
IB 603	International Marketing	3

Two Year MBA with Specializations

The Bryant MBA Curriculum

The Graduate School at Bryant University empowers its graduates with the ability to compete and excel in a dynamic business environment. Bryant's dedicated faculty successfully equips students with the analytical, technological and interpersonal skills required to meet the challenges of working in a diverse and global marketplace.

The learning goals and objectives of the MBA program are:

Goal 1

Graduates of the Bryant Master in Business Administration program will have the ability to communicate effectively as managers. This goal includes the expectation that graduates will be able to demonstrate effective professional writing for business skills, oral communication skills, and will be prepared to make persuasive presentations at a managerial level.

Goal 2

Graduates of the Bryant Master in Business Administration program will have the ability to work and lead in organizational situations to effectively accomplish goals. This goal implies that students will be familiar with their own leadership style, be able to both lead teams effectively as

well as work effectively as a member of a team, and, finally, be able to generate quality deliverables from team endeavors.

Goal 3

Graduates of the Bryant Master in Business Administration program shall identify and analyze complex managerial problems/opportunities in dynamic environments using an interdisciplinary approach.

Achievement of this goal by graduates includes the ability to identify influential and/or causal factors using appropriate analysis tools; be prepared to effectively use quantitative and qualitative analytic tools; have the ability to propose feasible and/or innovative solutions showing consideration of multiple disciplines; and, finally, be prepared to make and justify appropriate recommendations.

Goal 4

In a global and cross-cultural context, graduates of the Bryant Master in Business Administration program shall demonstrate knowledge of essential business concepts and management processes with respect to the principal areas of commerce activity, including the discipline-specific areas of accounting, computer information systems, finance, management, and marketing.

Goal 5

Graduates of the Bryant Master in Business Administration program shall have an awareness of and a personal philosophy toward ethical business practice such that they are able to recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Furthermore, graduates will be able to analyze, critique, and appraise their personal values and ethical standards.

Two Year MBA Curriculum with Specializations

The MBA Two Year program requires the completion of 37 credits. Specializations are available in Business Analytics, Global Supply Chain Management, FinTECH, International Business or General Management

Core Courses

MBA 515	Management Concepts and Skills	1
MBA 520	Managing Corporate Enterprise	3
MBA 521	Leading Effective Organizations	3
MBA 522	Reporting and Controlling Resources	3
MBA 523	Managing Information Resources	3
MBA 524	Managing Financial Resources	3
MBA 525	Marketing for Competitive Advantage	3
MBA 526	Value Formation Through Operations	3
MBA 528	Global Immersion Experience ¹	3
or MBA 621	Business Consulting	
MBA 651	Mastering Strategic Analysis	3

Electives

Specialization Elective 1

Specialization Elective 2

Specialization Elective 3

¹ Either MBA 528 or MBA 621 can be taken to complete the degree requirements. If both taken, students will graduate with 3 additional credits.

MBA students may elect to specialize in one of five areas, Business Analytics, Global Supply Chain, Fintech, International Business, or General Management. A specialization area is made up of three, three-credit electives within the specialization discipline. The General Management specialization is made up of three, three-credit electives from any one of the specialization areas.

Note: Students that specialize in Business Analytics and take an additional course, AA 651, Analytics Capstone will be awarded a joint certificate from Bryant University and SAS in Business Analytics.

MBA Business Analytics

AA 630	Data Management for Analytics	3
AA 640	Data Visualization and Text Mining	3
AA 645	Data Mining and Predictive Analytics	3

Fintech Specialization

FIN 501	Programming in Finance	3
FIN 502	Fintech and Blockchain for Finance	3
FIN 503	Fintech and Digital Innovation Fund	3

MBA Global Supply Chain Specialization

Required:		
GSCM 601	Corporate Social Responsibility in Global Supply Chain Management	3
GSCM 603	Advanced Supply Chain Integration	3
GSCM 604	Logistics of International Trade	3

MBA International Business Specialization

Required:		
IB 601	International Business Management	3
IB 602	Global Human Resource Management	3
IB 603	International Marketing	3

A minimum of 37 credit hours is required for graduation.

Two Year MBA for Healthcare Organizations

The Bryant MBA Curriculum

The Graduate School at Bryant University empowers its graduates with the ability to compete and excel in a dynamic business environment. Bryant's dedicated faculty successfully equips students with the analytical, technological and interpersonal skills required to meet the challenges of working in a diverse and global marketplace.

THE LEARNING GOALS AND OBJECTIVES OF THE MBA PROGRAM ARE:

GOAL 1

Graduates of the Bryant Master in Business Administration program will have the ability to communicate effectively as managers. This goal includes the expectation that graduates will be able to demonstrate effective professional writing for business skills, oral communication skills, and will be prepared to make persuasive presentations at a managerial level.

GOAL 2

Graduates of the Bryant Master in Business Administration program will have the ability to work and lead in organizational situations to effectively

accomplish goals. This goal implies that students will be familiar with their own leadership style, be able to both lead teams effectively as well as work effectively as a member of a team, and, finally, be able to generate quality deliverables from team endeavors.

GOAL 3

Graduates of the Bryant Master in Business Administration program shall identify and analyze complex managerial problems/opportunities in dynamic environments using an interdisciplinary approach.

Achievement of this goal by graduates includes the ability to identify influential and/or causal factors using appropriate analysis tools; be prepared to effectively use quantitative and qualitative analytic tools; have the ability to propose feasible and/or innovative solutions showing consideration of multiple disciplines; and, finally, be prepared to make and justify appropriate recommendations.

GOAL 4

In a global and cross-cultural context, graduates of the Bryant Master in Business Administration program shall demonstrate knowledge of essential business concepts and management processes with respect to the principal areas of commerce activity, including the discipline-specific areas of accounting, computer information systems, finance, management, and marketing.

GOAL 5

Graduates of the Bryant Master in Business Administration program shall have an awareness of and a personal philosophy toward ethical business practice such that they are able to recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Furthermore, graduates will be able to analyze, critique, and appraise their personal values and ethical standards.

This program is only offered to employees of healthcare organizations that have a direct partnership with Bryant.

Two Year MBA for Healthcare Organizations Curriculum requirements:

The MBA Two Year Degree for Healthcare Organizations Program requires the completion of 37 credits. Specialization in Innovative Healthcare Leadership.

MBA-TWO Custom MBA for Healthcare Organizations Core Required Courses

MBA 515	Management Concepts and Skills	1
MBA 520	Managing Corporate Enterprise	3
MBA 521	Leading Effective Organizations	3
MBA 522	Reporting and Controlling Resources	3
MBA 523	Managing Information Resources	3
MBA 524	Managing Financial Resources	3
MBA 525	Marketing for Competitive Advantage	3
MBA 526	Value Formation Through Operations	3
MBA 528	Global Immersion Experience ¹	3
or MBA 621	Business Consulting	
MBA 651	Mastering Strategic Analysis	3

Innovative Healthcare Leadership Specialization

Pick Three(3) Courses from the below listing

MBAO 565	Innovative Healthcare Leadership and Design Thinking	3
MBAO 566	Innovative Practice Management	3

MBAO 567	Healthcare Law and Ethics	3
MBAO 568	Business of Healthcare	3

¹ Either MBA 528 or MBA 621 can be taken to complete the degree requirements. If both are taken, students will graduate with 3 additional credits.

A minimum of 37 credit hours is required for graduation.

Online Master of Business Administration

The Bryant Online MBA Curriculum (MBAO)

Graduate Programs at Bryant University empowers its graduates with the ability to compete and excel in a dynamic business environment. Bryant's dedicated faculty successfully equips students with the analytical, technological, and interpersonal skills required to meet the challenges of working in a diverse and global marketplace.

THE LEARNING GOALS AND OBJECTIVES OF THE MBA PROGRAM ARE:

GOAL 1

Graduates of the Bryant Online Master in Business Administration program will have the ability to communicate effectively as managers. This goal includes the expectation that graduates will be able to demonstrate effective professional writing for business skills, oral communication skills, and will be prepared to make persuasive presentations at a managerial level.

GOAL 2

Graduates of the Bryant Online Master in Business Administration program will have the ability to work and lead in organizational situations to effectively accomplish goals. This goal implies that students will be familiar with their own leadership style, be able to both lead teams effectively as well as work effectively as a member of a team, and, finally, be able to generate quality deliverables from team endeavors.

GOAL 3

Graduates of the Bryant Online Master in Business Administration program shall identify and analyze complex managerial problems/opportunities in dynamic environments using an interdisciplinary approach. Achievement of this goal by graduates includes the ability to identify influential and/or causal factors using appropriate analysis tools; be prepared to effectively use quantitative and qualitative analytic tools; have the ability to propose feasible and/or innovative solutions showing consideration of multiple disciplines; and, finally, be prepared to make and justify appropriate recommendations.

GOAL 4

In a global and cross-cultural context, graduates of the Bryant Online Master in Business Administration program shall demonstrate knowledge of essential business concepts and management processes with respect to the principal areas of commerce activity, including the discipline-

specific areas of accounting, computer information systems, finance, management, and marketing.

GOAL 5

Graduates of the Bryant Online Master in Business Administration program shall have an awareness of and a personal philosophy toward ethical business practice such that they are able to recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Furthermore, graduates will be able to analyze, critique, and appraise their personal values and ethical standards.

Application Requirements

Bryant University is committed to enrolling classes of students with strong credentials that show a high promise of professional success. To be admitted to the Online MBA degree program, applicants must be a graduate of a four-year college or university and have a minimum of 3 years of qualified work experience (assessed on a case by case basis).

Applicants must submit:

- Bryant University Graduate application. Applicants shall complete the online application for admission.
- Official transcript from ALL colleges and universities attended.
- One letters of recommendation. A professional letter of recommendation from a manager or supervisor (not a colleague). Recommenders may submit a written recommendation on letterhead.
- Statement of objectives (500 words maximum). The purpose of the statement is to explain why the applicant is applying to Bryant, the specific program, and how both will help the applicant achieve a future goal. Please also indicate at what pace you plan to take courses so we can help you plan your graduation date.
- A current resume.
- An \$80 application fee. (Waived for Alumni, Military or Veteran)

Online Master of Business Administration Degree Requirements:

Core Required Courses

GRO 550	Online Strategies for Success
MBAO 552	Principles of Management
MBAO 551	Managerial Economics Data Analysis
MBAO 558	Strategic Marketing
MBAO 559	Global Business
MBAO 571	Fundamentals of Accounting
MBAO 572	Fundamentals of Finance
MBAO 573	Information Resources Management and Business Analytics

Artificial Intelligence Track (AI) Pick three courses from list below:

AI 500	Fundamentals of Artificial Intelligence
AI 510	AI Ethics and Society
ISA 520	Data Visualization and Communication
ISA 530	Fundamentals of AI and Machine Learning
ISA 540	Data Management in the Age of AI

Leadership Track (take 3 Required courses listed below)

MBAO 560	Organizational and Strategic Leadership
MBAO 561	Entrepreneurial Leadership
MBAO 563	Leadership Capstone

General Management Track (Choose any three elective courses from the seven courses)

2026 - 2027 Tuition, Fees, and Deposits

Description	Amount
Application Fee	\$80.00
Tuition:	\$801 per credit, \$2,403 per 3 credit course (10 courses in total for the program)
Strategies for Success course:	\$495
Total Program Cost including deposit, all courses, and Strategies for Success:	24,775

Tuition for all courses, including Strategies for Success is due before the first day of class per Academic Calendar dates.

Deposit

Schedule of Fee Payments

Description	Amount
MBA Online Commitment Deposit	\$250

Payment information

Payment for the Online Programs are due prior to the first day of each term. All other Grad Program payments are due by August 9, 2026, for the fall, January 9, 2027, for the spring, prior to the first day of class for the winter term, and May 9, 2027, for the summer term.

PAYMENT OPTIONS

Credit Card / Debit Card

Bryant University does not process credit/debit card payments in the Bursar's Office or over the phone for student account charges. A third-party processor (Paypath Payment Service) accepts all student account credit/debit card transactions on behalf of the University via the Student Account Center. The credit cards that are accepted through Paypath are as follows: Visa, MasterCard, American Express, Discover, Diners Club, JCB and China Union Pay, BCard and DinaCard. There will be a 3% **non-refundable** service fee associated with all credit/debit card payments, with a minimum charge of \$3.00. The Payer will be required to acknowledge the non-refundable service fee that will be charged to the credit/debit card account prior to the payment being finalized.

If a student/authorized user chooses to pay with a credit/debit card, they will be required to pay via the web and will be directed to Paypath's secure network environment for the credit/debit card payment to be processed.

Electronic Check (Checking/Savings)

Payment may be made on-line, within the Student Account Center, using a personal checking or savings account. There is no fee to use this option. A \$40.00 fee is assessed to the student's account if the payment is returned from the bank as uncollectible. A \$3.00 fee is assessed to the student's account if the payment is returned from the bank due to incorrect account information being entered when the payment is made.

Check Payment

All checks and money orders should be made payable to Bryant University. Please include the student's ID number with payment. Envelopes should be addressed to the university's address:

Bryant University, Bursar's Office

1150 Douglas Pike
Smithfield, RI 02917

The university does not accept post-dated checks. A \$40 fee is assessed to the student's account if a check is returned from the bank as uncollectible.

International Wire Payments

Bryant University has partnered with Flywire to offer a secure, convenient method for payment of tuition and fees. Their powerful global platform is trusted by institutions and payers worldwide. Flywire ensures your education payments are delivered in full every time and displays all costs upfront. Choose from a selection of local, familiar payment methods, and receive favorable foreign exchange rates in your home currency. Committed to providing the best pricing and payment options, Flywire offers a Best Price Guarantee when sending your payment by bank transfer. If you find a better bank rate within a two-hour time frame of making a booking with Flywire, they'll match it. Flywire also offers real-time payment tracking. Receive email and text updates on your payment's status or create a Flywire account to easily track your payment online. Your institution can also track your payment in real-time from initiation to delivery. Flywire also offers 24x7 customer support. Need additional information?

Visit flywire's site here or view a flyer from the available language options below.

English Chinese Arabic French Indonesian Korean Portuguese Spanish
Hindi Vietnamese Japanese

Domestic Wire Payments

Contact the Bursar's Office for assistance.

Reimbursement of Graduate Tuition by Third Party

A graduate student enrolling in a course(s) must submit a written letter of authorization from the employer or scholarship foundation (third-party authorization) to the Bursar's Office prior to each registration period if that party plans to pay the tuition directly to Bryant University.

If the employer reimburses the student directly, the student must pay for his/her course by the term due dates.

In addition, if the third party does not pay the tuition (e.g., when a student does not earn the required grade), the student is responsible for the tuition for that term.

Late Payment Penalty

A late payment penalty of \$150 will be assessed to the student's account with an outstanding balance if payment is not made by the term due dates. A registration and transcript hold will also be placed on the account and students will not be allowed to register for the following term until their balance is resolved.

Further, in the event that a student does not pay his/her tuition fees and the University finds it necessary to send the unpaid fees to a collection agency for collection, the student will be responsible to pay any reasonable collection fees and/or legal fees associated with said collection of the amount owed to Bryant University.

Course Withdrawals and Refunds

When a student decides to drop or withdraw from one or more courses, there can be clear financial and academic implications to such a

decision. Therefore, it is imperative that a student understands and carefully complies with the policies and procedures that follow.

Dropping a Course

A student may drop a course during the Add/Drop period, as posted on the University calendar, and thus the course will not appear on the student's transcript.

Withdrawing from a Course

A Student is allowed to withdraw from a course after the add/drop period and up until the end of the 10th week of regularly scheduled classes for on-campus programs, as designated by the university calendar by making a written request to the Office of the Registrar with no academic penalty incurred. For online programs, a student is allowed to withdraw up until the end of the 6th week of regularly scheduled classes, as designated by the university calendar. This request must be made in writing to the Office of the Registrar.

When appropriate, it is advisable that prior to withdrawal a student confer with the professor of the course to confirm the soundness of the decision to withdraw; however, such a conference is not mandatory. Professors will be notified of a student's decision to withdraw when the Course Withdrawal Notice has been received.

Tuition Refunds

A student may drop a course up to the first Friday, of the first week of class, for a 100% tuition refund. The student will receive a 50% tuition refund if they withdraw between the first Friday of the session through the second Friday of the session. After the second Friday of the session, there is no refund.

All tuition refunds and requests to drop a course or withdraw from a course must be made in writing and submitted to the Office of the Registrar. The amount of tuition reimbursement is based on the date written notice is received, not when the class was last attended. Telephone calls do not constitute notice. Students can provide documentation by fax (401) 232-6065 or by e-mail to registrar@bryant.edu. Students are encouraged to confirm that the Office of the Registrar received the notification by calling (401) 232-6080.

Given the selective basis by which students are admitted to Bryant's various graduate programs, it is essential to understand that when a student accepts an enrollment in one of Bryant's programs, another applicant who otherwise may have been accepted, has potentially been denied a "seat" in the program. Hence, the rationale of Bryant's formal refund policy is based on costs that are incurred by the institution despite an individual student's decision, for whatever reason, to withdraw. Thus, when and how a student acts on a decision to withdraw from a course may have substantial financial implications as well as academic ones.

Withdrawal from the University

Students retain the right to withdraw from their program of study in which they are enrolled, and thus the university, based on the personal preferences and necessities of the individual. When a student makes a decision to formally withdraw from graduate study at Bryant, the student must submit a University Withdrawal form to the Office of the Registrar. Such notice serves to notify the University of the student's intent not to register for future courses.

At such a time in the future as a student desire to resume graduate coursework at Bryant, a re-application and formal admission process is required; thus, it is recommended that a student apply for a leave of

absence from graduate studies when in doubt as to the certainty of continued graduate studies at Bryant.

Financing Options

William D. Ford Federal Direct Loan Program

Graduate students enrolled in a degree program on at least a half-time basis (6 credits) may be eligible to borrow through the William D. Ford Federal Direct Loan Program. Students must first complete a Free Application for Federal Student Aid (FAFSA) on the web site www.studentaid.gov. Upon receiving confirmation of eligibility from the financial aid office, student borrowers will need to complete on-line Entrance Counseling and a Master Promissory Note (MPN) on the federal web site www.studentaid.gov.

Federal Grad PLUS

It is important to note that the Federal Grad PLUS Loan Program has been discontinued effective Fall 2026. Returning graduate students who have borrowed prior to Fall 2026 will be grandfathered for three years, in that they can continue to borrow provided they are in the same graduate program. In addition to the Federal Direct Loan Program, eligible returning graduate students may, in fact, borrow through the Federal Grad PLUS Program. This may be particularly useful to graduate students in need of additional funding beyond the Federal Direct Loan's annual maximum of \$20,500. The application, entrance counseling and Master Promissory Note must be completed at www.studentaid.gov.

Privately Funded Education Loans

A number of privately funded education loans are available to graduate students through non-profit lenders (generally one per state), as well as some of the larger for-profit lending firms. Further details are available in the Office of Financial Aid. Hours of operation are Monday through Friday during regular business hours.

Veterans Administration Educational Benefits

There are many education assistance programs available to eligible veterans and their dependents. Interested students are encouraged to contact Veterans Affairs at (800) 827-1000 or visit their website at <http://benefits.va.gov/gibill/>. Veterans or designated dependents who are 100% eligible for Chapter 33 post-9/11 benefits may qualify to participate in the Bryant University Yellow Ribbon Program, which is available to graduate students in the full-time MBA Program. There is a Veterans Benefits Coordinator located in the Registrar's Office to answer any questions.

Private Scholarships

Beyond what you can find with an online search, the Office of Financial Aid maintains an up-to-date directory of scholarship opportunities from numerous foundations and organizations. Registered Bryant students can view this listing in the Financial Aid section of the University's secure Banner Self-Service portal.

Master of Science in Data Science and AI

The Master of Science in Data Science and AI (MSDS & AI) program includes 34 credits and is full-time and in-person. The program runs over the fall, spring, and summer sessions. The students complete the eight required data science and AI courses and choose three electives that fit their professional needs and interests with courses in fintech, global supply chain management, international business, healthcare, or general management. They may also opt to take a direct study, co-ops, or special topics in data science and AI with program director approval. Applicants who do not have the prerequisites for the MSDS & AI program, depending on

their background, will be required to take specific bridge courses during the summer before the full-time program begins.

Modern organizations need professionals who not only understand data science and AI but also know how to apply and lead with these tools to optimize both business operations and the development of products and services. Our MSDS & AI program builds on Bryant's expertise in business education to provide all students with a strong foundation in business and feature a modern, open-source-focused curriculum for students who seek the technical expertise required to become data scientist, data engineers, AI Engineer, and AI Analyst, and the business skills to apply this knowledge in a business domain of their interest. The program trains students to utilize data management, data visualization, machine learning, natural language processing, deep learning, AI, cloud, and distributed processing to solve real-world business problems. The program focuses on topics such as reproducible data science experiments, collaborative problem solving, communication, security, and ethical issues that arise in data science and AI.

Upon graduation, students will be proficient programmers in Python, R, SQL, Spark, and Tableau/PowerBI. They will develop a good understanding of machine learning, deep learning, and Large Language Models. Additionally, they will have experience with an evolving array of cutting-edge big data management and cloud analysis tools like Microsoft Azure, Amazon Web Services, and Databricks.

Master of Science in Data Science and AI Program Requirements:

Required Introduction Course:		
MSDS 515	Preparing for MSDS and AI Success	1
Data Science Foundation Course Requirements:		
ISA 510	Probability and Statistics for Data Analytics	3
ISA 520	Data Visualization and Communication	3
ISA 530	Fundamentals of AI and Machine Learning	3
ISA 540	Data Management in the Age of AI	3
Data Science Core Required Courses:		
MSDS 610	AI I: Deep Learning	3
MSDS 620	AI II: Natural Language Processing	3
MSDS 630	Large Scale Data Analytics in the Age of AI	3
MSDS 640	Data Science and AI Capstone	3
or ISA 692	Data Science/Business Analytics Internship	
Students must pick 3 courses from the list below:		
FIN 502	Fintech and Blockchain for Finance	3
FIN 503	Fintech and Digital Innovation Fund	3
GSCM 601	Corporate Social Responsibility in Global Supply Chain Management	3
GSCM 603	Advanced Supply Chain Integration	3
GSCM 604	Logistics of International Trade	3
HS 501	Introduction to Health Informatics and AI	3
HS 510	Population Health	3
HS 530	Healthcare Operations and Systems	3
HS 540	Advanced Applications of Artificial Intelligence in Healthcare	3
HS 610	Electronic Health Records and AI	3
HS 630	AI Health Analytics (R, Python, Tableau)	3

HS 640	Project Management	3
IB 601	International Business Management	3
IB 602	Global Human Resource Management	3
IB 603	International Marketing	3
MBA 520	Managing Corporate Enterprise	3
MBA 521	Leading Effective Organizations	3
MBA 522	Reporting and Controlling Resources	3
MBA 524	Managing Financial Resources	3
MBA 525	Marketing for Competitive Advantage	3
MBA 526	Value Formation Through Operations	3

**May opt to take a direct study, co-ops, or special topics in Data Science with program director approval

Master of Science in Taxation: Online Program

The Master of Science in Taxation (MST) is a part time program designed for individuals who have a basic knowledge of the Internal Revenue Code and who seek advanced knowledge of federal and state tax laws and applications. MST applicants should possess a strong academic record and are encouraged to have professional experience.

Master of Science in Taxation Online requirements:

GRO 550	Online Strategies for Success	1
Students must pick Ten (10) courses from the list below:		
TAX 600	Individual Income Taxation	3
TAX 601	Tax Practice and Procedure	3
TAX 602	Pass-Through Entities	3
TAX 603	State and Local Tax Practice	3
TAX 604	International Tax Practice	3
TAX 605	Sales and Exchanges of Property	3
TAX 606	Income Taxation of Estates and Trusts	3
TAX 607	Corporate Reorganizations	3
TAX 608	Tax Analytics and Machine Learning	3
TAX 609	Wealth Planning	3
TAX 610	Corporations and Shareholders	3

¹ The GRO 550 course must be taken prior to beginning the MST Online courses.

A minimum of 31 Credits required for graduation.

Certificate of Graduate Study: Applied Artificial Intelligence - Online Program

Online Graduate Certificate in Applied Artificial Intelligence Requirements:

The Online Graduate Certificate in Applied AI is a four-course, 10-week-per-course program designed to equip professionals with the essential knowledge and skills to understand and apply artificial intelligence in business. This program is ideal for individuals with an accredited

undergraduate degree who seek to leverage AI in their work and expand their career opportunities in this rapidly growing field.

As part of the online learning experience, all students must complete GRO550: Online Strategies for Success (1 credit) before progressing to the certificate coursework. To earn the certificate, students will complete four courses focused on AI fundamentals, ethical considerations, business applications, and an elective based on their interest.

Required Courses:

GRO 550	Online Strategies for Success	1
AI 500	Fundamentals of Artificial Intelligence	3
AI 510	AI Ethics and Society	3
AI 600	AI Applications in Business	3
Select One from the following Courses:		
ISA 520	Data Visualization and Communication	3
ISA 530	Fundamentals of AI and Machine Learning	3
ISA 540	Data Management in the Age of AI	3
MSBA 610	Time Series Analysis and Optimization for Business Decisions	3
MSBA 620	Marketing Analytics	3
MSBA 630	Business Strategy and Analysis	3
HS 540	Advanced Applications of Artificial Intelligence in Healthcare	3

A minimum of 13 credits required for certificate completion.

Certificate of Graduate Study: Business Analytics

The Graduate Certificate in Business Analytics is a four-course part-time program designed to provide candidates who hold an accredited undergraduate degree with the knowledge, skills and experience to acquire, analyze and apply structured and unstructured data to enhance decision making and to sustain competitive advantage. The focus of the GCBA is in the application of analytics to practical problems. Students will be engaged in analyzing real world data provided by strategic partner organizations and will gain experience with leading edge analytical tools.

The Graduate Certificate in Business Analytics will consist of four required courses. Due to the content and delivery of the courses, students must enroll concurrently in AA 630 and AA 640 during their initial term of study and must enroll in AA 645 and AA 651 during their second term of study.

Certificate of Graduate Study in Business Analytics Requirements:

Required Courses

AA 630	Data Management and Visualization	3
AA 640	Data Analytics and Text Mining	3
AA 645	Data Mining and Predictive Analytics	3
AA 651	Analytics Capstone	3

Upon successful completion of the four courses, the student is awarded a Certificate of Graduate Study in Business Analytics. Students who meet the criteria to be admitted to the Master of Business Administration

program at Bryant University will be able to apply nine credits towards the MBA specialization requirements.

Certificate of Graduate Study: Business Analytics - Online Program

The Online Graduate Certificate in Business Analytics is a four-course, 10-week-per-course program designed for professionals seeking to develop expertise in data acquisition, analysis, and communication to enhance decision-making and advance their careers. Delivered fully online in an asynchronous format, the program offers flexibility for those balancing professional and personal commitments. Ideal for individuals with an accredited undergraduate degree, this program provides hands-on experience with analytics tools, equipping students to apply data-driven approaches to solve real-world business challenges and expand their career opportunities.

As part of the online learning experience, all students must complete GRO550: Online Strategies for Success (1 credit) before beginning the certificate coursework. To earn the certificate, students will complete four courses focused on data visualization, data management, and machine learning/AI, along with an elective tailored to their interests.

Online Graduate Certificate in Business Analytics Requirements:

Required Courses:

GRO 550	Online Strategies for Success	1
ISA 520	Data Visualization and Communication	3
ISA 530	Fundamentals of AI and Machine Learning	3
ISA 540	Data Management in the Age of AI	3

Select One from the following Courses:

AI 600	AI Applications in Business	3
MSBA 610	Time Series Analysis and Optimization for Business Decisions	3
MSBA 620	Marketing Analytics	3
MSBA 630	Business Strategy and Analysis	3

A minimum of 13 credits are need for certificate completion.

Certificate of Graduate Study: Mini-Master of Business Administration - Online Program

The Mini-MBA Certificate Program consists of four, 10-week long courses designed to be immediately applicable in the real world and contribute to enhancing professional progress. It is designed to provide candidates who hold an accredited undergraduate degree and are looking to build their leadership skills, discover creative and innovative problem-solving techniques, and have a deeper understanding of the business industry. Complete an orientation course (GRO 550, Online Strategies for Success) and the following four courses to earn your certificate:

Certificate of Graduate Study: Mini-Master of Business Administration Online Program Requirements:

Required courses:

GRO 550	Online Strategies for Success	1
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Choose one course from the "foundation analytic/quantitative group":

MBAO 551	Managerial Economics Data Analysis	3
MBAO 571	Fundamentals of Accounting	3
MBAO 572	Fundamentals of Finance	3
MBAO 573	Information Resources Management and Business Analytics	3

Choose three MBAO courses from the below listed courses:

AI 500	Fundamentals of Artificial Intelligence	3
AI 510	AI Ethics and Society	3
ISA 520	Data Visualization and Communication	3
ISA 530	Fundamentals of AI and Machine Learning	3
ISA 540	Data Management in the Age of AI	3
MBAO 551	Managerial Economics Data Analysis	3
MBAO 552	Principles of Management	3
MBAO 558	Strategic Marketing	3
MBAO 559	Global Business	3
MBAO 560	Organizational and Strategic Leadership	3
MBAO 561	Entrepreneurial Leadership	3
MBAO 565	Innovative Healthcare Leadership and Design Thinking	3
MBAO 566	Innovative Practice Management	3
MBAO 567	Healthcare Law and Ethics	3
MBAO 568	Business of Healthcare	3
MBAO 571	Fundamentals of Accounting	3
MBAO 572	Fundamentals of Finance	3
MBAO 573	Information Resources Management and Business Analytics	3

A minimum of 13 credit hours is required for this certificate.

¹ MBAO 563 Leadership Capstone does NOT apply towards this certificate.

Certificate of Graduate Study: Wealth Management - Online Program

Students completing the program will develop the technical and analytical skills necessary to advise individuals and families on tax-efficient wealth accumulation, preservation, and transfer. Wealth management is an increasingly important area of practice for accounting and finance professionals.

Certificate of Graduate Study: Wealth Management Requirements:

The Graduate Certificate in Wealth Management strengthens Bryant's graduate portfolio by offering a focused, professionally relevant program that integrates taxation and financial planning.

GRO 550	Online Strategies for Success	1
TAX 600	Individual Income Taxation	3
TAX 606	Income Taxation of Estates and Trusts	3
TAX 609	Wealth Planning	3
TAX 611	Retirement Planning	3

A minimum of 13 credit hours is required for this certificate.

COLLEGE OF HEALTH AND BEHAVIORAL SCIENCES

Healthcare is the fastest-growing sector of the United States economy, employing almost 17 million people, representing over 9% of the nation's workforce. In 2023, Americans spent a collective \$4.9 trillion on healthcare, from hospital stays to prescription drugs.

Bryant's College of Health and Behavioral Sciences is well positioned to capitalize on imminent healthcare issues, such as an aging population, insurance regulations, and declining medical school enrollments. The College of Health and Behavioral Sciences prepares students to be leaders and innovators in an industry that continues to evolve and change.

This academic initiative builds on the University's core expertise as a business school. A large number of Bryant's 40,000 alumni have carved successful careers in the healthcare field.

- Doctorate in Clinical Psychology (p. 28). The Doctoral degree in Clinical Psychology (Psy.D.) at Bryant University is a practitioner-based program designed to prepare graduates to provide clinical services across a broad range of settings. The program adheres to the scholar-practitioner model of training, which emphasizes skills in the practice of clinical psychology from an empirical, research-based perspective. While the emphasis of training is focused on clinical practice, it is with the understanding that the foundation of good clinical practice is scientifically based. As such, students receive extensive training in the production, interpretation, dissemination, and critical evaluation of psychological science.
- The Master of Science in Physician Assistant Studies (p. 33) is at the heart of the University's College of Health and Behavioral Sciences, a significant and strategic commitment to education innovation.
- The Master of Science in Health Informatics and Artificial Intelligence (p. 31) prepares graduates to use healthcare data, manage information and apply technical knowledge and AI to solve problems and improve overall health outcomes.
- Certificate in Graduate Studies in Health Informatics and Artificial Intelligence. (p. 33) The Online Graduate Certificate Program in Health Informatics and AI consists of four, 10-week long courses designed to be immediately applicable in the real world and contribute to enhancing professional progress.

Doctorate in Clinical Psychology

Doctorate in Clinical Psychology Program Description

The Doctoral degree in Clinical Psychology (Psy.D.) at Bryant University is a practitioner-based program to prepare graduates to provide clinical services across a broad range of settings. The program adheres to the scholar-practitioner model of training, which emphasizes skills in the practice of clinical psychology from an empirical, research-based perspective. While the emphasis of training is focused on clinical practice, it is with the understanding that the foundation of good clinical practice is scientifically based. As such, students receive extensive training in the production, interpretation, dissemination, and critical

evaluation of psychological science. All candidates must complete a doctoral research project before graduating from the program.

Students receive a well-rounded education in the general practice of clinical psychology, utilizing multiple perspectives in understanding the human condition, including but not limited to developmental, cognitive, sociocultural, and biological viewpoints. Students participate in didactic and experiential training in treatment utilizing individual, group, and systemic approaches. Students also develop broad assessment skills in intellectual, personality, and cognitive assessment. Knowledge and sensitivity to sociocultural aspects of behavior and pathology are integrated throughout the curriculum.

The Psy.D. program offers two concentrations, one in child and adolescent psychology and another in health psychology. The need for clinicians skilled in the assessment and treatment of children and adolescents is high, and we produce clinicians who can provide the highest quality services to this important population. Additionally, we face a variety of national and international health crises, with many of the most debilitating and costly diseases being significantly behaviorally based. The health psychology concentration prepares students to assess and treat various psychological factors in the development and maintenance of a variety of medical illnesses, ideally increasing prevention efforts and minimizing morbidity and mortality outcomes from a variety of diseases. In all areas of training, the ability to work effectively in interdisciplinary teams is emphasized.

Program Aim

The aim of the program is to prepare health service psychologists to assess and treat the behavioral health needs of all populations and communities using research to guide service provision.

Doctor of Psychology in Clinical Psychology Degree Requirements:

Required Courses:

PSY 500	Ethics and Professional Issues	3
PSY 501	Psychological Assessment I: Intellectual	3
PSY 502	Adult Psychopathology	3
PSY 503	Clinical Skills I	3
PSY 504	Clinical Skills II	3
PSY 505	Child and Adolescent Psychopathology	3
PSY 506	Research Design and Methods	3
PSY 507	Psychological Assessment II: Personality	3
PSY 508	Developmental Psychology	3
PSY 509	Cognitive/Affective Bases of Behavior	3
PSY 510	Group Psychotherapy	3
PSY 511	Biological Bases of Behavior	3
PSY 512	Psychological Statistics I	3
PSY 513	Assessment Practicum and Seminar I	3
PSY 514	History and Systems of Psychotherapy	3
PSY 515	Psychological Statistics II	3
PSY 516	Diversity and Individual Differences	3
PSY 517	Assessment Practicum Seminar II	3
PSY 518	Research Practicum Seminar	3
PSY 600	Psychopharmacology	3
PSY 601	Social Aspects of Behavior	3
PSY 602	Intervention Practicum and Seminar I	3

PSY 513	Assessment Practicum and Seminar I	3	Spring PSY 603 PSY 604	Family Systems Assessment and Treatment of Severe Persistent Mental Illness Co-Occurring Disorders	3 3
		Term Credit Hours	12		
Spring PSY 509	Cognitive/Affective Bases of Behavior	3	PSY 605 PSY 608	Intervention Practicum and Seminar II	3
PSY 515	Psychological Statistics II	3		Doctoral Research Project Seminar II: Proposal	3
PSY 516	Diversity and Individual Differences	3			
PSY 517	Assessment Practicum Seminar II	3			
		Term Credit Hours	12	Term Credit Hours	12
Summer PSY 518	Research Practicum Seminar	3	Summer Elective - see course listing Intervention Elective - See course listing		3 3
PSY 614	Comprehensive Examination I	0	PSY 630	Comprehensive Exam II	0
		Term Credit Hours		Term Credit Hours	6
		3	Fourth Year Fall		
Third Year Fall PSY 600 PSY 601	Psychopharmacology Social Aspects of Behavior	3 3	PSY 609	Advanced Practicum and Seminar I	3
PSY 602	Intervention Practicum and Seminar I	3	PSY 610	Consultation and Supervision Seminar	3
PSY 606	Doctoral Research Project Seminar I	3	PSY 611	Doctoral Research Project Seminar III	3
		Term Credit Hours	Intervention Elective - see course listing		3
		12		Term Credit Hours	12

Spring

PSY 607	Business of Behavioral Health	3
PSY 612	Advanced Practicum and Seminar II	3
PSY 613	Doctoral Research Project Seminar IV: Defense	3
Elective - see course listing		3

Term Credit Hours 12

Fifth Year**Fall**

PSY 700	Internship I	1
Term Credit Hours		1

Spring

PSY 701	Internship II	1
Term Credit Hours		1

Summer

PSY 702	Internship III	1
Term Credit Hours		1

Total Credit Hours: 114

Electives:**Intervention Specific Electives:**

PSY 615	Cognitive Behavioral Therapy	3
PSY 616	Advanced Cognitive Behavioral Therapy	3
PSY 617	Psychodynamic Approaches to Therapy	3
PSY 618	Couples and Family Therapy	3
PSY 619	Trauma Focused Interventions	3
PSY 620	Dialectical Behavior Therapy	3
PSY 621	Acceptance Commitment Therapy	3

Health Concentration Electives:

PSY 622	Health Psychology	3
PSY 623	Assessment in Health Psychology	3

PSY 624	Interventions in Medical Settings	3
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PSY 625	Chronic Pain/Illness Management	3
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Child and Adolescent Concentration Electives

PSY 626	Pediatric Psychology	3
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PSY 627	Child and Adolescent Assessment	3
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PSY 628	Child and Adolescent Psychotherapy	3
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PSY 629	Advanced Child and Adolescent Psychopathology	3
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OPTIONAL ELECTIVES: See Program Director

PSY 632	Supplemental Practicum	3
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PSY 633	Research Field Work	3
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Master of Science in Health Informatics and AI

Master of Science in Health Informatics and AI

The Master of Science in Health Informatics and AI prepares graduates to use healthcare data, manage information and apply technical knowledge to solve problems and improve overall health outcomes. Graduates of the program are equipped with knowledge of the healthcare industry and technology solutions, in conjunction with technical skills needed to succeed in this ever-changing field, preparing students to be able to effectively analyze complex health data, manage evolving health information systems and support the increased utilization of electronic health records. Our program provides a holistic understanding of the healthcare system and emphasizes the need for collaboration to improve healthcare delivery and patient outcomes.

This 30-credit graduate degree program incorporates experiential learning, working with our corporate partners and highly skilled faculty to solve critical and real problems in the healthcare field. Thus, our graduates are uniquely positioned to succeed in this fast-paced industry, preparing students to become health information systems specialists, health data analysts, health care managers and consultants that can be employed in a variety of healthcare settings.

Master of Science in Health Informatics and AI Degree Requirements:

Health Informatics and AI Required Courses:

ISA 500	Programming Foundations for Analytics	0
ISA 520	Data Visualization and Communication	3
HS 501	Introduction to Health Informatics and AI	3
HS 510	Population Health	3
HS 520	Healthcare Law, Privacy, and Ethics	3
HS 530	Healthcare Operations and Systems	3
or HS 540	Advanced Applications of Artificial Intelligence in Healthcare	
HS 610	Electronic Health Records and AI	3
HS 630	AI Health Analytics (R, Python, Tableau)	3
or ISA 530	Fundamentals of Machine Learning	
HS 640	Project Management	3
HS 650	Database Management for Healthcare	3
HS 690	Healthcare Informatics Capstone	3
or HS 691	Healthcare Informatics Internship	

A minimum of 30 credits is required for graduation. Depending on the student's background, completion of an online programming course may be required prior to joining the MSHA Program.

STUDENTS WHO BEGIN THE PROGRAM IN THE FALL

First Year

First Semester

		Credit Hours
HS 501	Introduction to Health Informatics and AI	3
HS 530 or 540	Healthcare Operations and Systems	3
ISA 520	Data Visualization and Communication	3
ISA 530 or HS 630	Fundamentals of AI and Machine Learning	3

**Term
Credit
Hours** **12**

Second Semester

HS 520	Healthcare Law, Privacy, and Ethics	3
HS 610	Electronic Health Records and AI	3
HS 640	Project Management	3

**Term
Credit
Hours** **9**

Third Semester

HS 510	Population Health	3
HS 650	Database Management for Healthcare	3

HS 690 or 691

Healthcare
Informatics
Capstone 3

**Term
Credit
Hours** **9**

**Total
Credit
Hours:** **30**

STUDENTS WHO BEGIN THE PROGRAM IN THE SPRING

First Year

First Semester

		Credit Hours
HS 501	Introduction to Health Informatics and AI	3
HS 610	Electronic Health Records and AI	3
HS 630 or ISA 530	AI Health Analytics (R, Python, Tableau)	3

**Term
Credit
Hours** **9**

Second Semester

HS 520	Healthcare Law, Privacy, and Ethics	3
HS 530 or 540	Healthcare Operations and Systems	3
HS 650	Database Management for Healthcare	3

**Term
Credit
Hours** **9**

Third Semester

HS 510	Population Health	3
HS 640	Project Management	3
HS 690 or 691	Healthcare Informatics Capstone	3

ISA 520	Data Visualization and Communication	3
	Term Credit Hours	12
	Total Credit Hours:	30

Certificate of Graduate Study: Health Informatics and Artificial Intelligence - Online Program

The Online Graduate Certificate Program in Health Informatics and AI consists of four, 10-week long courses designed to be immediately applicable in the real world and contribute to enhancing professional progress. It is designed to provide candidates who hold an accredited undergraduate degree and work or conduct business in the healthcare sector and are looking to build their skills in analyzing, interpreting and presenting data using technologies such as AI, to provide solutions to healthcare problems. Each student enrolled in an online program must complete the 1-credit GRO550: Online Strategies for Success course. Then, students will complete the following courses (4 in total) to earn a certificate.

Health Informatics and Artificial Intelligence Certificate Requirements:

GRO 550	Online Strategies for Success	1
Required Courses:		
HS 501	Introduction to Health Informatics and AI	3
HS 540	Advanced Applications of Artificial Intelligence in Healthcare	3
Select Two from the following courses:		
HS 520	Healthcare Law, Privacy, and Ethics	3
HS 530	Healthcare Operations and Systems	3
HS 610	Electronic Health Records and AI	3

A total of thirteen (13) credits is required for the certificate.

Physician Assistant Program

Physician Assistant Mission

- To improve universal access to healthcare by graduating highly competent and confident physician assistants prepared to provide exceptional quality, ethical, patient-centered healthcare in a collaborative environment.

Goals of the Bryant University Physician Assistant Program

1. Provide students with the requisite knowledge, skills and attitude to navigate a complex and diverse healthcare environment as evidenced by the ability to:

- Obtain medical knowledge and perform physical examinations necessary for patient-centered care
- Apply evidence-based reasoning to the patient's clinical presentation to create an appropriate, individualized treatment plan
- Develop interprofessional communication skills to effectively convey concise and accurate information
- Utilization of appropriate medical diagnostics to aid in diagnosis and treatment, while decreasing unnecessary or extraneous testing
- Master the technical skills of clinical medicine in a safe, supportive, and instructive environment using industry standard and technologically robust experiential models

2. Prepare our students to meet the needs of all populations within the current health-care system by:

- Incorporating patient-centered, ethical medical education throughout the curriculum
- Providing a strong primary-care based education as well as clinical experiences in underserved communities
- Highlighting an awareness of healthcare economics, potential barriers to accessing care and solutions to reduce healthcare disparities
- Supporting diverse perspectives and inter-professional approaches to healthcare that best serve the needs of diverse patient populations

3. Develop and support the physician assistant students' connection to the community and the PA profession by fostering their ability to serve, advocate, and lead.

4. Encourage continuous life-long learning in the pursuit of excellence in medical practice.

Bryant University Physician Assistant Program Competencies

Program Learning Outcomes for ARC-PA Competency Domains

Medical Knowledge

- Demonstrate an understanding of the medical, behavioral and social knowledge necessary to evaluate and manage patients across all ages and patient populations in both primary care and specialty settings.
- Demonstrate an ability to integrate evidence-based medicine practices into medical decision making for patient care.

Interpersonal Skills

- Demonstrate the ability to gather a thorough and accurate patient medical history.
- Demonstrate the ability to deliver accurate patient education that encompasses verbal, nonverbal, and written forms of information to the patient, their family, and their care team that considers disease prevention and health awareness across the lifespan.
- Demonstrate the professional and ethical behaviors necessary to interact effectively with the entire care team including the patient's family to ensure successful patient-centered care.

Clinical Reasoning and Problem-Solving Abilities

- Demonstrate the ability to select appropriate diagnostic or lab studies based on the clinical picture.
- Demonstrate the ability to develop an appropriate differential diagnosis based on the clinical picture.
- Demonstrate the ability to use medical history, physical exam findings, and diagnostic testing results to diagnose acute, chronic, and emergent medical and surgical conditions throughout the lifespan.
- Demonstrate the ability to develop appropriate pharmacologic and nonpharmacologic treatment plans for medical, surgical, and behavioral health conditions based on the history and physical examination.

Clinical and Technical Skills

- Demonstrate the ability to perform a detail oriented physical examination based on the medical history.
- Demonstrate the ability to interpret diagnostic studies in regard to the clinical picture.
- Demonstrate the ability to perform clinical skills common to general medical practice including, but not limited to: clinical encounter documentation, coordination of care, and case management.
- Demonstrate the ability to perform clinical procedures common to general medicine practice including, but not limited to: nasopharyngeal swabs, administration of topical and local anesthesia, injections and aspirations, laceration repair, surgical wound management, peripheral intravenous access, bladder catheterization, Papanicolaou test, and airway management.

Professional Behaviors

- Demonstrate the ability to work collaboratively within a healthcare team.
- Demonstrate sensitivity and responsiveness to diverse patient populations to ensure successful patient-centered care for all.

Bryant University Physician Assistant Program Accreditation Status

The Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA) has granted Accreditation-Continued status to the Bryant University Physician Assistant Program sponsored by Bryant University. Accreditation-Continued is an accreditation status granted when a currently accredited program is in compliance with the ARC-PA Standards.

Accreditation remains in effect until the program closes or withdraws from the accreditation process or until accreditation is withdrawn for failure to comply with the Standards. The approximate date for the next validation review of the program by the ARC-PA will be June 2028.

The review date is contingent upon continued compliance with the Accreditation Standards and ARC-PA policy.

Courses

Didactic courses are primarily in person with occasional online sessions. Clinical courses are conducted primarily in person, with possible telemedicine experiences in which preceptors are present in the room, except for the psychiatry rotation, which may be primarily via telemedicine.

Faculty

Director of Physician Assistant Program

Ashley A. Iacone, DMSc, MSPAS, PA-C
Associate Clinical Professor

Associate Program Director

Stephen Sherman, MSPAS, PA-C
Clinical Assistant Professor

Medical Director

Earl Jackman, DO, FACOG, FACS
Clinical Assistant Professor

Director of Clinical Education

Danielle Cormier, MPAS,BA, PA-C
Clinical Assistant Professor

Associate Director of Clinical Education

Jodi Cusack, MHS, PA-C
Clinical Assistant Professor

Director of Didactic Education

Allison Piascik, MSPAS, PA-C
Clinical Assistant Professor

Director of Medical Simulation

Stephen Sherman, MSPAS, PA-C
Clinical Assistant Professor

Clinical Instructional Faculty

Allison Piascik, MSPAS, PA-C
Clinical Assistant Professor

Director of Admissions and Academic Success

Shaina Boyle, MBA

Program Coordinator

Terry Garvin

Program Coordinator

Brenda Tougas

Physician Assistant Program Curriculum Courses by Term

The physician assistant program is a 27-month, 126-semester-hour course of study leading to a Master of Science in Physician Assistant Studies degree.

The program comprises 5 didactic terms and 10 clinical rotations:

First Year			Credit Hours
First Term			
PA 501	Physiology and Pathophysiology	3	
PA 502	Introduction to Clinical Pharmacology	2	
PA 503	Human Anatomy	5	

PA 505	Research Methods	1	Fourth Term				
PA 524	Public Health and Dental Medicine	1	PA 515		Behavioral Medicine	2	
PA 533			Surgery	3			
PA 536			Clinical Correlations Three	4			
PA 534	Medical Ethics and Law	1	PA 539		Clinical Medicine VII	3	
PA 537	The Patient Interview	2	PA 540		Clinical Medicine VIII	5	
		Term Credit Hours	15	PA 541	Clinical Skills II	1	
Second Term					Term Credit Hours	18	
PA 510	Clinical Medicine I	4	Fifth Term				
PA 511	Clinical Medicine II	4	PA 522	Pediatrics	3		
			PA 532	Emergency Medicine	4		
PA 514	Diagnostic Testing and Imaging	1	PA 542	Clinical Correlations Four	3		
			PA 543	Geriatrics	3		
PA 516	Clinical Correlations One	5				Term Credit Hours	13
PA 520	Clinical Medicine III	3				Total Credit Hours:	86
PA 538	Physical Examination	3	Clinical Year				
		Term Credit Hours	20	PA 601	Inpatient Internal Medicine Supervised Clinical Practice Experience		4
				PA 602	Outpatient Internal Medicine Supervised Clinical Practice Experience		4
Third Term				PA 603	Family Medicine Supervised Clinical Practice Experience		4
PA 506	Genetics	1		PA 604	General Surgery Supervised Clinical Practice Experience		4
PA 521	Clinical Medicine IV	6		PA 605	Pediatrics Supervised Clinical Practice Experience		4
			PA 606	Obstetrics and Gynecology Supervised Clinical Practice Experience		4	
PA 525	Clinical Skills I	1		PA 607	Psychiatry Supervised Clinical Practice Experience		4
PA 526	Clinical Correlations Two	4		PA 608	Emergency Medicine Supervised Clinical Practice Experience		4
			PA 611	Elective Supervised Clinical Practice Experience		4	
PA 530	Clinical Medicine V	5		PA 612	Elective Supervised Clinical Practice Experience		4
PA 531	Clinical Medicine VI	3	Total Credit Hours				40
		Term Credit Hours	20				

Physician Assistant Program Didactic Academic Calendar

Academic Term Calendar 2026-2027

The Didactic Academic Calendar for the Physician Assistant Program is based on your specific cohort. Please refer to the appropriate calendar corresponding to your cohort:

Class of 2027 (p. 36)

Class of 2028 (p. 36)

Class of 2029 (p. 36)

Term 1 - 202582 (January to March 2025)

Classes Begin	Tuesday, January 7
Classes End	Friday, March 28
HOLIDAYS:	
Martin Luther King Jr. Day	Monday, January 20
President's Day	Monday, February 17

Term 2 - 202583 (April to June 2025)

Classes Begin	Monday, April 7
Classes End	Friday, June 27
HOLIDAYS:	
Memorial Day	Monday, May 26
Juneteenth	Thursday, June 19

Term 3 - 202584 (July to September 2025)

Classes Begin	Monday, July 7
Classes End	Friday, September 26
HOLIDAYS:	
Labor Day	Monday, September 1

Term 4 - 202681 (October to December 2025)

Classes Begin	Monday, October 6
Classes End	Friday, December 19
HOLIDAYS:	
Indigenous People/s/Columbus Day	Monday, October 13
Veteran's Day	Monday, November 10
Thanksgiving Break	Thursday, November 27 through Friday, November 28

Term 5 - 202682 (January to March 2026)

Classes Begin	Monday, January 5
Classes End	Friday, March 6
HOLIDAYS:	
Martin Luther King Jr. Day	Monday, January 18
President's Day	Monday, February 16

Terms 6-9 Clinical Rotation - March 2026 to March 2027: TBD

Term 1 - 202682 (January to March 2026)

Classes Begin	Tuesday, January 6
Classes End	Friday, March 27
HOLIDAYS:	
Martin Luther King Jr. Day	Monday, January 19
President's Day	Monday, February 16

Term 2 - 202683 (April to June 2026)

Classes Begin	Monday, April 6
Classes End	Friday, June 26
HOLIDAYS:	
Memorial Day	Monday, May 25
Juneteenth	Friday, June 19

Term 3 - 202684 (July to September 2026)

Classes Begin	Monday, July 6
Classes End	Friday, September 25
HOLIDAYS:	
Victory Day	Monday, August 10
Labor Day	Monday, September 7

Term 4 - 202781 (October to December 2026)

Classes Begin	Monday, October 5
Classes End	Friday, December 18
HOLIDAYS:	
Indigenous Peoples/Columbus Day	Monday, October 12
Veteran's Day	Monday, November 11
Thanksgiving Break	Thursday, November 26 through Friday, November 27

Term 5 - 202782 (January to March 2027)

Classes Begin	Monday, January 5
Classes End	Friday, March 5
HOLIDAYS:	
Martin Luther King Jr. Day	Monday, January 18
President's Day	Monday, February 15

Terms 6- 9 Clinical Rotation - March 2027 to March 2028: TBD

Term 1 - 202782 (January to March 2027)

Classes Begin	Tuesday, January 5
Classes End	Friday, March 26
Holidays- No Classes	

Martin Luther King Jr. Day	Monday, January 18
President's Day	Monday, February 15

Term 2- 202783(April to June 2027)

Classes Begin	Monday, April 5
Classes End	Friday, June 25

Holidays - No Classes

Memorial Day	Monday, May 31
Juneteenth	Friday, June 18

Term 3 - 202784(July to September 2027)

Classes Begin	Monday, July 5
Classes End	Friday, September 24

Holiday - No Classes

Labor Day	Monday, September 6
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Term 4 - 202881 (October to December 2027)

Classes Begin	Monday, October 4
Classes End	Friday, December 17

Holidays - No Classes

Indigenous Peoples/Columbus Day	Monday, October 11
Veteran's Day	Thursday, November 11
Thanksgiving	Thursday November 25 and Friday, November 26

Term 5- 202882 (January to March 2028)

Classes Begin	Monday, January 17
Classed End	Friday, March 3

Holidays - No Classes

Martin Luther King Jr. Day	Monday, January 17
President's Day	Monday, February 21

Terms 6-9 Clinical Rotation - March 2028 to March 2029: TBD

Tuition, Fees and Financial Aid: Master of Science in Physician Assistant Studies

Tuition and Fees

For students entering January 2026	\$115,540.00 (tuition only) for the entire 27-month program*
	\$12,717.00 (estimated fees) for the entire 27-month program*
For students entering in January 2027	\$120,000.00 (tuition only) for the entire 27-month program*
	Fees: 12,955.00 for the entire 27-month program*

List of Potential Items Included in the Fee Amount

Physical Examination Equipment Package

Pan Optic Diagnostic Set with Lithium Ion Battery

Coaxial Ophthalmoscope

Littman III Stethoscope

Blood Pressure Cuff

Insufflation Bulb

Tuning Forks

Measure Tape

Babinski Reflex Hammer

ECG Caliper

AdLight Penlight

Monofilament

Nylon Medical Bag

Welch Allyn Educational Value Pack

White Coat with Logo

Scrubs

Rhode Island Background Investigation

Nametags (PA Student)

Lab Fee

BLS/ACLS Certification

Clinical Rotations and Packrat

Optional Student Health Insurance

Student Health Insurance

Textbooks and Software

AAPA Student Membership

Student Activity Fee

Library Fee

Rotation Travel

Tuition Deposit

Accepted applicants to the PA Program submit a \$1,500, non-refundable deposit which is applied to the student's tuition bill. This deposit indicates their acceptance of admission and intention to enroll in the Bryant University PA Program.

Payment Options

Credit Card / Debit Card

Bryant University does not process credit/debit card payments in the Bursar's Office or over the phone for student account charges. A third-party processor (Paypath Payment Service) accepts all student account credit/debit card transactions on behalf of the University via the Student Account Center. The credit cards that are accepted through Paypath are as follows: Visa, MasterCard, American Express, Discover, Diners Club, JCB and China Union Pay, BCCard and DinaCard. There will be a 3% non-refundable service fee associated with all credit/debit card payments, with a minimum charge of \$3.00. The Payer will be required to acknowledge the non-refundable service fee that will be charged to the credit/debit card account prior to the payment being finalized.

If a student/authorized user chooses to pay with a credit/debit card, they will be required to pay via the web and will be directed to Paypath's

secure network environment for the credit/debit card payment to be processed.

Electronic Check (Checking/Savings)

Payment may be made on-line, within the Student Account Center, using a personal checking or savings account. There is no fee to use this option. A \$40.00 fee is assessed to the student's account if the payment is returned from the bank as uncollectible. A \$3.00 fee is assessed to the student's account if the payment is returned from the bank due to incorrect account information being entered when the payment is made.

Check Payment

All checks and money orders should be made payable to Bryant University. Please include the student's ID number with payment. Envelopes should be addressed to the university's address:

Bryant University, Bursar's Office

1150 Douglas Pike

Smithfield, RI 02917

The university does not accept post-dated checks. A \$40 fee is assessed to the student's account if a check is returned from the bank as uncollectible.

International Wire Payments

Bryant University has partnered with Flywire to offer a secure, convenient method for payment of tuition and fees. Their powerful global platform is trusted by institutions and payers worldwide. Flywire ensures your education payments are delivered in full every time and displays all costs upfront. Choose from a selection of local, familiar payment methods, and receive favorable foreign exchange rates in your home currency. Committed to providing the best pricing and payment options, Flywire offers a Best Price Guarantee when sending your payment by bank transfer. If you find a better bank rate within a two-hour time frame of making a booking with Flywire, they'll match it. Flywire also offers real-time payment tracking. Receive email and text updates on your payment's status or create a Flywire account to easily track your payment online. Your institution can also track your payment in real-time from initiation to delivery.

Flywire also offers 24x7 customer support. Need additional information?

Visit flywire's site here or view a flyer from the available language options below.

English, Chinese, Arabic, French, Indonesian, Korean, Portuguese, Spanish, Hindi, Vietnamese, Japanese

Domestic Wire Payments

Contact the Bursar's Office for assistance.

Late Payment Penalty

A late fee of \$150 will be assessed to the student's account with an outstanding balance if payment is not made by the term due dates. A registration and transcript hold will also be placed on the account and students will not be allowed to register for the following semester until their balance is resolved.

Further, in the event that a student does not pay his/her tuition fees, and the University finds it necessary to send the unpaid fees to a collection agency for collection, the student will be responsible to pay

any reasonable collection fees and/or legal fees associated with said collection of the amount owed to Bryant University.

Tuition Refunds

The Bryant University Bursar's Office will manage all refunds of tuition. Fees are not refundable.

A student withdrawing from Bryant University must contact the PA Program Director and complete a voluntary withdrawal form in the Registrar's Office in order for his/her withdrawal to be official.

Tuition refunds will be calculated as follows

Refund Policy

Week/Day	Percentage
1st week of classes	80%
2nd week of classes	60%
3rd week of classes	40%
4th week of classes	20%
After 4th week of classes	No refund

Due to the nature of the PA Program, single courses may not be dropped or added. All coursework must be completed in sequence.

Given the selective basis by which students are admitted to Bryant's PA program, it is essential to understand that when a student accepts enrollment in the program, another applicant who otherwise may have been accepted has potentially been denied a "seat" in the program. Hence, the rationale of Bryant's formal refund policy is based on costs that are incurred by the institution despite an individual student's decision, for whatever reason, to withdraw. Thus, when and how a student acts on a decision to withdraw from a course may have substantial financial implications as well as academic ones.

Remedial and Repetitive Work

The total cost of program tuition is divided equally amongst the 9 terms that a student must complete. Each term has a unique credit hour based on the class and the term.

Term 1	Term 2	Term 3	Term 4	Term 5-9	Total
14 credits - 1/9 Tuition	19 credits - 1/9 Tuition	22 credits - 1/9 Tuition	23 credits - 1/9 Tuition	48 credits (8-12 credits per clinical term) - 5/9 Tuition	126 credits

Repeated clinical rotations are credit bearing and students shall be charged tuition based on a per-credit cost of clinical term tuition (1/48th of 5/9 total program tuition) for the term for which they are registered. Each clinical rotation is 4 credits.

Repeated Clinical Rotation Scenario:

A situation in which a student must repeat a clinical that they have failed. This would add an extra term to the student's program. For each clinical rotation that is repeated, tuition will be charged as the per-credit cost of the 4-credit clinical, or 4/48 of 5/9 total program tuition. Students may repeat a maximum of one clinical rotation.

Living Expenses, Travel and Transportation

Students are responsible for arranging their own housing accommodations, transportation, and any expenses associated with travel and relocations occurring as a requirement of the program. During the clinical phase most time will be spent at Supervised Clinical Practice Experiences. The greater majority of these rotations will occur at healthcare facilities within 50 miles of the program; however, students must be prepared to travel to sites outside of this radius.

Health Insurance

Students are required to have health insurance while enrolled in Bryant's Physician Assistant Program. Bryant University offers student health insurance for a fee. If students do not opt out of Bryant University issued student health insurance, they will be automatically enrolled and billed. Liability insurance is mandatory and is purchased through Bryant University.

Financial Aid

The Bryant University Office of Financial Aid will coordinate financial aid for any student requiring student loans.

In order to be eligible for financial aid, a student must complete the Free Application for Federal Student Aid (FAFSA). This document is used to determine eligibility for federal and institutional aid.

After completing the application, students are encouraged to contact the Bryant University Office of Financial Aid and speak with a Financial Aid Counselor.

Office of Financial Aid
Phone: (401) 232-6020
Email: finaid@bryant.edu

Financing Options

William D. Ford Federal Direct Loan Program

Graduate students enrolled in a degree program on at least a half-time basis (6 credits) may be eligible to borrow up to \$20,500 through the William D. Ford Federal Direct Loan Program. Students must first complete a Free Application for Federal Student Aid (FAFSA) on the web site Home | Federal Student Aid. Upon receiving confirmation of eligibility from the financial aid office, student borrowers will need to complete on-line Entrance Counseling and a Master Promissory Note (MPN) on the federal web site. Home | Federal Student Aid

Federal Grad PLUS

It should be noted that for all graduate/professional students beginning their program in Fall 2026 or later, the Federal Grad PLUS has been discontinued. For access to funding that exceeds that annual limit (\$20,500) of the William D. Ford Federal Direct Loan Program, students will need to consider financing through a private education lender.

Privately Funded Education Loans

A number of privately funded education loans are available to graduate students through non-profit lenders (generally one per state), as well as some of the larger for-profit lending firms. Further details are available in the Office of Financial Aid. Hours of operation are Monday through Friday during regular business hours.

Veterans Administration Educational Benefits

There are many education assistance programs available to eligible veterans and their dependents. Interested students are encouraged to contact Veterans Affairs at (800) 827-1000 or visit their website at <http://benefits.va.gov/gibill/>. Veterans or designated dependents who are 100% eligible for Chapter 33 post-9/11 benefits may qualify to participate in the Bryant University Yellow Ribbon Program, which is available to graduate students in the full-time MBA Program. There is a Veterans Benefits Coordinator located in the Registrar's Office to answer any questions.

Private Scholarships

In addition to information readily available through routine web searching, the Office of Financial Aid maintains an up-to-date online listing of scholarship notices from a number of foundations and organizations promoting their programs. These can be viewed by registered Bryant students in the financial aid section of the University's secure Banner Self-Service SSO portal.

Application Requirements: Physician Assistant Program Class of 2029

Physician Assistant Program Class Of 2029 Requirements:

For the 2026-2027 CASPA Application Cycle: **CASPA**

The Bryant University Physician Assistant Program participates in the Central Application Service for Physician Assistants (CASPA). Students applying to the Bryant PA Program must follow the application instructions on the CASPA Website <https://caspa.liaisoncas.com/applicant-ux/#/login>.

SUPPLEMENTAL APPLICATION

The Bryant University PA Program requires a supplemental application in addition to the CASPA application. The supplemental questions can be found within the CASPA portal. The supplemental application fee is \$75; the link for payment is in our supplemental application in CASPA.

ADMISSIONS REQUIREMENTS

CASPA applications must be verified by **October 1, 2026**, for consideration in the class entering January 2027.

- Applicants must hold a baccalaureate degree from a regionally accredited institution by October 1, 2026.
- All coursework must be completed prior to October 1, 2026.
- Applicant must have maintained an overall undergraduate minimum 3.0 GPA or greater.
- Applicant must have maintained a prerequisite GPA of 3.0 or greater.
- Applicant must have maintained a Biology, Chemistry and Physics (BCP) GPA of 3.00 or greater.

Applicants are strongly encouraged to submit a Graduate Record Exam (GRE) score, but it is not required for admission.

- No minimum is required on the GRE, but performance will be used to determine eligibility competitiveness.
- Testing must have been from within the last 5 years.
- Submit score to CASPA using Bryant's PA Program Code: 8825

The applicant must document at least 2,000 hours of direct patient care experience.

- Patient care experience of 2,000 hours must be complete and verified by the time of application submission.
- Documentation must be submitted on the supplemental application.
- Direct patient care involves the actual one-on-one care of a patient.
- The following is a partial list of examples of areas of direct healthcare:
 - Military medics, corpsmen, health services technicians, and medical technicians
 - Nurses
 - Emergency Medical Technician and Paramedics
 - Emergency room technicians
 - Medical Scribes
 - Physical and Occupational Therapy Aides
 - Respiratory Therapists
 - Medical Assistant

The applicant must complete the following minimum prerequisite classes*:

Biology with lab	8
Chemistry with lab	8
Human Anatomy & Physiology (maybe taken separately)	8
Microbiology	3
Biochemistry or Organic Chemistry with Lab	3/4
Psychology	3
Statistics	3

* **Note:** Summary, AP and survey courses are not permitted. All courses must have letter grades; Pass/Fail courses are not accepted.

BACKGROUND/DRUG INVESTIGATION

All successfully admitted students must undergo a criminal background investigation and drug screening. The PA Program will provide the accepted student access to the necessary criminal background investigation and drug screening process. A felony conviction may prevent the student from completing clinical rotations at our affiliated healthcare organizations; therefore, may prevent admission to the PA Program. Some additional non-felony convictions may prevent students from gaining certification, licensure or credentialing as a healthcare provider. In the event of such a conviction, the Program will contact the applicant to discuss the matter prior to matriculation. Neither the program, nor its personnel are responsible for ensuring that an applicant will be eligible for NCCPA certification, state licensure or credentialing at any healthcare facility. Applicants with a criminal history should investigate the laws, regulations, and statutes applicable to the state and facility in which they intend to practice.

ADDITIONAL SCREENING FOR DRUGS OF ABUSE

Students may be required to submit to a drug screen at any time during the program. Our affiliated Healthcare Facilities require negative drug screening prior to starting clinical rotations.

A positive drug screen for any substance not legally prescribed to the student will result in dismissal from the PA Program. Students who refuse to submit a drug screen will likewise be dismissed. Students who

screen positive for drug use during clinical rotations may be subject to criminal action as required by the state or institution.

TECHNICAL STANDARDS

Matriculated Students must meet all technical standards required for program completion with or without reasonable accommodations for documented disability.

The Master of Physician Assistant Studies degree is a broad degree attesting to general knowledge in all fields of medicine and the basic skills required for PA practice. Essential characteristics and abilities required for completion of the MSPAS degree consist of certain minimum physical and cognitive abilities, and sufficient mental stability to provide reasonable assurance that candidates can complete the entire course of study and participate fully in all aspects of medical training. Bryant University expects its graduates to become fully competent Physician Assistants and will provide reasonable accommodation to prepare its students to reach this goal.

The program has an ethical responsibility for the safety of patients with whom the candidates will encounter both before and after completion of the MSPAS degree. Patient safety is a major factor in establishing program core technical standards required for admission to the program, promotion within the program and graduation.

All Bryant PA students must possess those intellectual, ethical, physical, and emotional capabilities necessary to undertake and achieve levels of competence in the full curriculum required by the faculty. All students must meet technical standards in order to graduate from the program and ultimately enter into clinical practice. Inability to meet these technical standards is grounds for dismissal.

The technical standards are housed within broader categories as listed below. Detailed descriptions of the technical standards follow.

1. **Observation**
2. **Participation**
3. **Communication**
4. **Motor Skills**
5. **Intellectual-Conceptual, Integrative & Quantitative Abilities**
6. **Behavioral & Social Attributes**

1. Observation

The student must be able to observe demonstrations and experiments in the basic sciences, including but not limited to physiologic and pharmacologic demonstrations, microscopic studies of microorganisms and tissues in normal and pathologic states. Students must be able to observe all classroom demonstrations of clinical skills. Students must also be able to inspect or observe a patient accurately at a distance and close at hand. Students should have the ability to visualize written documents, images, telemetry monitors, EKGs and interpret diagnostic studies. Students should be sufficiently capable of using observations to draw appropriate conclusions about patient care. Observation necessitates the functional use of the sense of vision. It is enhanced by the functional use of the sense of smell.

2. Participation

The student must participate in all components of the program to include, but not limited to, classroom activities, lab sessions, peer-to-peer clinical skills practice and clinical rotations.

3. Communication

Students should be able to speak to, listen to and observe non-verbal communication in patients in order to elicit accurate information. Communication includes speech, reading and writing. The student must be able to communicate respectfully, professionally, sensitively and efficiently in oral and written form with the patient, the patient's family, and all members of the healthcare team.

Students must be able to communicate respectfully and professionally with peers, instructors and mentors in both oral and written formats at all times.

4. Motor Skills

Students should have sufficient motor function, skill and dexterity to carry out basic laboratory experiments and anatomical dissections. Students must be able to use clinical examination skills to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers. Students should have the motor skills to accurately perform all elements of the physical examination and use instruments and tools appropriately to gather clinical information. Motor skills include the ability to obtain laboratory, radiologic and other diagnostic testing, as well as perform diagnostic procedures. Students should possess sufficient motor skills to be able to provide general and emergency care to patients as well as surgical care. Motor skills must be accurate and able to be performed safely. Such actions require coordination of both gross and fine muscle movements, equilibrium, and functional use of the senses of touch and vision.

5. Intellectual-Conceptual, Integrative & Quantitative Abilities

Physician Assistant students must possess intellectual ability that includes visual-spatial understanding, measuring, calculating, reasoning, analysis and synthesis. Each of these skills is required for critical thinking and problem solving. Students must combine these skills with evidence-based medicine and sound judgment to patient care to formulate a reasonable diagnosis and treatment plan.

6. Behavioral & Social Attributes

Students should have the physical and emotional well-being required for full application of their intellectual abilities, exercise of sound judgment, prompt completion of all responsibilities relative to patient care, and fostering of mature, sensitive and effective relationships with patients and all members of the healthcare team. Students must display compassion, integrity, and altruism in the face of patient care. Students should be flexible, adaptable and able to learn in a multitude of environments.

Professionalism and respect are inherent to core qualities of a physician assistant. All students must treat faculty, staff, peers, preceptors, colleagues, and patients and their families with utmost respect.

AMERICANS WITH DISABILITIES ACT

Bryant University complies with the Americans with Disabilities Act (ADA) of 1990. The ADA prohibits discrimination against qualified individuals with disabilities on the basis of that individual's disability.

Not only does Bryant comply with the ADA, but Bryant also considers this compliance to be a reaffirmation of the University's long-standing nondiscrimination policy. To this end, Bryant bases all of its admissions decisions on an applicant's qualifications to perform the essential functions of the physician assistant student role, with or without

reasonable accommodations that do not impose an undue hardship on the University.

Bryant University does not discriminate unlawfully against the disabled and is in full compliance with the Rehabilitation Act of 1973, as amended.

Inquiries/complaints with regard to disabled student issues should be addressed to the Director of Health Services, Bryant University, Smithfield, RI 02917 (401-232-6220), who has been designated by Bryant University to coordinate the institution's efforts to comply with the regulations implementing Section 504.

Persons may also contact the Director, US Department of Education, Office of Civil Rights, Region One, Boston, MA 02109, regarding the University's compliance with regulations.

ATTEND AN ON-SITE INTERVIEW

Applicants who are deemed as likely successful candidates by the PA Program Admissions Committee will be invited to Bryant University for a one-day interview and campus tour. This is the ideal chance for potential students to not only impress upon the faculty their strong interest in becoming a physician assistant, but also why they are a good fit for the Bryant University PA Program. Students should thoroughly prepare for this interview.

THE SELECTION PROCESS AND PROGRAM PREFERENCE

The Bryant University Physician Assistant Program developed its Mission and Goals to reflect our commitment to help decrease health care disparities and increase access to health care for currently underserved populations. Our strategy to accomplish this goal is to support the admission and enrollment of future clinicians who have demonstrated a similar commitment to these philosophies. While the Program does not extend preference to any particular individual or group, application materials are scored during the file review and interview process using a scoring system that awards points to any applicant demonstrating evidence of a commitment to the philosophies embodied by the Program's Mission and Goals.

Applicants are screened and competitively ranked based on GPA, CASPA narrative, patient care experience, and letters of reference. Preference for interview is for those applicants who have higher GPA scores, greater number of patient care hours, strong letters of recommendation, well-written narratives, and experiences that embody the Bryant PA Program mission.

INTERNATIONAL APPLICANTS

For applicants who have earned degrees outside of the United States, in addition to the general application requirements, the following prerequisites must be completed prior to applying:

- TOEFL score within the previous 2 years of at least 100 (internet-based) to demonstrate proficiency in English
- A certified degree and course-by-course evaluation of foreign transcripts to ascertain equivalences to United States educational standards. www.wes.org

DEFERRED ADMISSION

The Bryant University PA Program does not offer deferred admission.

TRANSFER POLICY TO THE BRYANT UNIVERSITY PA PROGRAM

The Bryant University PA Program does not accept student requests to transfer from other PA programs.

WITHDRAWAL

Students retain the right to withdraw from their program of study in which they are enrolled, and thus the University, based on the personal preferences and necessities of the individual. When a student makes a decision to formally withdraw from graduate study at Bryant, a student must submit a University Withdrawal form to the Registrar's Office. This action serves to notify the University of a student's intention not to register for future courses. The student should also notify the Program Director in writing of their intent to withdraw from the program. At such a time in the future as a student desires to resume graduate coursework at Bryant, a re-application and formal admission process is required.

RE-ADMIT POLICY

If a student withdraws from the Bryant University PA Program and later wishes to resume coursework, he or she will be required to re-apply to the PA Program via CASPA and will be responsible for the degree requirements that are in place at the time of re-application.

- Any previously completed coursework from the Bryant University PA Program must be repeated upon re-admission.

COURSE WAIVERS

Transfer credits may not be applied towards Physician Assistant Program coursework and the Program does not award advanced standing/ placement based on prior coursework.

Academic Policies and Procedures:Physician Assistant Program

The physician assistant program is a 27-month, 126 semester hour course of study leading to a Master of Science in Physician Assistant Studies degree.

The program must be completed within 5 years of initial entry/ matriculation. Please navigate to the tab appropriate for your Academic Policies and Procedures (Class of 2027 or Class of 2028). Policies and procedures for progression in and completion of the program

Class of 2027 Manual Link:

Bryant University PA Program Handbook CO 2027 (updated 2024).pdf

For students starting in January 2025

The policies, procedures, practices and processes for Bryant University's Physician Assistant Program (BU PA program), Class of 2027 are listed below. This is in accordance with the Class of 2027 Physician Assistant Student Handbook.

POLICY No. PAS 001: ADMISSIONS POLICY

Although no specific preference in admission or enrollment is given to any specified individuals or groups, the follow agreements exist with the

Bryant University School of Health Sciences and the Bryant University PA Program:

The Physician Assistant Studies program has agreed to reserve two seats in each new cohort of PA students for qualified Bryant undergraduate students. Bryant undergraduates who have applied to the PA program and who meet all published minimum criteria for admission to the PA program, will be extended a one-time offer to interview for a seat in the incoming PA class. Admission to the PA program is contingent upon a successful in-person interview and recommendation for admittance by the PA Admissions Committee.

This policy will be provided on the website and updated as necessary, however, no changes to this policy will take effect between the annual opening of each CASPA Cycle and 01 October of the same year.

After acceptance to the Bryant University PA program, it is expected that all matriculants complete BLS certification prior to enrollment. Students are responsible for maintaining BLS certification throughout their education in the BU PA program. A lapse in BLS certification may result in inability to progress through the program and/or delay in graduation.

The BU PA program does not offer advanced placement to any student.

POLICY No. PAS 002: ACADEMIC AND PROFESSIONALISM POLICY

Students enrolled in the BU PA Program must maintain adherence to the program standard of academic performance and professionalism outlined in this policy. This policy addresses academic performance and requires academic standards, requirement for progression in the program, deceleration, remediation, probation, withdrawal, graduation requirements and policies for student grievances and appeals.

GRADUATION REQUIREMENTS

In order to graduate from the BU Physician Assistant Program and be awarded a Master of Medical Science in Physician Assistant Studies, a student must:

1. Successfully complete all coursework according to program-defined academic standards within 5 years.
2. Achieve a minimum cumulative GPA of 3.0 at program completion.
3. Successfully passed all components of the Summative Evaluation at the end of the clinical year, demonstrating all Student Learning Outcomes have been achieved.
4. Be in good professional standing with the program.
5. Complete the BU graduation application process.
6. Complete payment of tuition, program fees, graduation fees and outstanding university fees or library charges.

It is the responsibility of the student to make sure all degree requirements have been met to qualify for graduation. Graduating students must apply for their degree at the start of their final semester through the Registrar's Office.

GRADING CRITERIA

Grade	Grade Points
A	93-100%
A-	90-92%
B+	87-89%
B	83-86%
B-	80-82%
C+	77-79%
C	75-76%
F	<75%

A final score of 75% is required to pass all courses in the didactic and clinical years. Grades will be assigned based on the following percentages:

PROGRESSION REQUIREMENTS

Given the sequential nature of the curriculum, students are expected to complete each semester on time as a cohort. Progression will be a function of successfully passing all required course work in a unit, and the coursework for the unit will serve as the prerequisite requirement for the following unit.

Students may be allowed to progress within the PA program if they are in good academic standing, defined as earning a semester GPA of 3.0 or above.

The ability to progress in the program is subject to the discretion of the Academic Support and Remediation Committee (ASRC) for the following circumstances:

- A didactic student earning less than a semester GPA of 3.0 and is on academic probation.
- Earning one (1) final course grade of "C" during the didactic phase.
- A clinical student who has earned a final course grade below "C" in the clinical phase.

A student is subject to academic dismissal from the program for the following reasons:

- Earning one (1) final course grade below "C" during the didactic phase.
- Earning two (2) final course grades below "C" during the clinical phase.
- Failing to achieve a cumulative GPA of 3.0 or higher at the end of the didactic year (Term 5).
- Failing to pass one (1) or more elements of the Summative Examination in the clinical phase.
- Earning two or more semesters of probation.

1. If a student is remediating a course component, they may progress to the next term at the discretion of the ASRC.

2. If a student receives disciplinary action per the professionalism policy, such status will be reviewed at the end of each academic term by the ASRC, which will determine if the student will be allowed to progress in the program.

3. For a student to progress from the didactic phase into the clinical phase, he or she must have a cumulative GPA of 3.0 or higher and be recommended for advancement by the ASRC.

**A student receiving a negative progression decision may appeal such a decision by submitting a written letter of appeal to the Academic Support and Remediation Committee within seven (7) business days of receiving written notification of such decision.

The program director is responsible for confirming the eligibility of a student to sit for the Physician Assistant National Certification Exam (PANCE) following graduation. Such eligibility is based on the successful completion of the program's curricular requirements and the Academic and Professionalism Progress Committee's positive recommendation on such student's preparedness for the exam.

PROBATION

Probation is formal recognition of substandard performance in the program. It serves as an encouragement towards satisfactory performance, an official means to communicate the gravity of a student's academic or professional situation, and a means of identifying students at risk of being dismissed from the program for failing to meet learning objectives, course outcomes, or program standards. Students may be placed on probation as determined by the progression requirements above. If a student has been placed on probation by the ASRC, the director of didactic education or director of clinical education will present the student with a letter indicating that the student has been formally placed on probation. A copy of this letter will be sent to the BU Registrar's office, the program director, and the student's academic advisor. As a result of being placed on probation:

1. The director of didactic education, the academic advisor, and the student will meet within the first week of the regularly scheduled class after receipt of such a letter. Formal documentation will be entered into the student's academic records noting status, expected outcomes, revised remediation plans, expected timelines, and clearly established consequences for the student's failing to remediate probationary discrepancies.

2. Every student will meet regularly with their academic advisor to monitor progress. The timing/frequency of such meetings will be determined at the sole discretion of the advisor.

3. Every student will meet regularly with the course director of the course in which they are failing to meet academic success. The timing/frequency of such meetings will be determined at the sole discretion of the course director.

4. Students must follow the steps outlined in the "Formal Remediation" section of this policy as applicable to the circumstance of academic probation.

5. Academic and professionalism probation may be disclosed in any final verifications of training, employment letters, applications for state medical licensure, and any letters of reference from the BU PA program.

6. An individual student's academic advisor must approve the student's involvement in extracurricular activities and campus events.

A student may be removed from probation at the discretion of the ASRC under the following circumstances:

1. The student successfully completes the subsequent grading period without earning any grades below a "B" while maintaining a cumulative GPA above 3.0 and/or
2. The student successfully remediates, demonstrating significant improvement in professionalism discrepancies or substandard academic performance.

If a student is removed from probation, the director of didactic education or the director of clinical education will present the student with a letter of formal notification that he or she has been removed from probation status. A copy of this letter will be sent to the BU Registrar's office, the program director, and the student's academic advisor. Should a student not satisfactorily improve through informal or formal remediation, they will be referred to the ASRC for consideration of dismissal from the program in accordance with the progression requirements established in this policy.

EXAMINATIONS

Grading policies and procedures are identified within the course syllabi for each course. Exams must be taken at the scheduled time, and any student who fails to follow this policy will be assigned a zero (0) score for such an exam. In the event of a student's excused absence (see Student Attendance Policy), the student must notify the course director before the scheduled examination or, if unable to do so, as soon as possible thereafter to request an alternate time to take the exam. Notifying the course director of an absence does not guarantee that the absence will be excused (see Student Attendance Policy). Examinations missed for unexcused reasons will receive a zero ("0") score, are considered "failed," and are not eligible for retake or remediation. Students will not request changes in the examination schedule.

Time allocated for examinations will not be extended if a student arrives late. Should a student believe that their tardiness resulted from a legitimate unforeseen event, such a student has two choices:

1. The student may proceed to the testing site and complete the exam in the remaining time allotted.
2. The student may inform the course director about their tardiness or absence as soon as possible to determine if their tardiness is considered "excused." If deemed unexcused, the student will be given a zero (0) score for the examination.

Any allowed makeup exam for an excused absence must be taken within five (5) weekdays of the original exam date. The course director will determine the time and location of the makeup exam. Although makeup examinations will test the same knowledge content as the original examination, the style and type of questions may differ as determined by the course director.

Every exam will have a proctor, and PA students must follow all the proctor's instructions. Examinations must be completed within the allotted time given. No extensions will be granted.

All personal items and electronic devices, including but not limited to headphones, earbuds, cellular phones, smart watches, laptop computers, or any other electronic devices, must be turned off and placed securely in a designated location before the examination. Failure to abide by this policy will result in the student being asked to leave the examination with a recorded zero (0). Exclusions may be granted based on necessary accommodations.

Most exams will be administered in the PA suite. Students are not permitted to leave the exam site at any time during an exam. Students who browse the web or look at any other resources during an exam will be considered in violation of the Academic Integrity Policy.

Reproducing examination items in any manner (e.g., written, verbal, electronic, etc.) will be considered cheating and a violation of the Academic Integrity Policy.

Test grades will not be reported to the class until all class members have taken the exam.

At the discretion of each course director, a post-examination review may be performed only after every student has completed the examination, the examination has been statistically analyzed, and the scores validated and finalized. The post-examination review is only for informational purposes to provide feedback to students on highly missed exam items and clarification of measured objectives. The topic of grade changes will not be entertained at any post examination review session. For a more detailed post-examination review or feedback, students may individually schedule time with the course director within seven (7) business days of an examination.

REMEDIATION

Remediation refers to any additional training, supervision, or educational assistance beyond the required instruction and training provided to the cohort. The remediation process is designed to improve the student's knowledge, skills, and professional attributes needed to meet or exceed the graduation requirements successfully. The goal of remediation is to promptly identify and address areas of academic, clinical, or professional deficiencies and collaborate with students for improved outcomes. Remediation may be classified as either informal or formal, as delineated below.

Informal Remediation: This first step in the remediation process begins when warning signs arise, signifying the potential for a student not to meet learning objectives or course outcomes related to knowledge, skill, or professional attributes. This informal remediation allows faculty and students a means to communicate outside regular class periods to improve student understanding and performance. Faculty involved in informal remediation are encouraged to document the student's strengths, deficiencies, expectations for improvement, observations, and progress. This documentation is not intended to become a permanent part of the student's records unless satisfactory progress is not achieved, and the student moves from informal to formal remediation.

Formal Remediation: This step in the remediation process identifies students who are not successfully meeting the academic or professionalism standards established by the program, as listed below. Formal remediation will be initiated by the appropriate course director and coordinated through the director of didactic education, the director of clinical education, and the program director. This remediation process will be clearly documented to include the nature of such deficiency/deficiencies (e.g., medical knowledge; clinical skills; clinical reasoning and judgment; time management and organization; interpersonal skills and communication; professionalism; practice-based learning and improvement; systems-based practices; and/or mental well-being; etc.), the remediation plan, and the expected outcomes. During the remediation process, faculty will complete the Remediation Form, as described below. A clear timeline will be established for formal remediation monitoring and completion. Students who fail to progress towards successfully meeting the learning objectives, course outcomes, or program standards will be placed on academic probation and potentially dismissed from

the program as applicable according to the established policies and procedures.

Remediation During the Didactic Phase:

1. A grade of less than 75% demonstrates programmatic concern about the mastery of content for the assessment, and the student will be required to participate in a formal remediation plan to be considered for continuation in the program.

2. Formal remediation will, at a minimum, follow these steps:

a. The course director will meet with the student to review and identify deficiencies from the assessment.

b. The course director will consult with the associate program director to develop a remediation plan. The remediation plan may include, but is not limited to:

- i. Reading assignments
- ii. Review of lecture material
- iii. Individual focused faculty-lead tutoring
- iv. Mandated program-established tutoring programs

c. The course director will evaluate the student's proficiency upon completing the remediation plan. The assessment of proficiency in remediated subjects is at the discretion of the course director with the approval of the associate program director.

- i. If the student is re-examined for a change in grade, the final grade on any remediated assessment may not exceed 75%.
- ii. There will be a maximum of one (1) grade replacement per term. All other remediations that occur due to grades of less than 75%, will not result in a grade replacement after the one (1) grade replacement has already occurred.

d. The course director will complete the Remediation Summary Form, which outlines the remediation process and outcome(s) of the remediation effort. This documentation and any supporting documentation will become a part of the student's official file.

e. The course director will notify the director of didactic education, the associate program director, and the ASRC of the remediation efforts and outcomes.

3. All formal remediation must be completed within the established time frame as documented on the Remediation Summary Form.

4. Should a student fail to remediate a midterm, final exam, OSCE, or lab practical successfully, the student will be referred to the ASRC for review and consideration of action.

a. Failure to successfully remediate a final exam in any course may result in the dismissal from the program at the discretion of the ASRC.

b. In the event of a recommendation for dismissal based on the failure to score above 75% on a remediation assessment, the student may file a formal appeal per the Academic Appeals Policy.

Remediation During the Clinical Phase:

1. The remediation process for the clinical year mirrors the didactic year guidance with the following additions:

a. A student who earns less than 75% (failing score) for the preceptor evaluation of student performance on SCPE is required to repeat the affected clinical rotation with a new preceptor in the same specialty at the end of the clinical phase with selection of preceptor and site at the discretion of the director of clinical education.

i. Upon repeat of the failed rotation, the student is unable to achieve a preceptor evaluation of student performance grade at or above 75%, the student will fail this remediation rotation and be dismissed from the BU PA program.

ii. With a failing preceptor score, the student will receive an 'XF' on their transcript and this will only be replaced with a new grade if/when the student successfully receives a preceptor evaluation of student performance grade at or above 75%.

1. The 'XF' grade will be replaced with the final course grade to include the new preceptor evaluation score and the first attempt EOR exam score and first attempt SCPE deliverable scores.

b. A student who fails an End of Rotation (EOR) exam will automatically be allowed one remediated retest per SCPE before the final course grade is assigned.

i. Per PAEA guidelines, EOR retake examinations may not be completed sooner than 30 days after failure.

ii. Formal remediation for a failed EOR may include additional direct patient care under the supervision of a preceptor and is assigned at the discretion of the director of clinical education in collaboration with the ASRC.

iii. If the student scores a passing grade on their first attempted remediation exam, the recorded grade on the remediated exam shall be a 75%, as stated in the BU PA Program Remediation Policy.

iv. If a student fails the EOR exam on the second attempt, the student will earn an 'F' in the course and will be required to remediate the entire rotation, which will result in a delay in graduation. Subsequently, the student will incur all financial costs and burdens of completing the rotation a second time.

v. Students will not be allowed to repeat a rotation in place of an elective rotation. Should the rotation for remediation be an elective rotation, the student shall have to successfully complete a second rotation in that specialty in addition to the regular course requirements. Such required repeated elective rotation may result in the student not graduating on time. Subsequently, the student will incur all financial costs and burdens of completing the rotation a second time.

c. Students are responsible for ensuring completion of the minimum hour requirement per SCPE (135 hours) and failure to complete the

required minimum hours may result in failure of the SCPE. Subsequently, the student will incur all financial costs and burdens of completing the rotation a second time.

Remediation for the Summative Evaluation:

The BU PA program summative examinations include the end of curriculum examination and summative OSCE delivered in the last 4 months of the curriculum.

1. Students must earn a grade of greater than or equal to 75% on all elements of the summative evaluation.
2. Students earning a grade of less than 75% on any assessment item must remediate and successfully meet the student learning outcome reassessment with 75% or higher to graduate from the program.
 - a. Per PAEA guidelines, remediation of the end of curriculum examination may not occur any sooner than 60 days after initial failure.
3. Students will have two (2) additional attempts to earn a grade greater than or equal to 75% on the summative evaluations. It is important to note that the timing of remediation for this process may delay graduation.
4. A student who fails to earn a grade above 75% after the maximum allocated attempts will be dismissed from the program.

DECELERATION

The BU PA Program curriculum is designed to be delivered on a full-time basis to students in a cohort. The program must be completed on a full-time basis and students are not eligible to opt into deceleration. Program policies may result in program-required deceleration for an approved leave of absence as outlined below.

LEAVE OF ABSENCE

Students seeking a leave of absence from the BU PA Program must submit a written request to the Academic Support and Remediation Committee and the program director to obtain permission. Acceptable leave of absence requests are considered for personal, financial, or medical reasons and are not typically granted for academic reasons.

Didactic Phase:

For students requesting a leave of absence during the didactic year, the ASRC will make a recommendation to the program director, who makes the final decision regarding whether the leave of absence should be approved and the contingencies of returning to the program if approved. Students will either be required to rejoin the program in January with the next cohort or after the semester they most successfully completed with the next cohort.

Clinical Phase:

For students requesting a leave of absence during the clinical year, the ASRC will make a recommendation to the program director, who makes the final decision regarding whether the leave of absence should be approved and the contingencies of returning to the program if approved. Students will return to the program within one (1) year from the date their leave of absence commenced.

Additional Considerations:

1. Students may only be granted one (1) leave of absence for the program duration.
2. A leave of absence may be no more than 1 year in length. Anyone requiring longer than one year will have to reapply for the program, and their application will be treated in the same manner as all other applicants at that time.
3. A leave of absence will delay program completion, graduation, and registration for the Physician Assistant National Certifying Examination (PANCE).
4. If the leave of absence is granted, a date will be established by which the student must notify the program of their intent to resume the program.
 - a. Any student granted a leave of absence for a medical reason will be required to provide documentation from their medical provider that they may return to the program along with a letter of intent to resume the BU PA program. Both must be submitted to the program director.
5. A student with a leave of absence must handle all financial aid documents with the financial aid office and complete all documentation required by the bursar.
6. Any student granted a leave of absence will be required to complete a new background check and urine drug screen subject to the same review as other PA program matriculants within said cohort.
7. The ability of a student to return to the program outside of a January start will be contingent on the approval of the ARC-PA. Should the ARC-PA deny the program's application to exceed class size, the student will be unable to continue in the program.
8. A student who is denied a leave of absence by the program director may not appeal this decision.

PROFESSIONALISM

One of the goals of the BU Physician Assistant Program is to graduate healthcare providers who are clinically sound and well-respected professionals within the medical community. Professional behavior is an essential tenet of medical practice and physician assistant medical education. The Accreditation Council for Graduate Medical Education (ACGME) identifies professionalism as professional responsibilities, ethical principles, adherence, and sensitivity to a diverse patient population. Furthermore, because our graduates will be key healthcare team members, we acknowledge that professionalism within the medical training program will further develop providers who will communicate well and respect principles of honesty, confidentiality, and respect for others and the actions of others. Therefore, BU PA students must always exhibit professional behavior in all settings. Personal appearance and behavior are reflective of BU and the chosen profession of a physician assistant.

The following professionalism expectations are used to evaluate every student in the PA program. The program considers breaches of professional conduct to be equally important as academic deficiencies, and violations and/or concerns will be reviewed by the Academic Support and Remediation Committee and may result in disciplinary action.

Disciplinary action will proceed as follows:

1. Written warning and counseling from the faculty.

2. Written warning, counseling from the didactic or clinical director, and a student self-reflection.
3. Academic probation or non-academic probation and counseling with the program director.
4. Dismissal from the program.

National PA Competencies for Professionalism

Professionalism is the expression of positive values and ideals as care is delivered. Foremost, it involves prioritizing the interests of those being served above one's own. Physician assistants must acknowledge their professional and personal limitations. Professionalism also requires that PAs practice without impairment from substance abuse, cognitive deficiency, and/or mental illness. Physician assistants must demonstrate a high level of responsibility, ethical practice, sensitivity to a diverse patient population, and adherence to legal and regulatory requirements. Physician assistants are expected to demonstrate the following:

- Adhere to standards of care in the role of the PA in the health care team.
- Demonstrate compassion, integrity, and respect for others, including professional relationships with all other healthcare providers.
- Demonstrate responsiveness to patient needs that supersedes self-interest.
- Show accountability to patients, society, and the PA profession.
- Demonstrate cultural humility and responsiveness to a diverse patient population, including diversity in sex, gender identity, sexual orientation, age, culture, race, ethnicity, socioeconomic status, religion, and abilities.
- Show commitment to ethical principles pertaining to the provision or withholding of care, confidentiality, patient autonomy, informed consent, business practices, and compliance with relevant laws, policies, and regulations.
- Demonstrate commitment to lifelong learning and education of students and other healthcare professionals.
- Demonstrate commitment to personal wellness and self-care that supports the provision of quality patient care.
- Exercise good judgment and fiscal responsibility when utilizing resources.
- Demonstrate flexibility and professional civility when adapting to change.
- Demonstrate self-reflection, critical curiosity, and initiative.
- Implement leadership practices and principles.
- Demonstrate effective advocacy for the PA profession in the workplace and policymaking processes.

This was developed using the NCCPA's Competencies for the Physician Assistant (PA) Profession, and the BU PA program uses these guidelines as a part of the student's professional behavior expectations.

COMMUNICATION

All BU PA students will be assigned a BU email address. Important programmatic information and correspondence with students will occur frequently through email. The Bryant University PA Program will only send email notifications to each student's official Bryant University assigned email address.

Students are required to check their university email account at least once each morning and once each evening in both the didactic and

clinical phases of the program, regardless of your geographic location. This is mandatory to ensure timely receipt of important Program updates. PA Program Faculty and Staff respond to emails only between the hours of 8am-5pm. In the case of emergency, students are to contact program faculty or staff in person during regular hours, or via the phone numbers listed in Canvas outside of regular business hours.

SOCIAL MEDIA AND ELECTRONIC DEVICE USE

The following are guidelines established by Bryant University and the PA program regarding social media and electronic device use:

- Protect confidential, sensitive, and proprietary information. Do not post confidential or proprietary information about the university, staff, students, clinical facilities, patients/clients, or others with whom one has contact in the role of a BU P program student.
- Respect copyright and fair use. When posting, be mindful of the copyright and intellectual property rights of others and the university. For guidance, visit the University's Library site or seek consultation through the Copyright Office, Libraries.
- Do not use Bryant University or Physician Assistant Program marks, such as logos and graphics, on personal social media sites. Do not use Bryant University's name to promote or disparage a product, cause, political party, or candidate for public office.
- It is expected that during lectures and clinical time, use of devices employed for social media will be used only as authorized by the faculty. If the device is combined with a cell phone, it is expected that the cell phone aspect of the device will be silenced.
- No personal phone conversations or texting are allowed anytime in patient areas or the classroom. If the student needs to respond to an emergency text or phone call during class, the student is asked to leave the classroom and respond as deemed necessary.
- Use of computers (iPads, Notebooks, etc.) during class shall be restricted to notetaking and classroom activities. Using these devices is distracting for the involved student and those in the immediate area/vicinity.
- No student shall videotape and/or audiotape instructors or peers for personal or social media use without the express written permission of the faculty or fellow student. At NO time shall patients be videotaped or photographed without written permission of the patient/client and of the clinical preceptor.
- Students must be aware of their association with Bryant University in online social networks. If identified as a student of the university, he/she must ensure their profile and related content are consistent with BU policies. Furthermore, consideration of how social media postings portray students to potential colleagues, clients, and potential employers is imperative. Any personal points of view must be identified as those of the student and clearly avoid implying or aligning those as belonging to Bryant University.
- Health Insurance Portability and Accountability Act (HIPAA) guidelines must be always observed. Identifiable information concerning patients/caregivers/clinical rotations must not be posted in any online forum, social media, or website.

- Ultimately, the BU PA students have sole responsibility for what they post. Students must be wise about protecting themselves, others' privacy, and confidential information.
- Text messaging is not acceptable for communication with PA faculty or staff.
- BU PA faculty and staff members are not permitted to extend or accept social media requests to/from PA Program students. All students are expected to review and conform to the social media policy outlined in the BU Student Handbook.

USE OF LIKENESS

Bryant University and PA Program maintain an active marketing campaign, a website, as well as a social media presence. This is beneficial to the program and helps keep our clinical partners actively aware of what we do. As part of this practice, we frequently collect material relevant to the program for publication. This may involve Images of our students and faculty.

As part of the day-to-day operation of the PA Program students may be recorded on photograph, audio, or video. These images may be shared as part of the general marketing of the program. As part of attendance in the program students grant Bryant University, The PA Program, its directors, officers, employees, agents, and designees (collectively "PA Program") non-revocable permission to capture images and likenesses in photographs, videotapes, motion pictures, recordings, or any other media (collectively "Images").

Students acknowledge that the PA Program will own such Images and further grant the PA Program permission to copyright, display, publish, distribute, use, modify, print and reprint such Images in any manner whatsoever related to the PA Program business, including without limitation, publications, advertisements, brochures, web sites, or other electronic displays and transmissions thereof. Students waive any right to inspect or approve the use of the Image by the PA Program prior to its use. Students forever release and hold the PA Program harmless from any and all liability arising out of the use of the Images in any manner or media whatsoever and waive any and all claims and causes of action relating to use of the Images, including without limitation, claims for invasion of privacy rights or publicity.

Students may opt out of this agreement at any time by notifying the Program Manager. Once a student opts out, no Images of that student will appear in any material related to the PA Program.

STUDENT ATTENDANCE

Consistent attendance, punctuality, and class participation also reflect a student's professionalism and are considered academic standards. Attendance is required for all program lectures, activities, and clinical rotations for the PA Program at Bryant University. Repeated tardiness, excessive absences and unreported absences may result in make-up days, failed or incomplete courses or rotations, a delay in completion of the program, or other disciplinary action which may include dismissal from the program.

Didactic Phase Attendance

Students may accrue no more than one (1) pre-approved class day absence per term during the didactic phase of the program. Illness that results in missing more than one consecutive day (this includes missing a Friday followed by a Monday), must provide a clinician note indicating illness and excuse from school.

Pre-approved class day absences will NOT be granted for exam days, Objective structured clinical examination (OSCE) days and mandatory program events. Religious and non-religious holidays are not exempt from this policy.

All missed class material is the responsibility of the student, and the student must work with each course instructor to ensure assignments, quizzes and exams are completed in a timely fashion.

More than 4 absences may result in non-academic probation, deceleration, or dismissal as determined by the program.

Clinical Phase Attendance

Supervised Clinical Practice Experiences (SCPEs) vary in start times, duration, end times, and call requirements. Students are expected to be present during all days and times a scheduled rotation is open, or as outlined by the preceptor. Students must attain at least an average of 30 hours per week of clinical time. Students should never decline to work outside of normal worktimes, weekends, nights, and on call if that is part of the rotation. There is no maximum number of hours a PA Student may work.

Students are prohibited from requesting time off from preceptors during a rotation. In the event a student will be absent from a program activity, they must notify the BU PA program coordinator or director of clinical education by phone or voicemail as soon as possible by calling (401)-232-6556. The program will review all events of student absence to determine whether the absence will be excused.

Students may accrue no more than one (1) pre-approved rotation day absence per term during the clinical phase of the program. Illness that results in missing more than one consecutive day (this includes missing a Friday followed by a Monday), must provide a clinician note indicating illness and excuse from rotation. For the clinical phase, each term is composed of 3 rotation blocks.

Pre-approved rotation day absences will NOT be granted for EOR days, OSCE days and mandatory program events.

Missed rotation time is the responsibility of the student to make up prior to the completion of the rotation. If the student is unable to do so, then the requirements for SCPE completion have NOT been met and the student may be required to repeat the rotation.

More than 1 absence per term will result in a course professionalism grade reduction, mandatory remediation, nonacademic probation, deceleration, or dismissal as determined by the program.

If a student fails to meet the attendance requirements of the rotation, the student will be required to repeat the entire rotation. This will delay graduation, and additional costs will be incurred by the student to account for the need of an additional rotation.

Protocol for reporting an unexpected absence:

- Any student missing a clinical day for unexpected events (e.g., illness) must notify the clinical preceptor of the absence as soon as possible on the day of absence.
- The student will make every reasonable effort to contact the clinical preceptor or the clinical site to confirm the message is received and the expected return date.
- The student must also notify the director of clinical education (DCE) on the day of absence.

- An Absence Report Form must be submitted to the DCE within two (2) business days following the return from the unanticipated absence.

Protocol for reporting an expected absence:

- If aware of the absence in advance, students are required to notify the DCE at their earliest opportunity in advance of the absence by submitting an Absence Report Form.
- Once the DCE signs the Absence Report Form, the student must then take the form to their clinical preceptor for approval.
- Once the preceptor signs, the student will return the form to the DCE, where it will be placed in the student's file.

Consequences for non-compliance:

1. First failure to notify the director of clinical education and/or preceptor of absence: *

- A written professionalism warning will be issued.
- Counseling session with the DCE to address concerns and develop strategies for improvement.

2. Subsequent failures to notify the director of clinical education and/or preceptor of absence: *

- Academic probation status will be assigned.
- Counseling session with the program director to discuss the implications of academic probation and develop a plan for improvement.

3. Failure to attend Call-Back Days (CBD), exam days, OSCEs or Summative Evaluation: *

- Extenuating circumstances that may warrant an absence from CBDs, exam days, OSCEs or summative evaluation will be considered by the director of didactic education or the director of clinical education and program director on a case-by-case basis.
- If a student is absent without extenuating circumstances, or the circumstances are not approved, the student will receive a zero (0) for the activity, non-academic probation, and consideration for dismissal from the PA program by the ASRC. The decision for dismissal will be made after a thorough review by the ASRC, considering the student's overall academic performance, professional conduct, and efforts to remedy attendance issues.

* Additional work may be required to meet specific time requirements for the rotation. Students may be required to make up shifts due to absences, which may delay graduation.

Process:

1. Documentation:

- The preceptor evaluation of the student encourages preceptors to document any absence of the PA student during a rotation.
- Instances of non-compliance with the attendance policy will be documented and communicated to the DCE.

2. Notification:

a. Students will be promptly notified of attendance concerns, warnings, and the initiation of academic probation.

3. Counseling:

a. Counseling sessions will be conducted with the aim of understanding the root causes of attendance issues and collaboratively developing strategies for improvement.

ADVERSE ACADEMIC ACTIONS

Incomplete Grades

The temporary grade of "I" can only be awarded in cases where a student has completed and passed the majority of the work required for a course but, for reasons beyond the student's control, the entirety of the coursework cannot be completed in the timeframe of the term enrolled.

Incomplete grades are awarded at the discretion of the course director. Incomplete grades should only be assigned when, in the course director's judgment, it is feasible for the student to complete the coursework while not enrolled and without attending additional class meetings to complete course requirements. The course director will determine the length of time a student will have to complete the required coursework, not to exceed 30 business days. An Incomplete will not be given as a substitute for a failing grade or because a student failed to complete assignments over the course of the academic term. To award a grade of "Incomplete," a course director corresponds with the Office of the Registrar to assign this grade.

A grade of "I" will be factored into a student's grade point average with hours carried and no quality points. If the student fails to complete the required coursework in the time allotted, the grade of "I" will convert to an "F" and will be on the transcript permanently. Failing a course is grounds for program dismissal.

Withdrawal by Request of the Student

Students may initiate a voluntary withdrawal from the program at any time by writing a formal letter of resignation to the program director. It is recommended that students meet with their academic advisor and program director before initiating the withdrawal process.

To officially withdraw from BU, a Withdrawal Form must be completed online. The form is found in the student section of the banner along with instructions for submission of the form. The Office of the Registrar will process the withdrawal and remove the student from any current and/or future enrollments once the appropriate paperwork is fully executed and submitted. Such students are responsible for tuition and fees according to the Tuition and Fees Policy, which can be found on the BU PA program website. Note that all financial and university property obligations must be satisfied to prevent "holds" from being placed against the student's academic records. Such holds normally prevent transcript requests from being processed and can prevent future registration for classes.

BU will request student input regarding reasons for withdrawal, including any problems that may have caused the withdrawal decision. Students may be contacted as part of an effort to improve student services. Due to the nature of the PA program, withdrawal from an individual course will not be permitted because it does not meet the program's outlined progression requirements described above.

Withdrawal by Request of the Program

Bryant University reserves the right to require the withdrawal of a student whose conduct, general attitude, and/or influence is considered harmful

to the university. Such administrative withdrawals or suspensions are handled through the program director, the Directors of the College of Health and Behavioral Sciences, and the Provost.

ACADEMIC INTEGRITY

"Academic Dishonesty" is the transfer, receipt, or use of academic information, or the attempted transfer, receipt, or use of academic information in a manner not authorized by the instructor or by university rules. It includes, but is not limited to, cheating and plagiarism as well as aiding or encouraging another to commit academic dishonesty.

"Cheating" is defined as wrongfully giving, taking, or presenting any information or material borrowed from another source, including the Internet, by a student with the intent of aiding himself/herself or another in academic work. This includes, but is not limited to a test, examination, presentation, experiment, or any written assignment which is considered in any way in the determination of the final grade.

"Plagiarism" is the taking or attempted taking of an idea, a writing, a graphic, music composition, art or datum of another without giving proper credit and presenting or attempting to present it as one's own. It is also taking written materials of one's own that have been used for a previous course assignment and using it without reference to it in its original form.

Academic Dishonesty and Plagiarism include but is not limited to:

- Submitting an assignment that has been wholly or partially created by another person.
- Presenting as your own work, the ideas, representations, research, or words of another person without proper acknowledgement (citation) of sources.
- Use of generative artificial intelligence such as ChatGPT without explicit permission of instructor
- Knowingly permitting your work to be submitted by another student as if it were her or his own work.
- Submitting identically, or substantially, the same assignment to fulfill the requirements of two separate courses.
- Copying from another student's examination, term paper, homework, or lab report.
- Misappropriation of examination materials or information.
- Unauthorized communication with another student during or about quizzes.
- Unauthorized access to or the use of the computerized work of others.
- Falsification of data for research projects.
- Turning in another student's name on an assignment when the student failed to contribute

Violations of this policy will result in academic discipline, up to and including expulsion from the University. Since physician assistant students will be making decisions as future licensed professionals that affect their patients' lives, foundational ethical integrity is a core principle of the program. The BU PA program is committed to a zero-tolerance policy for any academic dishonesty and/or ethical infractions.

When a problem related to the above cannot be resolved at the program level, the Program Director will determine if the offense should be forwarded to the University Provost, Department of Public Safety or other applicable department for investigation. The student will also be referred to the Academic Support and Remediation Committee (ASRC). This office will review the case and make a determination that could include probation, suspension, or dismissal from the program and university.

Probation, suspension or dismissal decisions may be appealed to the Office of the Provost.

Procedure for Reporting an Academic Integrity Violation:

1. It is the responsibility of the course director to certify that academic assignments are independently mastered sufficiently to merit course credit. The responsibility of the student is to independently master academic assignments, refrain from acts of academic dishonesty, and refuse to aid or tolerate the academic dishonesty of others.
2. If an instructor or course director determines that the student is guilty of academic dishonesty, the course director must discuss the matter with the student. The course director then completes the Academic Violation Form, which should include evidence and other necessary documentation, and submits it to the Academic Support and Remediation Committee (ASRC). The ASRC will determine the appropriate penalty: either a grade of zero (0) on the assignment in question, academic probation status assigned or a grade of F in the course, which would result in dismissal from the PA program. The student will designate whether he/she accepts the penalty for the violation of the dishonesty policy or wishes to appeal the instructor's decision. If a student elects to appeal, the appeal due date line must be completed on the Academic Violation Form. (See the Appeals section below for more information regarding the appeals process).
3. Upon completion of the academic integrity violation investigation, the course director forwards the Academic Violation Form to the Registrar's Office for placement in the student's permanent record. The student is then permanently disbarred from membership in any honorary society and is permanently ineligible for any BU honor list, pi alpha induction and international rotations. The Registrar will forward copies of the Academic Violation Form to the student, the faculty member, the program director, and the Director of the School of Health and Behavioral Sciences. Not appealing when the form is first completed or by the appeal due date will be taken as an admission of guilt, except under compelling circumstances to be determined at the sole discretion of the Provost.
4. A second violation of the Academic Integrity Policy will result in dismissal from the program. There is no appeal process for a second violation of this policy.

The PA Program follows the BU policies for academic integrity.

ACADEMIC AND PROFESSIONALISM GRIEVANCES

Procedures for PA Students Appealing Course Grades

1. The first level of appeal for a student who is dissatisfied with a grade received is to the course director assigning the grade. The student should contact the course director to explain the basis of dissatisfaction, and the instructor should explain the basis for the grade. This meeting should be face-to-face; however, the course director may allow other forms of communication (via telephone or email). The student must request this interview in writing to the course director within two (2) days of the posting of the final grade. Once the faculty member has received the request, the interview (or other communication) must be scheduled within seven (7) days of the student's request.
- a. Failure by the faculty member to respond to the student's request within the established time will be considered a violation of the university policy.

b. Failure of the student to appear at the scheduled interview ends the appeals procedure.

c. If the student has not been contacted by the course director within 30 days of mailing the appeal, the student should file the appeal directly with the director of didactic education or the director of clinical education.

2. If the student wishing to appeal a final course grade is still dissatisfied after an interview (or other agreed-upon communication) with the professor, the student should then submit a written statement to the program director within two (2) days of the interview. This should contain the reasons for dissatisfaction and the specific changes the student regards as fair and desirable. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred.

a. Within seven (7) days of receiving the written appeal, the program director will notify the professor, the student, and the Registrar of the program director's decision.

b. When, in the opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal and promptly notify the student without taking further action.

c. When, in the opinion of the program director, a student's appeal raises reasonable doubt as to whether a mistake or malfeasance has occurred, the program director shall appoint, within seven (7) days, an ad hoc review committee of three (3) faculty members whom the program director considers most nearly competent in the subject matter. This committee will meet and issue a decision in writing to the program director, professor, and student within seven (7) days of the request. Both the course director and student should be asked to bind themselves in advance to accept the committee's decision.

3. If the student files the initial request at a time other than during a major term and if the course director or program director is not available during that time, all the foregoing time requirements will begin with the first day of class in the next major term. In extreme or unusual circumstances regarding the timeliness of the appeals process, the Director of the School of Health and Behavioral Sciences will make the final determination.

Procedures for Appealing Academic Integrity Violation

1. The student who wishes to appeal an academic integrity violation should submit his/her appeal in writing to the program director by the appeal due date indicated on the Academic Violation Form, which is within two (2) regularly scheduled class days after the completion date of the Academic Violation Form. This statement should contain the reasons for which the student is appealing to the professor who completed the form's decision. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred. Within seven (7) regularly scheduled class days of receiving the written appeal, the program director will notify in writing both the professor and the student of the decision. If the program director is the one who files the Academic Violation Form, then the student must appeal to the Director of the School of Health and Behavioral Sciences.

2. When, in the opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal without taking further action. When, in the opinion of the program director, a student's appeal raises a reasonable doubt as to whether a mistake or malfeasance has occurred, the program director will meet with the professor and with the student and render a decision within seven (7) regularly scheduled class days of the receipt of the appeal. If the decision favors granting the student's appeal, the program director

may request that the Registrar remove the Academic Violation Form from the student's record. The program director will notify both the student and the professor of this action.

3. Any student who has exhausted the remedies under the procedures outlined above may appeal the entire matter to the Academic Integrity Board in writing within two (2) regularly scheduled class days of receiving the response from the program director.

a. Upon receipt of the appeal, the Academic Integrity Board will review the matter and issue a decision. The Academic Integrity Board has the authority to sustain the instructor's decision, overturn the instructor's finding of Academic Integrity violation and/or penalty or impose additional sanctions beyond those imposed by the instructor, including, but not limited to, placing the student on probationary status, or recommending to the Provost that the student be suspended or dismissed from the university.

b. A decision reached at an Academic Integrity Board hearing may be appealed by the student(s) to the Provost within five (5) business days of the decision. Such appeals shall be in writing.

i. Unless the appeal is on the basis of new information, an appeal shall be limited to a review of the hearing and supporting documents for one or more of the following purposes:

1. To determine whether the Academic Integrity Board Hearing was conducted fairly in light of the violations and information presented, and in conformity with prescribed procedures. Deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.

2. To determine whether the sanction(s) imposed were appropriate for the academic integrity violation which the student was found to have committed.

3. To consider new information, sufficient to alter a decision or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.

ii. If an appeal is granted by the Provost, he or she has the right to make the following decisions based on the appeal hearing:

1. to accept and enforce the original sanction given to the accused student
2. to make the original sanction more stringent
3. to lower or lessen the original sanctions
4. order a new hearing for the accused

iii. The Provost shall notify the student and the Academic Integrity Board in writing of his or her final decision within five (5) business days of receiving the student appeal request unless special circumstances make that impossible.

Procedures for Appealing a Professionalism Violation

1. The student who wishes to appeal a professionalism violation should submit his/her appeal in writing to the program director within two (2) regularly scheduled class days. This statement should contain the reason(s) why the student is appealing the professionalism violation. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred. Within seven (7) regularly scheduled class

days of receiving the written appeal, the program director will notify both the instructor and the student of the decision in writing. If the program director is the one who issues the violation, then the student must appeal to the Director of the School of Health and Behavioral Sciences.

2. When, in the sole opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal without taking further action. When, in the opinion of the program director, a student's appeal raises a reasonable doubt as to whether a mistake or malfeasance has occurred, the program director will meet with the instructor and with the student and render a decision within seven (7) regularly scheduled class days of the receipt of the appeal. If the decision favors granting the student's appeal, the program director may request that the violation be removed from the student's record. The program director will notify both the student and the professor of this action.

Note: During the appeals process, the student may continue to attend the class in which the violation occurred

STUDENT EMPLOYMENT

Employment by the student while enrolled in the program, while not prohibited, is strongly discouraged. The program is one of intense study with educational activities routinely scheduled from Monday through Friday 8am to 5pm during the didactic year (not including independent study) and becomes even more rigorous and time intensive during clinical rotations the following year. Absences secondary to work are not considered excused. Unexcused absences are considered unprofessional behavior and may result in grade penalties and potential deceleration and/or dismissal if professional and academic standards are not met. Students who have been placed on Academic Probation are prohibited from working during their time on probation. Non-adherence to this policy will risk immediate dismissal. Students are not required to work for the Physician Assistant program.

HARASSMENT

Bryant University is committed to maintaining a working and learning environment which supports respect for the individual and for academic freedom, where all members of the community can work and learn in an atmosphere that is free from sexual or other types of harassment. It is the policy of Bryant University that no member of the University community, including faculty, staff, students, volunteers, interns, and third-party contractors, may subject another to sexual or any other type of harassment.

Harassment on the basis of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status undermines the basic principles of the Bryant community and will not be tolerated.

Harassment includes but is not limited to unwelcome verbal, electronic and/or physical conduct directed toward an individual or regarding an individual's race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status that has the purpose or effect of humiliating and/or intimidating an individual or hindering and/or interfering with work performance, academic status, or college life. In particular, sexual harassment is defined as unwanted sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature where: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status; or

submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment in which to work or learn.

Bryant University considers harassment a very serious matter. Any person found to be engaging in harassment, including sexual harassment, or who aids and abets or incites such conduct, will be subject to disciplinary action, up to and including termination of employment or expulsion from an educational program of the University. Further, any retaliation against an individual for filing a complaint or for cooperating in an investigation of such a complaint is similarly prohibited and will not be tolerated.

Reporting Procedures

Bryant University encourages the reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. To encourage persons to come forward, the University provides several channels of communication, information, and complaint resolution as outlined below.

Information, Counseling and Advocacy

Anyone may seek advice, information or counseling on any matter, including matters relating to harassment, without having to lodge a complaint. Names and telephone numbers of these resources are listed below:

Counseling Services: 401-232-6045

Health Services: 401-232-6220

Student Affairs: 401-232-6046

Vice President of Student Affairs/Dean of Students: 401-232-6046

Associate Vice President for Human Resources: 401-232-6011

The full policy and reporting procedures can be found on the Bryant Website.

Informal Complaint Process

Either verbally or in writing, notify the offender firmly and promptly that his or her behavior is unwelcome. While dealing informally with a problem of harassment may resolve the matter more expeditiously and more confidentially, no action can be taken by the University when it is not aware of the harassing conduct. Hence, informal complaint procedures should not be used for severe or habitual cases of harassment.

Formal Complaint/Reporting Process

When a formal complaint is received, the University will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.

The investigation will include a private interview with the person(s) filing the complaint and with witnesses. The person(s) alleged to have committed harassment would also be interviewed. When the investigation has been completed, the results of that investigation, to the extent appropriate, will be shared with the person filing the complaint and the person alleged to have committed the conduct. If it is determined that inappropriate conduct has occurred, the University will act promptly

to eliminate the offending conduct, and where appropriate, will impose disciplinary action.

DISABILITY SERVICES

In compliance with federal law, Bryant University supports students who self-identify with disabilities and provide documentation of their disability from an appropriate source. Bryant University's Academic Center for Excellence (known on campus as ACE) offers a variety of support services – from math tutoring to writing assistance – to students of all levels and majors.

The PA program encourages students with disabilities and those in need of accommodations to make an appointment with the appropriate office in order to develop and implement an individualized plan to receive appropriate support services. Students should reach out to the appropriate department before enrollment in the program or upon starting the semester.

Professional staff members will serve as advocates and will assist those students with disabilities to receive equal access to all University programs and services. It is the responsibility of the student to contact the appropriately designated individual listed below to inquire about accommodations.

For physical disability services, contact:

- John Denio, Assistant Vice President for Student Services and Administration
- Phone: (401) 232-6046
- TDD: (401) 231-2860

If you have a permanent or temporary physical disability and would like a handicapped parking pass, contact:

Department of Public Safety, (401) 232-6001.

For behavioral health and psychiatric disorders contact:

- Noelle Harris, Ph.D., Director, Office of Counseling Services
- Phone: (401) 232-6045

For learning disabilities, attention deficit disorders, and autism spectrum disorders contact:

- Marie Saddlemire, Director, Accessibility Services
- Phone: (401) 232-6532

Policies and procedures for progression in and completion of the program

Class of 2028 Manual Link:

Bryant University PA Program Handbook CO 2028 (updated 2025).pdf

For students starting in January 2026

The policies, procedures, practices and processes for Bryant University's Physician Assistant Program (BU PA program), Class of 2028 are listed below. This is in accordance with the Class of 2028 Physician Assistant Student Handbook.

Program Policies

Program policies apply to all students, principal faculty and the program director regardless of location. The program informs students of program

policies and practices by posting the PA Program Student Handbook to canvas.

POLICY No. PAS 001: ADMISSIONS POLICY

Although no specific preference in admission or enrollment is given to any specified individuals or groups, the follow agreements exist with the Bryant University School of Health Sciences and the Bryant University PA Program:

The Physician Assistant Studies program has agreed to reserve two seats in each new cohort of PA students for qualified Bryant undergraduate students. Bryant undergraduates who have applied to the PA program and who meet all published minimum criteria for admission to the PA program, will be extended a one-time offer to interview for a seat in the incoming PA class. Admission to the PA program is contingent upon a successful in-person interview and recommendation for admittance by the PA Admissions Committee.

This policy will be provided on the website and updated as necessary, however, no changes to this policy will take effect between the annual opening of each CASPA Cycle and 01 October of the same year.

After acceptance to the Bryant University PA program, it is expected that all matriculants complete BLS certification prior to enrollment. Students are responsible for maintaining BLS certification throughout their education in the BU PA program. A lapse in BLS certification may result in inability to progress through the program and/or delay in graduation.

The BU PA program does not offer advanced placement to any student.

POLICY No. PAS 002: ACADEMIC AND PROFESSIONALISM POLICY

Students enrolled in the BU PA Program must maintain adherence to the program standard of academic performance and professionalism outlined in this policy. This policy addresses academic performance and required academic standards, requirement for progression in the program, deceleration, remediation, probation, withdrawal, graduation requirements and policies for student grievances and appeals.

GRADUATION REQUIREMENTS

In order to graduate from the BU Physician Assistant Program and be awarded a Master of Medical Science in Physician Assistant Studies, a student must:

1. Successfully complete all coursework according to program-defined academic standards within 5 years.
2. Achieve a minimum cumulative GPA of 3.0 at program completion.
3. Successfully passed all components of the Summative Evaluation at the end of the clinical year, demonstrating all Student Learning Outcomes have been achieved.
4. Be in good professional standing with the program.
5. Complete the BU graduation application process.
6. Complete payment of tuition, program fees, graduation fees and outstanding university fees or library charges.

It is the responsibility of the student to make sure all degree requirements have been met to qualify for graduation. Graduating students must apply for their degree at the start of their final semester through the Registrar's Office.

GRADING CRITERIA

A final score of 75% is required to pass all courses in the didactic and clinical years. Grades will be assigned based on the following percentages: A (93-100%); A- (90-92%) B+ (87-89%); B (83-86%); B- (80-82%); C+ (77-79%); C (75-76%); F (<75%).

PROGRESSION REQUIREMENTS

Given the sequential nature of the curriculum, students are expected to complete each semester on time as a cohort. Progression will be a function of successfully passing all required course work in a unit, and the coursework for the unit will serve as the prerequisite requirement for the following unit.

Students may be allowed to progress within the PA program if they are in good academic standing, defined as earning a semester GPA of 3.0 or above.

The ability to progress in the program is subject to the discretion of the Academic Support and Remediation Committee (ASRC) for the following circumstances:

- A didactic student earning less than a semester GPA of 3.0 and is on academic probation.
- Earning one (1) final course grade of "C" during the didactic phase.
- A clinical student who has earned a final course grade below "C" in the clinical phase.
- Receiving preceptor feedback from a SCPE that constitutes a professionalism or safety concern and/or violation.

A student is subject to academic dismissal from the program for the following reasons:

- Earning one (1) final course grade below "C" during the didactic phase.
- Earning two (2) final course grades below "C" during the clinical phase.
- Failing to achieve a cumulative GPA of 3.0 or higher at the end of the didactic phase (Term 5).
- Failing to pass one (1) or more elements of the Summative Examination in the clinical phase.
- Earning two or more semesters of probation.

1. If a student is remediating a course component, they may progress to the next term at the discretion of the ASRC.

2. If a student receives disciplinary action per the professionalism policy, such status will be reviewed at the end of each academic term by the ASRC, which will determine if the student will be allowed to progress in the program.

3. For a student to progress from the didactic phase into the clinical phase, he or she must have a cumulative GPA of 3.0 or higher and be recommended for advancement by the ASRC.

*A student receiving a negative progression decision may appeal such a decision by submitting a written letter of appeal to the Academic Support and Remediation Committee within seven (7) business days of receiving written notification of such decision.

The program director is responsible for confirming the eligibility of a student to sit for the Physician Assistant National Certification Exam (PANCE) following graduation. Such eligibility is based on the successful completion of the program's curricular requirements and the Academic and Professionalism Progress Committee's positive recommendation on such student's preparedness for the exam.

PROBATION

Probation is formal recognition of substandard performance in the program. It serves as an encouragement towards satisfactory performance, an official means to communicate the gravity of a student's academic or professional situation, and a means of identifying students at risk of being dismissed from the program for failing to meet learning objectives, course outcomes, or program standards. Students may be placed on probation as determined by the progression requirements above. If a student has been placed on probation by the ASRC, the director of didactic education or director of clinical education will present the student with a letter indicating that the student has been formally placed on probation. A copy of this letter will be sent to the BU Registrar's office, the program director, and the student's academic advisor. As a result of being placed on probation:

1. The academic advisor and the student will meet within the first week of the regularly scheduled class or SCPE after receipt of such a letter. Formal documentation will be entered into the student's academic records noting status, expected outcomes, revised remediation plans, expected timelines, and clearly established consequences for the student's failing to remediate probationary discrepancies.
2. Every student will meet regularly with their academic advisor to monitor progress. The timing/frequency of such meetings will be determined at the sole discretion of the advisor.
3. Every student will meet regularly with the course director of the course in which they are failing to meet academic success. The timing/frequency of such meetings will be determined at the sole discretion of the course director.
4. Students must follow the steps outlined in the "Formal Remediation" section of this policy as applicable to the circumstance of academic probation.
5. Academic and professionalism probation may be disclosed in any final verifications of training, employment letters, applications for state medical licensure, and any letters of reference from the BU PA program.
6. An individual student's academic advisor must approve the student's involvement in extracurricular activities and campus events.

A student may be removed from probation at the discretion of the ASRC under the following circumstances:

1. The student successfully completes the subsequent grading period without earning any grades below a "B" while maintaining a cumulative GPA above 3.0 and/or
2. The student successfully remediates, demonstrating significant improvement in professionalism discrepancies or substandard academic performance.

If a student is removed from probation, the director of didactic education or the director of clinical education will present the student with a letter of formal notification that he or she has been removed from probation status. A copy of this letter will be sent to the BU Registrar's office, the program director, and the student's academic advisor. Should a student not satisfactorily improve through informal or formal remediation, they will be referred to the ASRC for consideration of dismissal from the program in accordance with the progression requirements established in this policy.

EXAMINATIONS

Grading policies and procedures are identified within the course syllabi for each course. Exams must be taken at the scheduled time, and any student who fails to follow this policy will be assigned a zero (0) score for such an exam. In the event of a student's excused absence (see Student Attendance Policy), the student must notify the course director before the scheduled examination or, if unable to do so, as soon as possible thereafter to request an alternate time to take the exam. Notifying the course director of an absence does not guarantee that the absence will be excused (see Student Attendance Policy). Examinations missed for unexcused reasons will receive a zero ("0") score, are considered "failed," and are not eligible for retake or remediation. Students will not request changes in the examination schedule.

Time allocated for examinations will not be extended if a student arrives late. Should a student believe that their tardiness resulted from a legitimate unforeseen event, such a student has two choices:

1. The student may proceed to the testing site and complete the exam in the remaining time allotted.
2. The student may inform the course director about their tardiness or absence as soon as possible to determine if their tardiness is considered "excused." If deemed unexcused, the student will be given a zero (0) score for the examination.

Any allowed makeup exam for an excused absence must be taken within five (5) weekdays of the original exam date. The course director will determine the time and location of the makeup exam. Although makeup examinations will test the same knowledge content as the original examination, the style and type of questions may differ as determined by the course director.

Every exam will have a proctor, and PA students must follow all the proctor's instructions. Examinations must be completed within the allotted time given. No extensions will be granted.

All personal items and electronic devices, including but not limited to headphones, earbuds, cellular phones, smart watches, laptop computers, or any other electronic devices, must be turned off and placed securely in a designated location before the examination. Failure to abide by this policy will result in the student being asked to leave the examination with a recorded zero (0). Exclusions may be granted based on necessary accommodations.

Most exams will be administered in the PA suite. Students are not permitted to leave the exam site at any time during an exam. Students who browse the web or look at any other resources during an exam will be considered in violation of the Academic Integrity Policy.

Reproducing examination items in any manner (e.g., written, verbal, electronic, etc.) will be considered cheating and a violation of the Academic Integrity Policy.

Test grades will not be reported to the class until all class members have taken the exam.

At the discretion of each course director, a post-examination review may be performed only after every student has completed the examination, the examination has been statistically analyzed, and the scores validated and finalized. The post-examination review is only for informational purposes to provide feedback to students on highly missed exam items and clarification of measured objectives. The topic of grade changes will not be entertained at any post examination review session. For a more detailed post-examination review or feedback, students may individually schedule time with the course director within seven (7) business days of an examination.

REMEDIATION

Remediation refers to any additional training, supervision, or educational assistance beyond the required instruction and training provided to the cohort. The remediation process is designed to improve the student's knowledge, skills, and professional attributes needed to meet or exceed the graduation requirements successfully. The goal of remediation is to promptly identify and address areas of academic, clinical, or professional deficiencies and collaborate with students for improved outcomes. Remediation may be classified as either informal or formal, as delineated below.

Informal Remediation: This first step in the remediation process begins when warning signs arise, signifying the potential for a student not to meet learning objectives or course outcomes related to knowledge, skill, or professional attributes. This informal remediation allows faculty and students a means to communicate outside regular class periods to improve student understanding and performance. Faculty involved in informal remediation are encouraged to document the student's strengths, deficiencies, expectations for improvement, observations, and progress. This documentation is not intended to become a permanent part of the student's records unless satisfactory progress is not achieved and the student moves from informal to formal remediation.

Formal Remediation: This step in the remediation process identifies students who are not successfully meeting the academic or professionalism standards established by the program, as listed below. Formal remediation will be initiated by the appropriate course director and coordinated through the director of didactic education, the director of clinical education, and the program director. This remediation process will be clearly documented to include the nature of such deficiency/deficiencies (e.g., medical knowledge; clinical skills; clinical reasoning and judgment; time management and organization; interpersonal skills and communication; professionalism; practice-based learning and improvement; systems-based practices; and/or mental well-being; etc.), the remediation plan, and the expected outcomes. During the remediation process, faculty will complete the Remediation Form, as described below. A clear timeline will be established for formal remediation monitoring and completion. Students who fail to progress towards successfully meeting the learning objectives, course outcomes, or program standards will be placed on academic probation and potentially dismissed from

the program as applicable according to the established policies and procedures.

Remediation During the Didactic Phase:

1. An exam grade of less than 75% demonstrates programmatic concern about the mastery of content for the assessment, and the student will be required to participate in a formal remediation plan to be considered for continuation in the program.
2. Formal remediation will, at a minimum, follow these steps:
 - a. The course director will meet with the student to review and identify deficiencies from the assessment.
 - b. The course director will consult with the associate program director to develop a remediation plan. The remediation plan may include, but is not limited to:
 - i. Reading assignments
 - ii. Review of lecture material
 - iii. Individual focused faculty-lead tutoring
 - iv. Mandated program-established tutoring programs
 - c. The course director will evaluate the student's proficiency upon completing the remediation plan. The assessment of proficiency in remediated subjects is at the discretion of the course director with the approval of the associate program director.
 - i. If the student is re-examined for a change in grade, the final grade on any remediated assessment may not exceed 75%.
 - ii. There will be a maximum of one (1) grade replacement per term. All other remediations that occur due to grades of less than 75%, will not result in a grade replacement after the one (1) grade replacement has already occurred.
 - d. The course director will complete the Remediation Summary Form, which outlines the remediation process and outcome(s) of the remediation effort. This documentation and any supporting documentation will become a part of the student's official file.
 - e. The course director will notify the director of didactic education, the associate program director, and the ASRC of the remediation efforts and outcomes.
3. All formal remediation must be completed within the established time frame as documented on the Remediation Summary Form.
4. Should a student fail to remediate a midterm, final exam, OSCE, or lab practical successfully, the student will be referred to the ASRC for review and consideration of action.
 - a. Failure to successfully remediate a final exam in any course may result in the dismissal from the program at the discretion of the ASRC.
 - b. In the event of a recommendation for dismissal based on the failure to score above 75% on a remediation assessment, the student may file a formal appeal per the Academic Appeals Policy.

Remediation for the Summative Evaluation:

The BU PA program summative examinations include the end of curriculum examination and summative OSCE delivered in the last 4 months of the curriculum.

1. Students must earn a grade of greater than or equal to 75% on all elements of the summative evaluation.
2. Students earning a grade of less than 75% on any assessment item must remediate and successfully meet the student learning outcome reassessment with 75% or higher to graduate from the program.
 - a. Per PAEA guidelines, remediation of the end of curriculum examination may not occur any sooner than 60 days after initial failure.
3. Students will have two (2) additional attempts to earn a grade greater than or equal to 75% on the summative evaluations. It is important to note that the timing of remediation for this process may delay graduation.
4. A student who fails to earn a grade above 75% after the maximum allocated attempts will be dismissed from the program.

Remediation During the Clinical Phase:

EOR remediation

1. An End of Rotation (EOR) exam grade of less than 75% demonstrates programmatic concern about the mastery of content for the assessment, and the student will be required to participate in a formal remediation plan to be considered for continuation in the program.
2. Formal remediation will, at a minimum, follow these steps:
 - a. The course director will meet with the student to review and identify deficiencies from the assessment.
 - b. The course director will develop a remediation plan that includes but is not limited to:
3. Personalized study plan
4. EOR retake examination
5. The course director will evaluate the student's proficiency upon completing the remediation plan. The assessment of proficiency in the remediated course EOR is done by reviewing the repeat EOR grade. Receipt of a grade of 75% or higher constitutes successful EOR remediation.
 - a. The student's remediated grade will become their final EOR grade.
 - b. There will be a maximum of one (1) EOR retake per term. All other remediations that occur due to grades of less than 75%, will not result in a grade replacement after the one (1) grade replacement has already occurred.
6. The course director will complete the Remediation Summary Form, which outlines the remediation process and outcome(s) of the remediation effort. This documentation and any supporting documentation will become a part of the student's official file.

7. The course director will notify the ASRC of the remediation efforts and outcomes.
3. All formal remediation must be completed within the established time frame as documented on the Remediation Summary Form.
 1. Per PAEA guidelines, EOR remediations may not take place any sooner than 21 days after the first failed attempt.
4. Should a student fail to successfully remediate an EOR, the student will be referred to the ASRC for review and consideration of action.
 1. Failure to successfully remediate an EOR in any course may result:
 - a. Receipt of a failing grade for the associated SCPE
 - b. Necessity to repeat SCPE
 - i. SCPE repeat will take place after the completion of rotation 10. This will result in delayed graduation and financial costs associated with taking an additional 4-credit course after completion of the originally planned 27-month curriculum.
 - ii. Clinical site and preceptor selection will be done at the discretion of the director of clinical education.
 - c. Placement on academic probation*
 - d. Dismissal from the program if this failure constitutes a second SCPE failure in the clinical phase

SCPE remediation

1. SCPE failures (grade of below 75%) may result from (1) 1st attempt EOR score of less than 75% and failed remediation EOR and/or (2) Preceptor grade of less than 75%. A SCPE course grade of less than 75% demonstrates programmatic concern about the mastery of content and the student will be required to participate in a formal remediation plan to be considered for continuation in the program.
2. Formal remediation will, at a minimum, follow these steps:
 - a. The director of clinical education will meet with the student to review and identify deficiencies from the clinical course
 - b. The course director will develop a remediation plan that includes but is not limited to:
 - i. Personalized performance feedback
 - ii. SCPE repeat
 1. SCPE repeat will take place after the completion of rotation 10. This will result in delayed graduation and financial costs associated with taking an additional 4-credit course after completion of the originally planned 27-month curriculum.
 2. Clinical site and preceptor selection will be done at the discretion of the director of clinical education.
 - c. The course director will evaluate the student's proficiency upon completing the remediation plan. The assessment of proficiency in the remediated course is done by reviewing the repeat preceptor grade and/or EOR grade (if not passed with

1st SCPE attempt). Receipt of a grade of 75% or higher on each graded element constitutes successful SCPE remediation.

- i. The student's remediated preceptor grade will be used to calculate the final SCPE grade.
- d. The course director will complete the Remediation Summary Form, which outlines the remediation process and outcome(s) of the remediation effort. This documentation and any supporting documentation will become a part of the student's official file.
- e. The director of clinical education will notify the ASRC of the remediation efforts and outcomes.
3. All formal remediation must be completed within the established time frame as documented on the Remediation Summary Form.
4. There will be a maximum of one (1) SCPE retake during the clinical phase.
 - a. For a 1st SCPE failure, the student will be placed on academic probation* for the remainder of the clinical phase.
5. Should a student fail to successfully remediate a SCPE, the student will be referred to the ASRC for review and consideration of action.
 - a. Failure to successfully remediate a SCPE will result in:
 - i. Receipt of a failing grade for the associated SCPE
 - ii. Academic dismissal from the program

*Students on academic and/or non-academic probation in the clinical phase of education, will be restricted from participating in any SCPEs outside of the continental USA. This measure is intended to ensure close monitoring of the students' academic and professional performance for the remainder of the clinical year.

DECELERATION

The BU PA Program curriculum is designed to be delivered on a full-time basis to students in a cohort. The program must be completed on a full-time basis and students are not eligible to opt into deceleration. Program policies may result in program-required deceleration for an approved leave of absence as outlined below.

LEAVE OF ABSENCE

Students seeking a leave of absence from the BU PA Program must submit a written request to the Academic Support and Remediation Committee and the program director to obtain permission. Acceptable leave of absence requests are considered for personal, financial, or medical reasons and are not typically granted for academic reasons.

Didactic Phase:

For students requesting a leave of absence during the didactic year, the ASRC will make a recommendation to the program director, who makes the final decision regarding whether the leave of absence should be approved and the contingencies of returning to the program if approved. Students will either be required to rejoin the program in January with the next cohort or after the semester they most successfully completed with the next cohort.

Clinical Phase:

For students requesting a leave of absence during the clinical year, the ASRC will make a recommendation to the program director, who makes the final decision regarding whether the leave of absence should be approved and the contingencies of returning to the program if approved. Students will return to the program within one (1) year from the date their leave of absence commenced.

Additional Considerations:

1. A leave of absence may be no more than one (1) year in length. Anyone requiring longer than one year will have to reapply for the program, and their application will be treated in the same manner as all other applicants at that time.
2. A leave of absence will delay program completion, graduation, and registration for the Physician Assistant National Certifying Examination (PANCE).
3. If the leave of absence is granted, a date will be established by which the student must notify the program of their intent to resume the program.
 - a. Any student granted a leave of absence for a medical reason should be prepared to provide supporting documentation to BU health services if asked.
 - b. A student with a leave of absence must handle all financial aid documents with the financial aid office and complete all documentation required by the bursar prior to starting their leave.
4. The ability of a student to return to the program outside of a January start will be contingent on the approval of the ARC-PA. Should the ARC-PA deny the program's application to exceed class size, the student will be unable to continue in the program.

Return From Leave of Absence:

Students returning from a leave of absence must do so within the allotted time frame discussed with the PA program director at the time of leave of absence request unless alternative arrangements have been made with the program director. Students must follow the BU policy of not exceeding 5 years to complete their graduate education. To return to the BU PA Program, students must:

1. E-mail the program director with an intent to return letter with expected return date
 - a. The PA program director will respond with an acceptance of this intent letter or denial based on individual circumstances regarding the student leave of absence.
 - b. Returning students will be given an exact return date to align with term or SCPE rotation block start dates as well as a list of courses they should register for upon return. Audit courses may be included in this list as well.
2. Once accepted for return the student should contact the university registrar to for a Readmit/Reentry Application for Students.
3. Once the BU registrar confirms with the student eligibility to register for classes, the student will provide the registrar with their return date and courses for which they intend to register and/or audit.

4. The student should then contact the university bursar to handle tuition, fees and financial aid matters.
5. If the student is returning to the PA program during the clinical phase, they must additionally contact the director of clinical education to ensure they are still in compliance with clinical site documentation, background checks, drug screens and have proper ID access to clinical sites.

PROFESSIONALISM

One of the goals of the BU Physician Assistant Program is to graduate healthcare providers who are clinically sound and well-respected professionals within the medical community. Professional behavior is an essential tenet of medical practice and physician assistant medical education. The BU PA Program expects professional behavior from students in both the didactic and clinical phases of education. The Accreditation Council for Graduate Medical Education (ACGME) identifies professionalism as professional responsibilities, ethical principles, adherence, and sensitivity to a diverse patient population. Furthermore, because our graduates will be key healthcare team members, we acknowledge that professionalism within the medical training program will further develop providers who will communicate well and respect principles of honesty, confidentiality, and respect for others and the actions of others. Therefore, BU PA students must always exhibit professional behavior in all settings. Personal appearance and behavior are reflective of BU and the chosen profession of a physician assistant.

The following professionalism expectations are used to evaluate every student in the PA program. The program considers breaches of professional conduct to be equally important as academic deficiencies, and violations and/or concerns will be reviewed by the Academic Support and Remediation Committee and may result in disciplinary action.

Disciplinary action will proceed as follows:

1. Written warning and counseling from the faculty.
2. Written warning, counseling from the didactic or clinical director, and a student self-reflection.
3. Academic probation or non-academic probation and counseling with the program director.
4. Dismissal from the program.

National PA Competencies for Professionalism

Professionalism is the expression of positive values and ideals as care is delivered. Foremost, it involves prioritizing the interests of those being served above one's own. Physician assistants must acknowledge their professional and personal limitations. Professionalism also requires that PAs practice without impairment from substance abuse, cognitive deficiency, and/or mental illness. Physician assistants must demonstrate a high level of responsibility, ethical practice, sensitivity to a diverse patient population, and adherence to legal and regulatory requirements. Physician assistants are expected to demonstrate the following:

- Adhere to standards of care in the role of the PA in the health care team.

- Demonstrate compassion, integrity, and respect for others, including professional relationships with all other healthcare providers.
- Demonstrate responsiveness to patient needs that supersedes self-interest.
- Show accountability to patients, society, and the PA profession.
- Demonstrate cultural humility and responsiveness to a diverse patient population, including diversity in sex, gender identity, sexual orientation, age, culture, race, ethnicity, socioeconomic status, religion, and abilities.
- Show commitment to ethical principles pertaining to the provision or withholding of care, confidentiality, patient autonomy, informed consent, business practices, and compliance with relevant laws, policies, and regulations.
- Demonstrate commitment to lifelong learning and education of students and other healthcare professionals.
- Demonstrate commitment to personal wellness and self-care that supports the provision of quality patient care.
- Exercise good judgment and fiscal responsibility when utilizing resources.
- Demonstrate flexibility and professional civility when adapting to change.
- Demonstrate self-reflection, critical curiosity, and initiative.
- Implement leadership practices and principles.
- Demonstrate effective advocacy for the PA profession in the workplace and policymaking processes.

This was developed using the NCCPA's Competencies for the Physician Assistant (PA) Profession, and the BU PA program uses these guidelines as a part of the student's professional behavior expectations.

Professionalism violations may result in the student being removed from class, being removed from clinical rotation and/or dismissal from the program.

COMMUNICATION

All BU PA students will be assigned a BU email address. Important programmatic information and correspondence with students will occur frequently through email. The Bryant University PA Program will only send email notifications to each student's official Bryant University assigned email address.

Students are required to check their University email account at least once each morning and once each evening in both the didactic and clinical phases of the program, regardless of your geographic location. This is mandatory to ensure timely receipt of important Program updates.

PA Program Faculty and Staff respond to emails only between the hours of 8am-5pm. In the case of emergency, students are to contact program faculty or staff in person during regular hours, or via the phone numbers listed in Canvas outside of regular business hours.

SOCIAL MEDIA AND ELECTRONIC DEVICE USE

The following are guidelines established by Bryant University and the PA program regarding social media and electronic device use:

- Protect confidential, sensitive, and proprietary information. Do not post confidential or proprietary information about the university, staff, students, clinical facilities, patients/clients, or others with whom one has contact in the role of a BU P program student.
- Respect copyright and fair use. When posting, be mindful of the copyright and intellectual property rights of others and the university. For guidance, visit the University's Library site or seek consultation through the Copyright Office, Libraries.
- Do not use Bryant University or Physician Assistant Program marks, such as logos and graphics, on personal social media sites. Do not use Bryant University's name to promote or disparage a product, cause, political party, or candidate for public office.
- It is expected that during lectures and clinical time, use of devices employed for social media will be used only as authorized by the faculty. If the device is combined with a cell phone, it is expected that the cell phone aspect of the device will be silenced.
- No personal phone conversations or texting are allowed anytime in patient areas or the classroom. If the student needs to respond to an emergency text or phone call during class, the student is asked to leave the classroom and respond as deemed necessary.
- Use of computers (iPads, Notebooks, etc.) during class shall be restricted to notetaking and classroom activities. Using these devices is distracting for the involved student and those in the immediate area/vicinity.
- No student shall videotape and/or audiotape instructors or peers for personal or social media use without the express written permission of the faculty or fellow student. At NO time shall patients be videotaped or photographed without written permission of the patient/client and of the clinical preceptor.
- Students must be aware of their association with Bryant University in online social networks. If identified as a student of the university, he/she must ensure their profile and related content are consistent with BU policies. Furthermore, consideration of how social media postings portray students to potential colleagues, clients, and potential employers is imperative. Any personal points of view must be identified as those of the student and clearly avoid implying or aligning those as belonging to Bryant University.
- Health Insurance Portability and Accountability Act (HIPAA) guidelines must be always observed. Identifiable information concerning patients/caregivers/clinical rotations must not be posted in any online forum, social media, or website.
- Ultimately, the BUPA students have sole responsibility for what they post. Students must be wise about protecting themselves, others' privacy, and confidential information.
- Text messaging is not acceptable for communication with PA faculty or staff.
- BU PA faculty and staff members are not permitted to extend or accept social media requests to/from PA Program students. All

students are expected to review and conform to the social media policy outlined in the BU Student Handbook.

USE OF LIKENESS

Bryant University and PA Program maintain an active marketing campaign, a website, as well as a social media presence. This is beneficial to the program and helps keep our clinical partners actively aware of what we do. As part of this practice we frequently collect material relevant to the program for publication. This may involve Images of our students and faculty.

As part of the day-to-day operation of the PA Program students may be recorded on photograph, audio, or video. These images may be shared as part of the general marketing of the program. As part of attendance in the program students grant Bryant University, The PA Program, its directors, officers, employees, agents, and designees (collectively "PA Program") non-revocable permission to capture images and likenesses in photographs, videotapes, motion pictures, recordings, or any other media (collectively "Images").

Students acknowledge that the PA Program will own such Images and further grant the PA Program permission to copyright, display, publish, distribute, use, modify, print and reprint such Images in any manner whatsoever related to the PA Program business, including without limitation, publications, advertisements, brochures, web sites, or other electronic displays and transmissions thereof. Students waive any right to inspect or approve the use of the Image by the PA Program prior to its use. Students forever release and hold the PA Program harmless from any and all liability arising out of the use of the Images in any manner or media whatsoever, and waive any and all claims and causes of action relating to use of the Images, including without limitation, claims for invasion of privacy rights or publicity.

Students may opt out of this agreement at any time by notifying the Program Manager. Once a student opts out, no Images of that student will appear in any material related to the PA Program

APPEARANCE AND ATTIRE

Attire for the PA program is described as business casual. Clothing should allow for adequate movement and should not be tight, short, or low-cut or expose the torso with movement. This is expected in both the classroom and on clinical rotations. If the appearance standard for a clinical site is stricter than those outlined, herein, the student must adhere to that clinical site's policy. Clothing should be clean, pressed, and in good condition without tears or holes. In addition, students should follow these guidelines:

- Hair - Hair should be neat, clean, and of a style that stays out of the face when giving patient care. Males may have beards and/or mustaches; however, these must be kept well-groomed and clean.
- Nails - Fingernails should be short enough so that they will not injure patients. For clinical settings, clear or light colored nail polish may be worn but must be kept neat in appearance. Artificial nails of any type are not allowed in clinical settings.
- Jewelry - Watches, wedding rings, and earrings are permissible. Students must avoid wearing excessive bracelets or necklaces that may be distracting in lectures or clinical settings.
- Odors - Perfumes, colognes, lotions, smoke, and deodorants with heavy scents are not permitted.
- Piercings & Tattoos - Ear and nostril piercings are acceptable during the didactic year. However, it should be left to the discretion of clinical sites to set appearance standards for piercings during the clinical year. No earlobe expanders are allowed. Tattoos should be covered with appropriate attire in the clinical setting when possible.
- Shoes/Socks - Acceptable shoe styles include oxfords, lace-ups, loafers, clogs, boots, flats, sandals, and moderate heels. Flashy athletic shoes, flip-flops, or slippers are not acceptable.
- Shirts - Unacceptable shirts include tee shirts, tank tops, spaghetti strap blouses, shirts exposing midriff, shirts with slogans, sweatshirts, and hoodies.
- Bottoms - Unacceptable bottoms include denim jeans, cargo pants, pants with holes or rips, shorts of any type, sweatpants, exercise pants, leggings without skirts or dresses, mini-skirts, skorts, and sundresses. Skirts and dresses should be no more than three inches above the knee.
- Identification - Students will be issued a BU Student ID, which must be worn and prominently displayed at all times in their role as a student of the PA program. This includes on and off-campus activities related to their training and education as a student.
- Scrubs – Students are allowed to wear BU PA program scrubs only on dates and times as assigned by course directors or the program director. These will be provided by the PA program.

Clinical supervisors, preceptors, and/or physician assistant faculty reserve the right to dismiss any student they believe is not appropriately attired from a clinical or educational site. Such action will be reviewed by the Academic Support and Remediation Committee and may result in disciplinary action. The latter may result in requiring further professional, developmental training for the student and may also interfere with graduation in a timely manner or even completion of the program.

Laboratory Settings

Courses which include a laboratory component, such as Human Anatomy, Patient Assessment and Diagnostic Methods and Clinical Year Prep, will have specific guidelines for attire and appearance in their respective course syllabi. Such course requirements will have precedence over the policies noted above but not replace them.

Clinical Settings

Students must be clearly identified as Physician Assistant students in all clinical settings. They are to be clearly distinguished from other health profession students and practitioners. In medical settings, students must ALWAYS introduce themselves to patients, patient family members, clinical site staff, and others by stating their full name and position title – "Physician Assistant Student." Students will wear a short white lab coat embroidered with the Bryant University PA Program logo during all assigned rotation activities unless otherwise directed by the clinical preceptor. Students must also wear either their BU Student ID badge or a site-issued badge for each rotation.

STUDENT ATTENDANCE

Consistent attendance, punctuality, and class participation also reflect a student's professionalism and are considered academic standards.

Attendance is required for all program lectures, activities, and clinical rotations for the PA Program at Bryant University. Repeated tardiness, excessive absences (see below “Didactic Phase Attendance”) and unreported absences may result in make-up days, failed or incomplete courses or rotations, a delay in completion of the program, or other disciplinary action which may include dismissal from the program.

Didactic Phase Attendance

Students may accrue no more than one (1) pre-approved time off class day absence per term during the didactic phase of the program. Illness that results in missing more than one consecutive day (this includes missing a Friday followed by a Monday), must provide a clinician note indicating illness and excuse from school. Illness that results in more than one absence per term will not be considered excused unless accompanied by a clinician note.

Pre-approved class day absences will NOT be granted for exam days, Objective Structured

Clinical Examination (OSCE) days and mandatory program events. Religious and non-religious holidays are not exempt from this policy.

All missed class material is the responsibility of the student and the student must work with each course instructor to ensure assignments, quizzes and exams are completed in a timely fashion.

In a single term, more than 2 days off (pre-approved time off and/or illness) and more than 5 unexcused absences in the didactic phase (terms 1-5) may result in non-academic probation, deceleration, or dismissal as determined by the program.

If it is anticipated that a medical condition may result in the need for more than 1 day off per term, it is the student’s responsibility to reach out to the Office of Accessibility to determine if accommodations are necessary.

Clinical Phase Attendance

Supervised Clinical Practice Experiences (SCPEs) vary in start times, duration, end times, and call requirements. Students are expected to be present during all days and times a scheduled rotation is open, or as outlined by the preceptor. Students must attain at least an average of 30 hours per week of clinical time. Students should never decline to work outside of normal work times, weekends, nights, and on call if that is part of the rotation. There is no maximum number of hours a PA Student may work.

Students are prohibited from requesting time off from preceptors during a rotation. In the event a student will be absent from a program activity, they must notify the BU PA program coordinator or director of clinical education by phone or voicemail as soon as possible by calling (401)-232-6556. The program will review all events of student absence to determine whether the absence will be excused.

Students may accrue no more than one (1) pre-approved rotation day absence per term during the clinical phase of the program. Illness that results in missing more than one consecutive day (this includes missing a Friday followed by a Monday), must provide a clinician note indicating illness and excuse from rotation. For the clinical phase, each term is composed of 3 rotation blocks.

Pre-approved rotation day absences will NOT be granted for EOR days, OSCE days and mandatory program events.

Missed rotation time is the responsibility of the student to make up prior to the completion of the rotation. If the student is unable to do so, then the requirements for SCPE completion have NOT been met and the student may be required to repeat the rotation.

More than 1 absence per term will result in a course professionalism grade reduction, mandatory remediation, nonacademic probation, deceleration, or dismissal as determined by the program.

If a student fails to meet the attendance requirements of the rotation, the student will be required to repeat the entire rotation. This will delay graduation and additional costs will be incurred by the student to account for the need of an additional rotation.

Protocol for reporting an unexpected absence:

- Any student missing a clinical day for unexpected events (e.g., illness) must notify the clinical preceptor of the absence as soon as possible on the day of absence.
- The student will make every reasonable effort to contact the clinical preceptor or the clinical site to confirm the message is received and the expected return date.
- The student must also notify the director of clinical education (DCE) on the day of absence.
- An Absence Report Form must be submitted to the DCE within two (2) business days following the return from the unanticipated absence.

Protocol for reporting an expected absence:

- If aware of the absence in advance, students are required to notify the DCE at their earliest opportunity in advance of the absence by submitting an Absence Report Form.
- Once the DCE signs the Absence Report Form, the student must then take the form to their clinical preceptor for approval.
- Once the preceptor signs, the student will return the form to the DCE, where it will be placed in the student’s file.

Consequences for non-compliance:

1. First failure to notify the director of clinical education and/or preceptor of absence: *
 - a. A written professionalism warning will be issued.
 - b. Counseling session with the DCE to address concerns and develop strategies for improvement.
2. Subsequent failures to notify the director of clinical education and/or preceptor of absence: *
 - a. Academic probation status will be assigned.
 - b. Counseling session with the program director to discuss the implications of academic probation and develop a plan for improvement.
3. Failure to attend Call-Back Days (CBD), exam days, OSCEs or Summative Evaluation: *
 - a. Extenuating circumstances that may warrant an absence from CBDs, exam days, OSCEs or summative evaluation will be

considered by the director of didactic education or the director of clinical education and program director on a case-by-case basis.

- b. If a student is absent without extenuating circumstances, or the circumstances are not approved, the student will receive a zero (0) for the activity, non-academic probation, and consideration for dismissal from the PA program by the ASRC. The decision for dismissal will be made after a thorough review by the ASRC, considering the student's overall academic performance, professional conduct, and efforts to remedy attendance issues.

* Additional work may be required to meet specific time requirements for the rotation. Students may be required to make up shifts due to absences, which may delay graduation.

Process:

1. Documentation:
 - a. The preceptor evaluation of the student encourages preceptors to document any absence of the PA student during a rotation.
 - b. Instances of non-compliance with the attendance policy will be documented and communicated to the DCE.
2. Notification:
 - a. Students will be promptly notified of attendance concerns, warnings, and the initiation of academic probation.
3. Counseling:
 - a. Counseling sessions will be conducted with the aim of understanding the root causes of attendance issues and collaboratively developing strategies for improvement.

Inclement Weather

In severe weather conditions, students should listen to local radio and television news for closing announcements. This information is also posted on the BU website. The BU Emergency Alert System is also used to notify all students, faculty, and staff of university emergencies, including weather-related incidents. The PA program abides by university closing decisions made by BU administrators. Official school holidays and campus closures for inclement weather do not apply to students on supervised clinical education experiences (SCPEs). The attendance needs of the SCPE site supersede the traditional school holiday schedule. If the SCPE site is open and the preceptor is working during school holidays or days that the school is closed for inclement weather, the student is expected to report to the site unless other arrangements have been made with the director of clinical education.

Students in the clinical phase of the program should exercise reasonable judgment, especially given the potential for considerable geographic distance from campus with dramatically different circumstances. If the facility the student is assigned for the specific rotation is closed, the student will not report to that site for the day(s) closed and must, on the same date as the closing, notify the director of clinical education of the business closing.

ADVERSE ACADEMIC ACTIONS

Incomplete Grades

The temporary grade of "I" can only be awarded in cases where a student has completed and passed the majority of the work required for a course but, for reasons beyond the student's control, the entirety of the coursework cannot be completed in the timeframe of the term enrolled.

Incomplete grades are awarded at the discretion of the course director. Incomplete grades should only be assigned when, in the course director's judgment, it is feasible for the student to complete the coursework while not enrolled and without attending additional class meetings to complete course requirements. The course director will determine the length of time a student will have to complete the required coursework, not to exceed 30 business days. An Incomplete will not be given as a substitute for a failing grade or because a student failed to complete assignments over the course of the academic term. To award a grade of "Incomplete," a course director corresponds with the Office of the Registrar to assign this grade.

A grade of "I" will be factored into a student's grade point average with hours carried and no quality points. If the student fails to complete the required coursework in the time allotted, the grade of "I" will convert to an "F" and will be on the transcript permanently. Failing a course is grounds for program dismissal.

Withdrawal by Request of the Student

Students may initiate a voluntary withdrawal from the program at any time by writing a formal letter of resignation to the program director. It is recommended that students meet with their academic advisor and program director before initiating the withdrawal process.

To officially withdraw from BU, a Withdrawal Form must be completed online. The form is found in the student section of the banner along with instructions for submission of the form. The Office of the Registrar will process the withdrawal and remove the student from any current and/or future enrollments once the appropriate paperwork is fully executed and submitted. Such students are responsible for tuition and fees according to the Tuition and Fees Policy, which can be found on the BU PA program website. Note that all financial and university property obligations must be satisfied to prevent "holds" from being placed against the student's academic records. Such holds normally prevent transcript requests from being processed and can prevent future registration for classes.

BU will request student input regarding reasons for withdrawal, including any problems that may have caused the withdrawal decision. Students may be contacted as part of an effort to improve student services. Due to the nature of the PA program, withdrawal from an individual course will not be permitted because it does not meet the program's outlined progression requirements described above.

Withdrawal by Request of the Program

Bryant University reserves the right to require the withdrawal of a student whose conduct, general attitude, and/or influence is considered harmful to the university. Such administrative withdrawals or suspensions are handled through the program director, the Directors of the College of Health and Behavioral Sciences, and the Provost.

ACADEMIC INTEGRITY

"Academic Dishonesty" is the transfer, receipt, or use of academic information, or the attempted transfer, receipt, or use of academic information in a manner not authorized by the instructor or by university

rules. It includes, but is not limited to, cheating and plagiarism as well as aiding or encouraging another to commit academic dishonesty.

“Cheating” is defined as wrongfully giving, taking, or presenting any information or material borrowed from another source, including the Internet, by a student with the intent of aiding himself/herself or another in academic work. This includes, but is not limited to a test, examination, presentation, experiment, or any written assignment which is considered in any way in the determination of the final grade.

“Plagiarism” is the taking or attempted taking of an idea, a writing, a graphic, music composition, art or datum of another without giving proper credit and presenting or attempting to present it as one’s own. It is also taking written materials of one’s own that have been used for a previous course assignment and using it without reference to it in its original form.

Academic Dishonesty and Plagiarism include but is not limited to:

- Submitting an assignment that has been wholly or partially created by another person.
- Presenting as your own work, the ideas, representations, research, or words of another person without proper acknowledgement (citation) of sources.
- Use of generative artificial intelligence such as ChatGPT without explicit permission of instructor
- Knowingly permitting your work to be submitted by another student as if it were her or his own work.
- Submitting identically, or substantially, the same assignment to fulfill the requirements of two separate courses.
- Copying from another student’s examination, term paper, homework, or lab report.
- Misappropriation of examination materials or information.
- Unauthorized communication with another student during or about quizzes.
- Unauthorized access to or the use of the computerized work of others.
- Falsification of data for research projects.
- Turning in another student’s name on an assignment when the student failed to contribute

Violations of this policy will result in academic discipline, up to and including expulsion from the University. Since physician assistant students will be making decisions as future licensed professionals that affect their patients’ lives, foundational ethical integrity is a core principle of the program. The BU PA program is committed to a zero-tolerance policy for any academic dishonesty and/or ethical infractions.

When a problem related to the above cannot be resolved at the program level, the Program Director will determine if the offense should be forwarded to the University Provost, Department of Public Safety or other applicable department for investigation. The student will also be referred to the Academic Support and Remediation Committee (ASRC). This office will review the case and make a determination that could include probation, suspension, or dismissal from the program and university.

Probation, suspension or dismissal decisions may be appealed to the Office of the Provost.

Procedure for Reporting an Academic Integrity Violation:

1. It is the responsibility of the course director to certify that academic assignments are independently mastered sufficiently to merit course credit. The responsibility of the student is to independently master academic assignments, refrain from acts of academic dishonesty, and refuse to aid or tolerate the academic dishonesty of others.
2. If an instructor or course director determines that the student is guilty of academic dishonesty, the course director must discuss the matter with the student. The course director then completes the Academic Violation Form, which should include evidence and other necessary documentation, and submits it to the Academic Support and Remediation Committee (ASRC). The ASRC will determine the appropriate penalty: either a grade of zero (0) on the assignment in question, academic probation status assigned or a grade of F in the course, which would result in dismissal from the PA program. The student will designate whether he/she accepts the penalty for the violation of the dishonesty policy or wishes to appeal the instructor’s decision. If a student elects to appeal, the appeal due date line must be completed on the Academic Violation Form. (See the Appeals section below for more information regarding the appeals process).
3. Upon completion of the academic integrity violation investigation, the course director forwards the Academic Violation Form to the Registrar’s Office for placement in the student’s permanent record. The student is then permanently disbarred from membership in any honorary society and is permanently ineligible for any BU honor list, pi alpha induction and international rotations. The Registrar will forward copies of the Academic Violation Form to the student, the faculty member, the program director, and the Director of the School of Health and Behavioral Sciences. Not appealing when the form is first completed or by the appeal due date will be taken as an admission of guilt, except under compelling circumstances to be determined at the sole discretion of the Provost.
4. A second violation of the Academic Integrity Policy will result in dismissal from the program. There is no appeal process for a second violation of this policy.

The PA Program follows the BU policies for academic integrity.

ACADEMIC AND PROFESSIONALISM GRIEVANCES

Procedures for PA Students Appealing Course Grades Didactic Grades

1. The first level of appeal for a student who is dissatisfied with a grade received is to the course director assigning the grade. The student should contact the course director to explain the basis of dissatisfaction, and the instructor should explain the basis for the grade. This meeting should be face-to-face; however, the course director may allow other forms of communication (via telephone or email). The student must request this interview in writing to the course director within two (2) days of the posting of the final grade. Once the faculty member has received the request, the interview (or other communication) must be scheduled within seven (7) days of the student’s request.

- a. Failure by the faculty member to respond to the student's request within the established time will be considered a violation of the university policy.
 - b. Failure of the student to appear at the scheduled interview ends the appeals procedure.
 - c. If the student has not been contacted by the course director within 30 days of mailing the appeal, the student should file the appeal directly with the director of didactic education or the director of clinical education.
2. If the student wishing to appeal a final course grade is still dissatisfied after an interview (or other agreed-upon communication) with the professor, the student should then submit a written statement to the program director within two (2) days of the interview. This should contain the reasons for dissatisfaction and the specific changes the student regards as fair and desirable. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred.
 - a. Within seven (7) days of receiving the written appeal, the program director will notify the professor, the student, and the Registrar of the program director's decision.
 - b. When, in the opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal and promptly notify the student without taking further action.
 - c. When, in the opinion of the program director, a student's appeal raises reasonable doubt as to whether a mistake or malfeasance has occurred, the program director shall appoint, within seven (7) days, an ad hoc review committee of three (3) faculty members whom the program director considers most nearly competent in the subject matter. This committee will meet and issue a decision in writing to the program director, professor, and student within seven (7) days of the request. Both the course director and student should be asked to bind themselves in advance to accept the committee's decision.
 3. If the student files the initial request at a time other than during a major term and if the course director or program director is not available during that time, all the foregoing time requirements will begin with the first day of class in the next major term. In extreme or unusual circumstances regarding the timeliness of the appeals process, the Director of the School of Health and Behavioral Sciences will make the final determination.

All documentation regarding appeals will be maintained in the student's academic file.

Clinical Grades

Clinical year grades consist of EOR grades, preceptor grades on student performance and SCPE deliverables. This section on clinical year grades discusses the appeal process for preceptor grade of student performance on SCPEs. EOR grades are not subject to appeal since these are standardized tests developed by PAEA and utilized by PA programs nationally. There is no appeal process for failing SCPE deliverable grades.

It is important to note that students may receive a clinical course (SCPE) failing grade due to failing preceptor score and/or failing EOR score. Both

can result in clinical course failure. The following appeal process applies to SCPE course failures as a result of receipt of a failing preceptor grade.

1. The first level of appeal for a student who receives a failing SCPE grade is the Automatic Review by the Director of Clinical Education on behalf of the student.
 - a. The Director of Clinical Education will:
 - i. Immediately initiate contact with the preceptor to review the evaluation and appeal the grade on the student's behalf. This includes requesting clarification or reconsideration of the grade based on available documentation, student performance data, and rotation feedback.
 - ii. If the preceptor is unwilling to amend the grade, the original failing evaluation will remain in place.
 - iii. At the completion of the Automatic Review, the student will be scheduled for a formal meeting where they will be asked to sign a written notification of the failing grade.
 - iv. During the Automatic Review process, the student will be expected to take their associated SCPE EOR and progress in the program until informed otherwise by the ASRC.
 - v. The student has the option to accept the final grade as a result of the Automatic Review process or move forward with a Student Initiated Appeal.
2. The second level of appeal for students dissatisfied with the Automatic Review process is the Student-Initiated Appeal.
 - a. The student should submit a written statement to the ASRC program within two (2) days of receipt of the results of the Automatic Review process results if intending to appeal the grade.
 - i. The written appeal must include:
 1. Student's full name, Banner ID#, email address, and phone number
 2. A detailed explanation of the concern with the preceptor evaluation. This should contain the reasons for dissatisfaction and the specific changes the student regards as fair and desirable. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred.
 3. Any supporting documentation relevant to the appeal
 - ii. Once the ASRC has received the appeal request, the appeal decision must be determined within seven (7) business days of the student's request.
 - b. Failure by the faculty member to respond to the student's request within the established time will be considered a violation of the university policy.
 - c. Failure of the student to submit an appeal in the allocated time ends the appeals procedure.
 - d. At the conclusion of the appeal process, the student may choose to accept the grade with associated recommendation plans from

the ASRC, (which may include SCPE repeat or academic dismissal from the program) or proceed to the Final Appeal process.

3. A Final Appeal may be filed at the discretion of the student if they are dissatisfied with the results of the Student-Initiated Appeal.
 - a. In advance of this appeal, the student and the ASRC both agree to bind themselves to accept the final appeal decision by the program director and SHBS directors and this will serve as the final course and/or grade appeal.
 - b. The student should submit a written statement to the program director and directors of SHBS within two (2) days of receipt of the results of the Student-Initiated appeal results if intending to appeal the grade.
 - i. The written appeal must include:
 1. Student's full name, Banner ID#, email address, and phone number
 2. A detailed explanation of the concern with the preceptor evaluation. This should contain the reasons for dissatisfaction and the specific changes the student regards as fair and desirable. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred.
 3. Any supporting documentation relevant to the appeal
 - c. The program director/SHBS directors will review the appeal and supporting materials, which may include:
 - i. Student's formal written appeal
 - ii. Student's rotation evaluations
 - iii. Communication records
 - iv. Feedback from the preceptor and Director of Clinical Education
 - v. Appeal decisions from the Automatic Review process and the Student-Initiated appeal.
 - d. Once the program director and SHBS directors have received the appeal request, the appeal decision must be determined within seven (7) business days of the student's request.
 - e. The student will be informed of the final appeal decision within one (1) business day of the final decision. No further appeals will be granted. The student must then accept the grade with associated recommendations by the ASRC, (which may include SCPE repeat or academic dismissal from the program).
4. If the student files the initial request at a time other than during a major term and if the course director or program director is not available during that time, all the foregoing time requirements will begin with the first day of class in the next major term. In extreme or unusual circumstances regarding the timeliness of the appeals process, the Director of the School of Health and Behavioral Sciences will make the final determination.

not imply reinstatement or reversal of academic standing. If the appeal is denied, the student's clinical course failure will be applied retroactively. Any missed time or duties will be addressed according to the program's clinical attendance and professionalism policies.

During the appeal process, students are strictly prohibited from initiating contact with their preceptor regarding a grade dispute. Doing so will be considered a breach of professional conduct and may result in disciplinary action and/or automatic dismissal from the program.

All documentation regarding appeals will be maintained in the student's academic file.

Procedures for Appealing Academic Integrity Violation

1. The student who wishes to appeal an academic integrity violation should submit his/her appeal in writing to the program director by the appeal due date indicated on the Academic Violation Form, which is within two (2) regularly scheduled class days after the completion date of the Academic Violation Form. This statement should contain the reasons for which the student is appealing to the professor who completed the form's decision. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred. Within seven (7) regularly scheduled class days of receiving the written appeal, the program director will notify in writing both the professor and the student of the decision. If the program director is the one who files the Academic Violation Form, then the student must appeal to the Director of the School of Health and Behavioral Sciences.
2. When, in the opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal without taking further action. When, in the opinion of the program director, a student's appeal raises a reasonable doubt as to whether a mistake or malfeasance has occurred, the program director will meet with the professor and with the student and render a decision within seven (7) regularly scheduled class days of the receipt of the appeal. If the decision favors granting the student's appeal, the program director may request that the Registrar remove the Academic Violation Form from the student's record. The program director will notify both the student and the professor of this action.
3. Any student who has exhausted the remedies under the procedures outlined above may appeal the entire matter to the Academic Integrity Board in writing within two (2) regularly scheduled class days of receiving the response from the program director.
 - a. Upon receipt of the appeal, the Academic Integrity Board will review the matter and issue a decision. The Academic Integrity Board has the authority to sustain the instructor's decision, overturn the instructor's finding of Academic Integrity violation and/or penalty or impose additional sanctions beyond those imposed by the instructor, including, but not limited to, placing the student on probationary status, or recommending to the Provost that the student be suspended or dismissed from the university.
 - b. A decision reached at an Academic Integrity Board hearing may be appealed by the student(s) to the Provost within five (5) business days of the decision. Such appeals shall be in writing.
 - i. Unless the appeal is on the basis of new information, an appeal shall be limited to a review of the hearing and supporting documents for one or more of the following purposes:

Students must continue to fulfill all clinical responsibilities during the appeal process. Participation in clinical activities during the appeal does

1. To determine whether the Academic Integrity Board Hearing was conducted fairly in light of the violations and information presented, and in conformity with prescribed procedures. Deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.
 2. To determine whether the sanction(s) imposed were appropriate for the academic integrity violation which the student was found to have committed.
 3. To consider new information, sufficient to alter a decision or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.
- ii. If an appeal is granted by the Provost, he or she has the right to make the following decisions based on the appeal hearing:
1. to accept and enforce the original sanction given to the accused student
 2. to make the original sanction more stringent
 3. to lower or lessen the original sanctions
 4. order a new hearing for the accused
- iii. The Provost shall notify the student and the Academic Integrity Board in writing of his or her final decision within five (5) business days of receiving the student appeal request unless special circumstances make that impossible.

Procedures for Appealing a Professionalism Violation **Didactic phase**

1. The student who wishes to appeal a professionalism violation should submit his/her appeal in writing to the program director within two (2) regularly scheduled class days. This statement should contain the reason(s) why the student is appealing the professionalism violation. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred. Within seven (7) regularly scheduled class days of receiving the written appeal, the program director will notify both the instructor and the student of the decision in writing. If the program director is the one who issues the violation, then the student must appeal to the Director of the School of Health and Behavioral Sciences.
1. When, in the sole opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal without taking further action. When, in the opinion of the program director, a student's appeal raises a reasonable doubt as to whether a mistake or malfeasance has occurred, the program director will meet with the instructor and with the student and render a decision within seven (7) regularly scheduled class days of the receipt of the appeal. If the decision favors granting the student's appeal, the program director may request that the violation be removed from the student's record. The program director will notify both the student and the professor of this action.

Clinical Phase

1. The student who wishes to appeal a professionalism violation should submit his/her appeal in writing to the program director and director of clinical education within two (2) regularly scheduled class days. This statement should contain the reason(s) why the student is appealing the professionalism violation. The burden of proof lies with the student in such a case to show that an error or malfeasance has occurred. Within seven (7) regularly scheduled class days of receiving the written appeal, the program director will notify both the instructor and the student of the decision in writing. If the program director is the one who issues the violation, then the student must appeal to the Director of the School of Health and Behavioral Sciences.
1. When, in the sole opinion of the program director, the student fails to show reasonable cause for further investigation, the program director may deny the appeal without taking further action. When, in the opinion of the program director, a student's appeal raises a reasonable doubt as to whether a mistake or malfeasance has occurred, the program director will meet with the preceptor, director of clinical education and with the student and render a decision within seven (7) regularly scheduled class days of the receipt of the appeal. If the decision favors granting the student's appeal, the program director may request that the violation be removed from the student's record. The program director will notify both the student and the director of clinical education of this action.

Note: During the appeals process, the student may continue to attend the class in which the violation occurred.

POLICY No. PAS 003: ADVISEMENT POLICY

Because the PA program curriculum is delivered in a lock-step fashion, the role of the advisor will not involve helping students design their educational plan in the academic year. All BU PA students are assigned an academic advisor on the first day of enrollment. The advisor is a PA program faculty member. A formal advising session between a student and their advisor must occur at least once during each term of the didactic curriculum and at least twice during the clinical phase. The focus of the faculty advisor is to support the student's academic and professional success and personal well-being. Topics of discussion at formal advising sessions should include but are not limited to the student's academic progress, overall GPA, and test-taking issues. Faculty advisors are to be available outside regularly scheduled meeting times when student needs arise that may affect their academic performance. Faculty advisors must complete the Student Advising Form for formal individual advising sessions. Academic advising is an ongoing educational process that connects the student to the university. Academic advisors serve as mentors who represent and interpret university policies and procedures for students while helping them navigate the academic and organizational paths of the institution.

POLICY No. PAS 004: STUDENT EMPLOYMENT POLICY

The Bryant University Physician Assistant program does not allow students to work for the PA program in a paid or volunteer capacity under any circumstances. The PA program does not allow students to substitute for or function as instructional faculty, regardless of their prior knowledge, education, and/or experience(s).

Students are not to be the primary instructor or instructor of record for any component of the curriculum under any circumstances. During clinical rotations, students will not be used to substitute for regular clinical or administrative staff under any circumstances. If a student is asked to substitute for a staff person on a clinical rotation, he or she must contact the director of clinical education within one (1) calendar day of the event. Information collected will be presented to the Curriculum Committee and/or the program director to determine the suitability of continued use of the site/preceptor. This committee may consider the following actions if a concern arises: conduct a site visit prior to the next student experience at the site or with the preceptor, conduct a site visit in conjunction with the next student placement, communicate with the preceptor and/or office manager, or remove the clinical site or preceptor from program use.

The assignment of preceptors will be modified as necessary to ensure the expected learning outcomes will be met by each student by program completion. The PA Program strongly discourages any form of employment while enrolled as a PA student. This intensive graduate level training requires full-time attendance during the didactic and clinical years. Outside work obligations will not be considered an acceptable excuse for poor performance or absence from any scheduled course activities.

POLICY No. PAS 005: STUDENT EXPOSURE TO INFECTIOUS AND ENVIRONMENTAL HAZARDS POLICY

The policy of the Bryant University Physician Assistant Program is to follow guidelines made by the Centers for Disease Control and Prevention (CDC) and the Occupational Safety and Health Administration (OSHA) regarding exposure to infectious and environmental hazards. The policy below describes preventive measures, the procedure for care after exposure and financial responsibility of the student.

Procedures for care and treatment after exposure

Exposure to bloodborne pathogens and hazardous substances is a risk accepted by all healthcare providers and students training to become healthcare providers. The program will provide specific training on infectious and environmental hazards before any educational activities that would place students at risk for potential exposure. During the clinical phase, students will familiarize themselves with each clinical site's specific policies regarding standard precautions. When injury or hazardous exposure to chemical agents, blood, or body fluids occurs, either in the laboratory or in the clinical setting, the incident must be immediately reported to the appropriate person following the completion of initial first aid safety procedures. Failure to report an accident or injury promptly may be grounds for disciplinary action, up to and including dismissal from the program.

On Campus

- If an incident occurs in the laboratory or classroom setting, the affected student(s) will immediately notify the instructor.
- The affected student(s) should go to the nearest urgent care or emergency room to receive an appropriate evaluation and treatment of injury, if appropriate. Associated medical triage and care not covered by the BU health insurance plan is the financial responsibility of the affected student(s).

- All exposure incidents should subsequently be reported to the director of didactic education by submitting an Incident Report Form within 48 hours of the event.

Off-Campus

- If an incident occurs at a clinical training site, the affected student(s) will notify the designated clinical preceptor immediately.
- The student will follow each clinical site's exposure protocol and seek evaluation and treatment based on that site's protocol for dealing with injuries and/or exposures.
- If the clinical site lacks such protocol, treatment should be sought in the nearest emergency department determined by the student and clinical preceptor to receive an appropriate evaluation and treatment of injury if appropriate. Associated medical triage and care not covered by the BU health insurance plan is the financial responsibility of the affected student(s).
- Subsequently, the student must report all incidents to the director of clinical education by submitting an Incident Report Form within 48 hours of the event.

In the case of an emergency, call 911 for rapid treatment and transport to the nearest emergency room whether the incident occurred on or off campus.

PREVENTION - STANDARD PRECAUTIONS

Standard precaution practices are designed to protect healthcare professionals and reduce the risk of exposure to bloodborne pathogens and hazardous substances from recognized and unrecognized sources. Such precautions apply to all patient care and laboratory or clinical training experiences. The use of standard universal precautions is a mark of professionalism, and all faculty and students will utilize them in all activities that present potential exposure to bloodborne pathogens and hazardous substances. Failure to do so may be grounds for disciplinary action, up to and including dismissal from the program. PA students should behave like any patient may have a potentially contagious disease. In doing so, a student should avoid direct contact with blood, body fluids, secretions, excretions, mucous membranes, non-intact skin, possibly contaminated articles, and/or any other reasonable hazard source. A student should avoid direct contact with an injury from all sharps and dispose of them in designated puncture resistant containers directly after use.

Hand Hygiene According to the CDC, hand hygiene is a general term that includes handwashing, antiseptic handwash, alcohol-based hand rub, and/or surgical hand hygiene/antisepsis. Hand hygiene is crucial in reducing the risk of transmitting infectious agents. Students should practice hand hygiene frequently and thoroughly in all potential exposure situations, including but not limited to immediately before touching a patient, before performing an aseptic task, before moving from work on a soiled body site to a clean body site on the same patient; after touching a patient or the patient's immediate environment; after contact with blood, body fluids or contaminated surfaces; and immediately after glove removal. Hand hygiene includes the use of soap and water as well as approved alcohol-based or chemical products for hand disinfection. CDC guidelines recommend using an alcohol-based hand rub for hand hygiene unless hands are visibly dirty, contaminated, or soiled when washing with soap and water are preferred. If hands are visibly soiled or come in direct contact with blood, bodily fluids, secretions, excretions, contaminated

articles, or after caring for patients with known or suspected infectious diarrhea, soap and water should be used immediately.

Personal Protective Equipment Appropriate personal protective equipment (PPE) should be put on before patient care whenever risk of exposure is present, depending on job duties. Protective apparel should not be worn from one patient or activity to another and should be properly removed and disposed of after each use, including between patients. The use of PPE is to protect skin and mucous membranes, especially the eyes, nose, and mouth. Types of PPE in healthcare include, but are not limited to, the following:

- Gloves – protect hands and allow efficient removal of organisms from hands.
- Gowns and Aprons – protect skin and clothing.
- Face masks – protect mucous membranes of mouth and nose.
- Respirators – prevent inhalation of infectious material.
- Goggles – protect eyes.
- Face shields – protect mucous membranes of the face, mouth, nose, and eyes

Gloves should be used when handling potentially infectious materials, including but not limited to blood, bodily fluids, secretions, and/or excretions, and when touching mucous membranes, non-intact skin, body orifices, or contaminated articles or equipment. Gloves are to be removed and disposed of after each use.

Masks, gowns or aprons, goggles, and/or face shields should be worn for procedures and patient-care activities reasonably likely to generate splashes or sprays of bodily fluids or other hazardous material exposure and when anticipated procedures and/or activities can be reasonably expected to potentially cause contact of provider clothing and/or exposed skin and/or mucous membranes with blood, bodily fluids, secretions, excretions, and/or other potentially infectious materials.

Immediately after removing PPE, such materials should be properly disposed of, and hand hygiene should be performed.

Needles and Other Sharps

- Do not recap, bend, or hand-manipulate used needles.
- Use safety resources when available, such as self-sheathing needles and/or needleless systems. All needles and other sharps must be placed in a puncture-resistant container as soon as possible after use.

Safe Handling of Possible Contaminated Articles or Surfaces

- All patient-care equipment, textiles, and laundry should be handled in a manner that prevents the transfer of microorganisms to others and the environment; perform hand hygiene after handling.
- Dispose of or clean all contaminated articles, equipment, and materials in a safe manner as prescribed by law and university and/or clinical site policy.

- In all areas where patient care is performed, cleaning and disinfection will occur after every activity, especially but not limited to between patients.

Respiratory Hygiene/Cough Etiquette

- When coughing or sneezing, cover your mouth and nose with a tissue or use the crook of the elbow.
- Use and dispose of tissues properly.
- Perform hand hygiene directly after hands have contact with respiratory secretions. Consider using a mask or respirator to prevent aerosol spread.
- Sit as far away from others as possible when coughing or sneezing.

The standard precautions outlined above are based on standard guidelines provided by the CDC and OSHA.

POLICY No. PAS 006: STUDENT HEALTH POLICY

Health insurance and financial responsibility

The principal faculty, the program director, and the medical director WILL NOT participate as healthcare providers for students enrolled in the program except in an emergency. Bryant University offers student health insurance for PA students and students may elect to opt out of this insurance if they have alternative comparable health insurance. A waiver must be completed and submitted to University Health Plans. The financial burden of university provided health insurance is the sole responsibility of the student. Payment for medical evaluation, treatment, and care is the responsibility of the student and their insurance carrier for any exposure or injuries that may occur while in the program.

Student health records and immunizations

The PA program will collaborate with BU Student Health Services to record and certify student health records required for the program, which includes, but is not limited to health screening forms and immunization status. BU Student Health Services will notify the program of the up-to-date status of each student's immunizations. All forms and health records must be submitted by the student to BU Student Health Services and not to the BU PA program. The PA program requires students to sign a release form allowing BU to provide preceptors with the status or results of immunizations, TB screenings, drug screenings, background checks, and other necessary documentation. This release form and documentation that the student has met program health screening and immunization requirements will be maintained in the student's file. This policy for students' immunization and health screening requirements is based on the current Centers for Disease Control and Prevention (CDC) recommendations for healthcare workers and specific state of Rhode Island mandates.

Each student is required to complete the following immunization requirements listed below before enrollment. Failure to comply with the following requirements may delay entry into the program or prevent a student from progressing in the program. Students assume the sole responsibility for the cost of all healthcare services they may require while enrolled in the program, even when adhering to policy requirements.

Immunizations & Tests: Proof of each immunization must be dated and signed or stamped by a healthcare professional or office before submission to the BU Student Health Services.

Measles, Mumps, Rubella (MMR):

- The student must provide documentation of two (2) MMR vaccines given at least 28 days apart or a positive titer showing immunity (this can be from childhood).
- Students with two (2) documented doses of MMR are not recommended to be serologically tested for immunity. However, if serological testing is completed and the student has a negative titer, the student must repeat the 2-shot series.

Tetanus/Diphtheria/Pertussis:

- The student must provide documentation of a single Tdap vaccination received within the last seven (7) years. If the last vaccination is outside of the 7-year window, an updated Tdap vaccine or Td booster within the last seven (7) years must be obtained and uploaded.

Varicella (Chicken Pox):

- The student must provide evidence of varicella immunity in one of the following ways:
 - Documentation of two (2) doses of varicella vaccine given at least 28 days apart (this can be from childhood) OR
 - Laboratory evidence of immunity through a qualitative titer.
 - Verification of history of varicella or herpes zoster by a healthcare provider.

NOTE: If the student has a negative titer, the student will need to get two (2) doses of varicella vaccine, four (4) weeks apart, and submit all documentation

Hepatitis B:

- The student must provide documentation of the successful completion of a Hep B vaccine series or a quantitative antibody titer proving immunity. If the titer provided is negative, the student must repeat one of the CDC-recommended vaccine series and repeat the serological testing one (1) month after the second series.

NOTE: If the student completes six (6) doses of Hep B and two (2) titers showing no immunity, they will be considered a “non-responder and should notify the admission coordinator or clinical coordinator for program documentation.

2-Step TB Skin (PPD) Test:

- Before enrollment, a 2-Step PPD skin test must be completed within three (3) months of program start date. The two PPDs must be performed between 7 and 21 days of each other. A negative QuantiFERON-TB Gold may be substituted for the two-step PPD if PPD testing is not clinically indicated or contraindicated.

- Before starting the clinical year, the student must complete a 2-Step PPD assigned with an expiration date a year from the date the second test was completed.

- Please NOTE that many clinical sites require PPDs completed no more than 30 days before the rotation start date, so students may be required to complete additional PPD testing.
- If the student has a history of positive PPDs, a clear chest x-ray must be completed at the start of their clinical year and again in six (6) months per clinical site requirements.
- A negative blood test – QuantiFERON®-TB Gold Plus (QFT-Plus) or T-SPOT® TB test (T-Spot) – will be accepted in place of a 2-Step PPD.

NOTE: The TB blood tests are preferred for anyone who has received the TB vaccine bacillus CalmetteGuerin (BCG) 40

Influenza:

- The student must provide documentation of an influenza vaccine administered during the current flu season. The renewal date will be set for one (1) year from the administered date of the vaccine.

COVID-19:

- The BU PA Program highly recommends the student receive and provide documentation of full vaccination per CDC guidelines. Most of our clinical partners require COVID-19 vaccination before student participation in clinical education at their facilities.

EXEMPTION: Some clinical partners currently allow medical or religious exemptions for COVID-19 vaccination. These exemptions are approved on a case-by-case basis, and clinical sites are not obligated to approve medical or religious exemptions. It is the student’s responsibility to pursue and be granted medical or religious exemptions if they so choose.

NOTE: Not being fully vaccinated against COVID-19 may result in a student being unable to participate in clinical education activities at some clinical sites. There is no guarantee that alternative experiences will be found to accommodate non-vaccinated students, which will result in delayed graduation from the program or the inability to complete the program at all.

**Students participating in International, Department of Defense, or Department of Public Health

sponsored clinical rotation sites will be screened prior to departure to that rotation based on the requirements for that organization. Any further immunizations recommended by the CDC for International Travel or by the sponsoring agency must be completed and in alignment with CDC vaccine timeline recommendations before the student can attend the rotation. These immunizations will be documented in the student health record and on the Bryant University PA Program Certificate of Health Compliance.

Medical care during enrollment

Principal faculty, the program director, and the medical director WILL NOT participate as healthcare providers for students enrolled in the program except in an emergency situation.

Counseling services

Faculty advisors can assist students in providing timely referrals to student services for addressing personal issues that may impact student progress in the PA Program. Faculty advisors cannot and will not act as medical providers or mental health counselors for students. BU Counseling Services provides professional mental health counseling to students through individual counseling for various issues. Counseling Services are available to all enrolled BU students free of charge. Information shared in counseling sessions is kept confidential according to the American Counseling Association standards.

In the event a student needs help, they can self-refer to counseling services.

During normal school hours, students may contact Counseling Services. Office hours are Monday - Friday from 8:30 a.m. to 4:30 p.m. Appointments are preferred and can be made by calling 401-232-6045 or stop by the office on the second floor of the Unistructure diagonally across from Faculty Suite H. After school hours, students may utilize their mandatory health insurance to access mental health services available in the community. Referral can be made through Counseling Services, Health Services, or through the student's Primary Care Provider.

In an acute situation, students can be referred urgently to Counseling Services through a peer or faculty member. During normal school hours, students may be escorted to Counseling Services on the second floor of the Unistructure diagonally across from Faculty Suite H. After school hours, students may be escorted to urgent mental health services available in the community.

In an Emergent situation (the student is at risk or self-harm, or harming others) a peer, bystander, or faculty member should intervene only to stabilize the situation or protect the student from self-harm. During normal school hours, anyone available should contact the Office of Public Safety emergency line at 401-232-6911. After school hours, the student or anyone available should contact 911.

Report a Student of Concern

If this is an emergency, please call x6911 on-campus or 911 off-campus. To report a behavior of concern, use the CARE Referral Form: (https://cm.maxient.com/reportingform.php?BryantUniv&layout_id=2)

When the form is submitted, it is received by the Associate Vice President for Student Affairs only. Questions can be directed to John Denio at jdenio@bryant.edu or 401-232-6046.

POLICY No. PAS 007: BACKGROUND CHECK AND URINE DRUG SCREEN POLICY

The Bryant University Physician Assistant program requires a background check and urine drug screen of all conditionally admitted applicants and current students. The purpose of this testing is to enhance the health and safety of patients, students, faculty, and staff in academic and clinical environments.

The background check and urine drug screen are intended to identify potential incidents and/or behaviors in an applicant's or student's history that might pose a risk to patients and/or others.

The fees and any financial burdens associated with such background checks and urine drug screens are the sole responsibility of the applicant or student and not the university or the program.

Acceptance into the BU PA Program does not imply or guarantee that the student will be able to obtain state licensure upon graduation.

Background and drug screen results

The program director and director of admissions are responsible for reviewing background check results. Findings that are potentially detrimental to patients, students, faculty, and/or staff in the academic and/or clinical environments will be discussed by the program director, the Director of the School of Health and Behavioral Sciences and directly with the student. The decision on enrollment or retention of a student with unfavorable background and/or drug screen results is decided by the program director in association with the Director of the School of Health and Behavioral Sciences. All decisions are final, and applicants and students cannot appeal these decisions. Factors involved in the individual case review of background checks may include, but are not limited to:

1. The nature, circumstances, and/or frequency of any reported offense(s),
2. The length of time since the offense(s) occurred,
3. Available information that addresses efforts at rehabilitation,
4. The accuracy of the information provided by the student in their application materials,
5. The relationship between the duties to be performed in the educational program and the offense committed.

BU has a zero-tolerance policy for the use, possession, and/or distribution of illegal drugs on or off campus.

The BU PA program reserves the right to dismiss any student who presents to campus or clinical site under the influence of drugs or alcohol.

Prior to Enrollment

All admitted applicants to the BU PA program will be required to undergo a background check and urine drug screen. Students will be given step-by-step instructions on completing the background check and urine drug screen once they have paid their seat deposit for enrollment. The offer of admission is contingent upon the acceptable results of the background check and urine drug screen. If an admitted applicant declines to undergo the background check and/or urine drug screen and/or if findings of a serious nature are revealed, the offer of admission may be revoked.

Additional Testing

All BU PA program students will be required to undergo a background check and urine drug screening annually, or more frequently, at the sole discretion of the program. If a student declines to undergo an additional background check and/or urine drug screen and/or if findings of a serious nature are revealed, such may be grounds for dismissal from the program.

Background checks and/or drug testing results that limit the program's ability to secure a student's clinical experiences may prevent them from

progressing in their clinical phase of study and/or potentially being recommended for graduation.

POLICY No. PAS 008: Supervised Clinical Practice Experiences

SUPERVISED CLINICAL PRACTICE EXPERIENCES POLICY

Students will not be required to provide or solicit preceptors or clinical sites for the program mandated SCPE component of the curriculum. Students may voluntarily submit to the director of clinical education the name(s) of potential preceptors and/or clinical sites not already affiliated with the BU PA Program by completing a Request for New Rotation Development Form. There is no direct or implied guarantee on the part of the program that the student will be assigned a rotation with any requested clinical site or preceptor, including those already affiliated with the program. It is ultimately up to the director of clinical education to decide whether the clinical site and preceptor are deemed appropriate for use in SCPEs.

A student may request the development of a maximum of two new rotation sites by June 1st, prior to the start of the clinical year. The majority of clinical sites will be located within a 60-mile radius of the Smithfield, Rhode Island area. Students may be required to attend rotations at a site outside of this area and will be responsible for all expenses related to such assignments.

POLICY No. PAS 009: STUDENT GRIEVANCES AND ALLEGATIONS OF HARASSMENT AND MISTREATMENT POLICY

The BU Physician Assistant program has a policy for processing student allegations of harassment, allegations of mistreatment and for student grievances and appeals. The program informs students of program policies and practices by posting the PA Program Student Handbook to canvas. In addition, the program director and faculty review all BU PA program policies with the students at New Student Orientation.

Student Grievances

The PA program abides by the Bryant University Policy for student grievances. Students who believe they have been subjected to discrimination on the basis of disability or have been denied access to services or accommodations required by law have the right to use the grievance procedure outlined in the BU Student Handbook. In addition, the BU PA program has developed the Academic and Professionalism Policy, which includes a section entitled Academic Grievances with procedures for appealing a course final grade and an academic integrity violation located within the BU PA student handbook.

Allegations of Harassment

Bryant University is committed to providing an inclusive and welcoming educational and working environment for all members of its campus community. Consistent with these values and applicable law, including Title IX, the Clery Act and the Violence Against Women Reauthorization Act of 2013, the University maintains a comprehensive program designed to protect members of the University community from discrimination on the basis of sex or gender, which includes sexual misconduct such as sexual harassment and sexual assault, stalking and intimate partner

violence. Reports of harassment will be met with appropriate disciplinary action, up to and including dismissal from the university.

Any student who is a victim of harassment can request assistance from the Dean of Students. Any student who is a victim of sexual harassment can request assistance from the Title IX Coordinator. Other complaints of harassment should be addressed to the Dean of Students. Students who wish to lodge formal complaints regarding institutional policies and practices and other circumstances regarding student life should contact the Dean of Students Office.

After receiving a formal complaint, the designated Title IX investigator(s) will immediately begin to investigate and strive to reach a resolution within 60 days of notification; however, there are circumstances that may extend this resolution timeline (e.g., gathering witness information, scheduling). Incidents resulting in an administrative review/hearing are typically conducted within fifteen days of the accused student being formally notified of the actual alleged violations. Regular updates as to the progress of the investigation will be provided to the complainant and the accused student by the investigator(s). Both the complainant and the accused student will be notified in writing of the outcome within 24 hours of the conclusion of the investigation or administrative review/hearing, whichever is later. Either party may request an appeal by submitting a request in writing within five (5) business days of notification. Appeals are limited to a review of the process as outlined in The Student Code of Conduct.

The university recognizes the sensitive and confidential nature of many student complaints, so documentation and correspondence about written student complaints are kept confidential. Such information is shared with other departments and/or BU officials only on a need-to-know basis.

Allegations of mistreatment/Bias

The BU PA program is founded on the principles of respect, dignity, and inclusion and is therefore committed to ensuring all students are free from mistreatment during their medical training. Mistreatment is defined as any behavior and/or action that may be interpreted as being inappropriate and/or inconsiderate of a person's well-being. Reports of mistreatment will be met with appropriate disciplinary action, up to and including dismissal from the university.

Bryant University is committed to challenging and stopping acts of discrimination and hate. The Bias Incident Committee was established to monitor such incidents when they occur and ensure that they are investigated thoroughly. The committee also makes recommendations for educational programs and standards for action.

Any student who is a victim of mistreatment or bias or has witnessed such a situation, is encouraged to the BU department of public safety (DPS) immediately. Incidents may be reported through any of the following channels:

- [24-hour Bias Incident Hotline at 401-232-6920.](tel:401-232-6920)
- Complete the electronic Bias Incident Form available at web.bryant.edu/bias
- To report an incident in person, go to the Public Safety Office (lower level Unistructure on the Administration Hall side)

All reports will be investigated by the appropriate offices, and individuals involved will be notified of actions taken. Due to confidentiality laws, the

University may not be able to reveal all the information related to the investigation.

Resources available for incidents of harassment, mistreatment and assault

Advocacy Helpline (confidential) – (401) 258-4209: A 24/7 support network of Bryant staff members who are trained to assist victims of sexual assault. The network provides support, information, and assistance in obtaining medical attention. When you get support, you do not have to pursue any specific course of action and no action will be taken unless you choose to do so.

Office of Counseling Services (confidential) – (401) 232-6045: Clinicians provide confidential crisis support and follow-up appointments for Bryant students. All conversations are kept confidential within professional and legal guidelines.

Health Services (confidential) – (401) 232-6220: Clinicians provide on-site medical care, testing and treatment for Bryant students. All medical information and treatment are kept confidential within professional and legal guidelines.

Department of Public Safety (not confidential) – emergency response (401) 232-6991: Emergency response available 24 hours a day, 7 days a week. You may also direct complaints to Public Safety's administrative number, (401) 232-6001.

Office of Campus Ministries (confidential) – (401) 232-6045: Chaplains are available for counseling and support. Call to make an appointment.

Gertrude Meth Hochberg Women's Center (not confidential) – (401) 232-6854: Provides support, information, and education for the Bryant campus community.

Local Hospitals and Emergency Rooms (confidential)

- Women & Infants Hospital (401) 274-1100, 101 Dudley Street, Providence
- Rhode Island Hospital (401) 444-5411, 593 Eddy Street, Providence

Local Law Enforcement (not confidential)

- Emergency Response dial 911
- Smithfield Police Department (401) 231-2500

Counseling, Advocacy, Support (confidential)

- Day One Resource Center – 1-800-494-8100: Provides 24/7 support and information to survivors of sexual assault
- Rape, Abuse and Incest National Network (RAINN) – 1-800-656-HOPE: National hotline for victims of sexual assault. Free counseling and support 24 hours a day from anywhere in the country. A survivor who calls is connected to the nearest local rape crisis center through a unique computer routing system that maintains the caller's confidentiality.
- Sexual Assault and Domestic Violence Hotline – 1-800-494-8100: 24-hour hotline if you need help because of a sexual assault or an abusive relationship. Counselor-advocates provide support and are available to accompany victims of sexual assault to the hospital and police station. Ongoing counseling and support groups available.

(This hotline is specific to Rhode Island. Contact the National Sexual Assault Hotline at 1-800-656-HOPE if you need help in another state.)

POLICY No. PAS 010: CONFIDENTIALITY POLICY

The BU PA program understands the federal regulations addressing patient healthcare confidentiality as described in the Health Insurance Portability and Accountability Act (HIPAA). Students receive HIPAA training as part of their annual updates and as specified by the agencies in which they are assigned as students. Records of the training are maintained in their student files.

1. A PA student will hold in confidence all personal client information and agency information entrusted to them.
2. Confidential clinical information and research data (written or oral) given to a PA student is considered privileged within the context of the learning site and/or the enrolled course.
3. A PA student will limit his or her discussion of client, family, and/or agency to structured learning situations, such as but not limited to conferences and/or clinical learning experiences. At no time are patients, clients, families, and/or agencies to be discussed in any public setting, such as but not limited to lunch tables, clinical or university dining facilities, elevators, dormitories, etc.
4. Failure to comply with the above policy represents unethical conduct for a PA student and may result in failure of the course in which the incident occurs and will result in disciplinary action, up to and including dismissal from the program.

CONFIDENTIALITY STATEMENT

All PA students are required to sign a confidentiality statement at the time of enrollment in the program. The student is expected to comply with the terms of such a statement throughout their enrollment in the program. A copy of the signed statement is maintained in the student's file. The statement reads:

I, _____, acknowledge my responsibility to abide by applicable federal law and the BU PA Program Confidentiality Policy to keep confidential any information regarding a patient, client, and/or agency. By signing below, I agree not to reveal to any person and/or persons except specifically authorized agency staff and associated personnel any specific information regarding any patient, client, and/or agency. I further agree not to reveal to any third party any confidential information of an agency except as required by law or as properly authorized by such agency. I further understand that any unauthorized disclosure of confidential information may result in failure of the course in which the incident occurs and will result in disciplinary action, up to and including dismissal from the program.

Student Services

Accessibility Services

Office of Accessibility Services and the Academic Testing Center

Office of Accessibility Services Location: Unistructure - Ground Floor of the Admissions Hall, across from the Admissions Atrium
Phone: 401-232-6880

Academic Testing Center Location: Unistructure - Room M34
Phone: 401-232-6830

Website: Office of Accessibility Services

Bryant University upholds the mandates of Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), and the ADA Amendments Act of 2008. Students with documented disabilities may request accommodations through the Office of Accessibility Services. The request process begins with the completion of an online intake form and personal intake meeting and includes a review of appropriate documentation. All requests are evaluated on a case-by-case basis with a focus on how the student's disability impacts daily living and learning activities.

The Office of Accessibility Services also manages the Academic Testing Center (ATC), a low distraction testing space for Bryant students that is designed to maximize student performance and maintain test integrity. The ATC supports students who use approved testing accommodations or miss in-class exams due to illness or team travel.

Student Success

Student Success staff engage in a partnership with students to help them achieve their academic goals. The staff includes a network of full-time and part-time professionals who work together to foster a supportive learning environment.

On Demand Student Success Workshops

Graduate students have access to the entire library of Student Lingo On Demand Student Success Workshops. These study skills workshops can be accessed at any time, from any location at www.studentlingo.com/bryant. For more information, visit the Centers for Student Success.

Writing Center

The Writing Center is available to help graduate students strengthen their writing skills. Writing specialists, professionals with an MA and/or Ph.D. in English or writing, are available for individualized consultation. An English as a second language writing specialist is available to help students for whom English is a foreign language. To schedule a Writing Center appointment, call (401) 232-6567.

Amica Center for Career Education

The Amica Center for Career Education offers a full range of career development and planning services for all students, including graduate students. Our services include:

- Individual career coaching on all topics pertaining to choosing a major, finding an internship, applying to graduate school, or securing a full-time opportunity.
- Career planning courses to assist you with choosing a major and/or career path.
- Shadow Program, matching you with an alum for a day in the workplace.
- Alumni-student networking events in Boston, Hartford, New York City, Providence, Washington, D.C., and more.
- Campus recruiting program including the Bryant Career Connection (BCC) - the student job board for both internships and full-time opportunities.
- Two annual Career Fairs with more than 150 employers attending.
- Specialized programs, company site visits, and alumni connections.

We encourage all students to visit the Amica Center to get started with:

- Utilizing career assessment tools
- Writing a college résumé
- Creating a LinkedIn profile
- Finding an internship or job
- Learning how to leverage campus and current work life to benefit your career plan

Graduate students are welcome to use all available resources in the Amica Center for Career Education as well as participate in our events and programs.

Stop by our office, visit our website at <https://career.bryant.edu>, or call (401) 232-6090, to learn more about resources and services provided.

The opportunity to use the Amica Center for Career Education continues after graduation. Career coaching is available to alumni who are changing careers and are in need of assistance, up to five years post-graduation.

Alumni are also invited to attend the many workshops, programs, and events offered by the Amica Center for Career Education.

Student Printing Facilities

- Students can print wirelessly via their laptop to several printers located on campus.
- Printers are available in the following locations: Quinlan/Brown Academic Innovation Center, Fisher Student Center, Krupp Library in the Bello Center, and on both the first and second floors of the M-wing in the Unistructure.
- A \$40 printing allowance is granted each year. After that, a charge of 5 cents per black-and-white page and 25 cents per color page is applied directly to the student's allowance; if the student exceeds that allowance, the charges are applied directly to their Banner account.

Bryant Bookstore & Online Purchases

The Bryant University bookstore is located in the Fisher Student Center. Please call (401) 232-6240 for bookstore hours. Textbooks may also be ordered online at www.efollett.com.

Campus Ministry

The University Chaplains in the Campus Ministry Office of the Machtley Interfaith Center serve the needs of the Bryant community members, including students, staff and faculty. Part-time Catholic, Protestant, Jewish and Muslim chaplains are available as well as a full-time Director of Campus Ministry to offer conversation, guidance, education and spiritual development.

There are student organizations that serve the Catholic, Protestant, Jewish and Muslim students through varied religious, educational and social programming. Worship services are also offered regularly throughout each week of the semester.

All students are invited to avail themselves of these opportunities by visiting or contacting the IFC and Campus Ministry Office to check on scheduled programming, services, and chaplaincy hours.

Health Services

Health Services is a nurse practitioner run program that adheres to federal and state law and endorses the guidelines of the American College Health Association, the Rhode Island Department of Health and the Centers for Disease Control and Prevention.

Clinical components of Health Services include treatment of illnesses and injuries, sexual health care, laboratory services, immunizations, support services for students with physical disabilities, and referrals as appropriate. All health care and medical records are confidential, and family members are notified only in the event of a life-threatening accident or illness.

Health Services is staffed by full-time Certified Nurse Practitioners, a Registered Dietician, and a Health Promotion Coordinator. Health Services does not provide written excuses for missed classes, exams, or work, due to illnesses, nor do they provide documentation of visits to Health Services.

In the event of an emergency or when Health Services is closed, emergency medical technicians (EMTs) are available through the Department of Public Safety at 401-232-6001.

Security/Public Safety

ID and Parking Sticker Policy

Bryant's campus is a secure place to live. Public Safety officers are on duty 24 hours a day, seven days a week. Residence hall exterior doors are locked 24 hours a day, only accessible to students. Individual key locks are on the door of each room. Visitors are checked in on weeknights and throughout the weekend.

All students are required to have a current parking sticker and student photo ID. IDs may be obtained on the first floor of the Fisher Student Center. To obtain a parking sticker, students are required to bring their driver's license and vehicle registration to the Department of Public Safety. Contact the Public Safety office at (401) 232- 6001 for more information.

COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

College of Humanities and Social Sciences

Mission Statement

The faculty and students at the College of Humanities and Social Sciences share the commitment to advancing the study and practice of the humanities, social sciences, mathematics, and the natural and applied sciences. We fulfill our commitment through teaching, scholarship, creative work, and outreach. In faculty and student research, we generate new knowledge. In our teaching, publications, presentations to peers, and engagements with private and public organizations, we disseminate and share our knowledge.

Bryant University's Graduate Programs in Humanities and Social Sciences offer innovative and rigorous theoretical and applied degree programs in the liberal arts. They do so in flexible, student-friendly formats for lifelong learning opportunities designed to prepare graduates who are able to assume the educational, professional, and leadership responsibilities of learned persons in a dynamic and free society. Graduate Programs in Humanities and Social Sciences seek to foster in each student a spirit of inquiry and a quality of scholarship

Master of Science in Actuarial Science - Online Program

The Master of Science in Actuarial Science (MSAS) program prepares graduates to use advanced quantitative techniques to better understand, measure, and manage risk. In particular, the MSAS program prepares students to become actuaries, and to keep on track toward the professional actuarial Associateship designation.

Many of the courses involve material that is tested on the professional actuarial exams. Other courses provide enhanced communication skills, and more in-depth understanding of the nature and economics of the risk and insurance industry. By selecting an MSAS, graduates of the program are equipped with the knowledge and skills to contribute to the actuarial sub-discipline of their choice.

The format of the MSAS program is online and asynchronous, which provides maximum convenience and flexibility for students. The MSAS is designed to be a one-year full-time program but is flexible enough to be pursued on a part-time basis. The program and its courses are characterized by experiential learning and reflect real-world applications and interdisciplinary engagement.

Program Outcomes:

As a graduate of the MSAS program, you will:

- Gain a solid understanding of the importance of risk, and how it can be identified, quantified, and managed.
- Develop skills and experience in the application of concepts and techniques tested on professional actuarial exams.
- Keep on track toward a professional actuarial Associateship designation.
- Engage experientially with real-world-type risk problems and situations.
- Appreciate the multi-disciplinary nature of actuarial science and develop a holistic perspective of risk and its management.
- Communicate effectively regarding risks, risk management, and insurance issues, and understand how to better discuss and describe technical material to a variety of audiences.

Admission Requirements:

- Bachelor's degree from an accredited institution
- A cumulative undergraduate GPA of 3.0 or above
- At least one course in statistics
- Statement of Objectives: Why do you want to pursue Bryant University's Master of Science in Actuarial Science program?
- Two letters of recommendation
- A curriculum vitae or resume

Non-native English language speakers must submit an English language proficiency examination, such as the TOEFL or IELTS.

Master of Science in Actuarial Science Degree Requirements:

Students are required to take the following courses:

GRO 550	Online Strategies for Success	1
MSAS 500	Introduction to Actuarial Science	3

MSAS 501	Short-Term Actuarial Modeling	3
MSAS 502	Long-Term Actuarial Modeling	3
MSAS 505	Actuarial Application Capstone	3
MSAS 511	AI Application in Insurance	3
Student must choose Five courses from the list below:		
MSAS 503	Advanced Actuarial Statistics	3
MSAS 504	Statistics for Risk Modeling	3
MSAS 506	Introduction to Insurance Economics and Regulation	3
MSAS 507	Advanced Financial Mathematics	3
MSAS 508	Short-Term Actuarial Pricing and Reserving	3
MSAS 510	Time Series	3

A minimum of 31 credits requirement to meet the degree requirements.

COURSE DESCRIPTIONS

Accounting (ACG)

Courses

ACG 515. Preparing for MSA Success. 0 Credit Hours.

This course is designed to provide entering MSA students with the skills necessary to be successful in a graduate accounting program. Emphasis is placed on the use and applicability of case analysis. Students will garner an understanding of the use of the critical expectations of a graduate level program.

ACG 602. Advanced Assurance and Professional Oversight. 3 Credit Hours.

This course is designed to provide students with more in-depth knowledge of advanced audit and assurance topics. Emphasis will be placed on the varying roles the AICPA, SEC, and PCAOB play in the governance and oversight structure of the public accounting profession. The application of judgment in various auditing contexts will also be stressed through case analysis.

Prerequisites: Auditing Concepts, or equivalent.

ACG 603. Corporate Governance in the 21st Century. 3 Credit Hours.

Corporate governance of a large company is complex, involves many stakeholders, and often subject to laws and regulations of many jurisdictions. In 2002, the United States Congress passed Sarbanes-Oxley Act - a substantial change in laws governing the capital markets since 1934. This law plays a mitigating role between laws and ethics of corporate governance. The corporate governance issues are also impacted by globalization of business (e.g., International Financial Reporting Standards, IFRS and globalization of capital markets) and applications of information technology in the corporate reporting supply chain such as XBRL. The course addresses these topics and their roles in shaping compliance with corporate governance rules and regulations in the global economy.

ACG 607. Accounting Project Design and Analysis. 3 Credit Hours.

This course leverages the technical skills gained through the various undergraduate accounting and business courses and the development of a new, project-level approach. Students will learn to evaluate, analyze and apply project management principles to relevant accounting projects and engagements.

ACG 608. Accounting Analytics. 3 Credit Hours.

This course covers the analysis of data as it pertains to accounting professionals. The focuses include analytic techniques for decision making and the examination of "big data" involving accounting information. Hands-on experiences will develop skills with select software tools used in data analytics for accounting professionals. This is not a computer-skills course. However, it does require extensive use of the computer as a tool. To accomplish the objectives of this course, students will spend a significant portion of their time both in and out of the class learning and using business intelligence software packages. All of the class assignments will involve the use of the computer in one way or another.

Prerequisites: ACG 345 and ACG 442.

ACG 609. Accounting Theory. 3 Credit Hours.

To fully understand the process and products of financial accounting, one needs to understand the underlying concepts and choices that were made in arriving at currently accepted standards. The purpose of this course is to understand the role of accounting theory in setting accounting standards and to explore possible alternatives and the implications of those alternatives on policy and decision makers. In this course we will examine the nuances of the commonly used terms, along with the choices available to standard setters and the rationale for the existing accounting standards. Topics of discussion will include the development of accounting theory and international accounting theory. We will also look closely at the recognition of income, and the balance sheet accounts. The course will have a research component using FARS.

ACG 620. Analysis of Multinational Accounting. 3 Credit Hours.

Students will analyze and evaluate the external and internal reporting problems associated with multinational business entities. This course includes an overview of the institutional structures that have evolved in response to international accounting problems; a review of relevant literature in the field; the development of analytical skills for addressing international accounting policy issues, and site visits as situations merit.

ACG 622. Research, Communication and Analysis. 3 Credit Hours.

This course introduces students to accounting, audit, tax and other financial databases used for professional research. Students will begin developing the skills necessary to conduct appropriate professional research, evaluate and analyze it, and produce organized and effective piece of oral or written communication. This course also analyzes the unique characteristics of business communication. Students use their knowledge to create several pieces of standard written business correspondence using appropriate supporting technology. Oral communication is studied with an emphasis on planning and presentation in different business settings.

ACG 623. Analysis of Management Control Systems. 3 Credit Hours.

This case-oriented course focuses on "management control, or" the process by which managers assure that resources are obtained and used effectively and efficiently in the accomplishment of an organization's goals and objectives". The course is designed to allow students to gain knowledge, insights, and analytical skills that are related to how an organization's managers go about designing, implementing, and using planning and control systems to accomplish an organization's goals and objectives. Roughly equal emphasis is given to: (1) evaluation and analysis of the techniques of the management control process (e.g., transfer pricing, budget preparation, management compensation); and (2) the behavioral considerations involved in the use of these techniques (e.g., motivation, goal congruence, relative roles of supervisors and subordinates).

ACG 624. Analysis of Income Tax Accounting. 3 Credit Hours.

This course provides students not intending to pursue careers as tax professionals an understanding of corporate taxation and the ability to evaluate, analyze and apply the financial accounting standards relating to income tax. The course highlights areas (income, deduction, gain, loss, and credit) where financial accounting and tax accounting differ. Topics include current and deferred tax expense and benefit, temporary differences, carry forwards, deferred tax assets and liabilities, valuation allowances, business combinations, investment in subsidiaries and equity method investments, tax allocations, presentation and disclosure, and implementation of accounting for uncertain tax positions. Note that the Analysis of Multinational Accounting course will also coordinate with the Graduate Programs Office to include a travel component where possible.

ACG 625. Analysis of Governmental Accounting. 3 Credit Hours.

This course analyzes accounting problems and procedures pertaining to federal, state, and local governments. Common financial and fund accounting principles, including those peculiar to funded activities will be compared and evaluated.

ACG 691. Directed Independent Study in Accounting. 3 Credit Hours.

The course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and student will develop an academic plan that is submitted to the College of Business Graduate Program office for final approval.

Actuarial Mathematics (AM)

Courses

AM 540. Actuarial Mathematical Models and Stochastic Calculus. 3 Credit Hours.

The primary goal of this course is to provide the student a background in the mathematics of stochastic processes, risk, and financial economics as it relates to actuarial models. The underlying foundation of this course is the mathematics and economics of the pricing of financial options. As part of providing the framework for this field of study, advanced concepts such as Brownian Motion, the Black-Scholes Model, and the modeling of stochastic interest rates will be investigated. Taking this course will make it possible for the student to prepare for Society of Actuaries Exam MFE and the Casualty Actuarial Society Exam 3F. Prerequisites: AM 342 or FIN 465.

Applied Analytics (AA)

Courses

AA 630. Data Management for Analytics. 3 Credit Hours.

This course introduces students to the fundamentals of working with data through hands-on experience in SQL and data visualization tools. In the first part of the course, students will learn the fundamentals of data management, how data is stored, structured, and accessed in relational databases, and how to write efficient SQL queries to extract, transform, and analyze data. In the second part of the course, students will explore how to communicate insights through visual storytelling using data visualization software. They'll learn principles of effective data visualization and how to use software tools to create clear, compelling visuals that support analysis and decision-making. By the end of the course, students will be able to manage data confidently and create visualizations that make complex information accessible and meaningful.

Session Cycle: Every Spring.

AA 640. Data Visualization and Text Mining. 3 Credit Hours.

This course introduces students to Python-based techniques for accessing, cleaning, and analyzing data. The first half focuses on structured data, guiding students through building data processing pipelines, implementing transformation workflows, and applying analytics techniques to prepare data for analysis. Students will learn how to handle common data challenges and write efficient Python code for data manipulation. In the second half, the course explores text mining and the unique challenges of working with unstructured data such as text. Students will be introduced to tools and methods for extracting insights from text in various contexts, including social media, surveys, and documents. By the end of the course, students will be able to build end-to-end workflows for both structured and unstructured data, applying Python to solve real-world data problems.

Session Cycle: Every Spring.

AA 645. Data Mining and Predictive Analytics. 3 Credit Hours.

This course provides a broad understanding of the role of predictive analytics for decision-making in different application domains. Students will be exposed to a number of predictive analytics techniques originated in related fields of statistics, machine learning, and artificial intelligence. Techniques covered will include statistical techniques such as linear and logistic regression, classification techniques such as decision trees and random forests and boosted trees, association analysis techniques such as market basket analysis, and cluster analysis techniques such as K-means and hierarchical clustering. Applications of each of the techniques for decision-making applications will be emphasized. Various tools including Python, Excel, and Tableau will be used throughout the course. Other tools may be introduced as needed.

Session Cycle: Summer

Yearly Cycle: Annual.

AA 651. Analytics Capstone. 3 Credit Hours.

The Analytics Capstone course provides students with the opportunity to apply the knowledge and skills that they have acquired to realistic problems that involve large data sets. The course will revolve around a project based on a data set from a business partner of Bryant University that will provide real data and define a typical decision set that can be solved using the data. Students will present the results of their analysis and recommendations to other students in the class and if appropriate to the client. Students are expected to create a professional presentation of their work and to deliver it confidently. The project will consist of multiple predictive models to assist the client that will be developed using Python. Multiple predictive modeling techniques learned in prior classes will be used.

Prerequisites: AA 630, AA 640, AA645.

AA 691. Directed Independent Study in Applied Analytics. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interest of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Artificial Intelligence (AI)

AI 500. Fundamentals of Artificial Intelligence. 3 Credit Hours.

This course provides a comprehensive introduction to AI, blending theoretical foundations with practical applications to equip students with essential AI knowledge and skills. Students will explore the history and evolution of AI, key technologies such as machine learning, deep learning, and natural language processing (NLP), as well as emerging advancements in generative AI. The course emphasizes hands-on experience with AI tools enabling students to build and experiment with AI-driven solutions. The course culminates in a team-based project, where students apply their learning to develop an AI application aligned with their interests. By the end, students will have a strong foundation in AI concepts, practical proficiency with AI tools, and an understanding of AI's transformative impact across industries.

Session Cycle: Every Semester.

AI 510. AI Ethics and Society. 3 Credit Hours.

As Artificial Intelligence (AI) has increasingly been integrated across all sectors of society; it is critical to examine the challenges and ethical implications of its widespread use. This course offers a comprehensive exploration of the ethical challenges arising from the practice of AI including principles of fairness, bias, privacy, accountability, and transparency. Through critical thinking and discussion, students will analyze real-world applications, assess ethical concerns across various AI implementations, and explore how regulatory frameworks and public policies influence ethical practices. By the end of the course, students will have a strong foundation on ethical considerations in AI and be equipped to critically engage in discussions on its ethical use and societal impact.

Session Cycle: Every Semester.

AI 600. AI Applications in Business. 3 Credit Hours.

This course provides a comprehensive exploration of artificial intelligence (AI) and its strategic applications across key business domains. Students will examine how AI transforms industries, enhances decision-making, and creates competitive advantages while addressing ethical, technical, and governance challenges. The course begins by identifying AI's opportunities, limitations, and emerging trends before diving into machine learning and generative AI applications in business. Students will explore AI's role in marketing, finance, supply chain, and human resources through case studies, hands-on exercises, and interactive discussions. Special focus is given to human-centric AI design, AI strategy development, and governance frameworks to ensure responsible and effective implementation. A semester-long team project challenges students to apply AI concepts to real-world business problems, culminating in a final presentation.

Session Cycle: Every Semester.

Finance (FIN)

Courses

FIN 501. Programming in Finance. 3 Credit Hours.

This course serves as an introduction to many aspects of Python programming, specifically as it applies to financial applications. Topics include data management, matrix operation, optimization, simulation, linear regression, portfolio management, time-series analysis, and textual analysis. Students will become familiar with and use Python to analyze and manipulate data and accomplish tasks with various financial topics. Prerequisites: Students need to have a basic understanding of time value of money calculation, valuation of financial assets, and portfolio theory

Corequisites: MBA 524

Session Cycle: Every Spring Semester.

FIN 502. Fintech and Blockchain for Finance. 3 Credit Hours.

New technological innovations are fundamentally transforming the financial industry. This course introduces students to the different ways in which new technologies have led to material changes in business models, products, and customer user interface. The course will explore the application of AI, deep learning, and open APIs in various sectors of finance like payments, credits, trading and risk management. The course will then shift focus towards cutting-edge topics including blockchain, cryptofinance and smart contracts, mobile payments, and applications of blockchains. Along the way the course will focus on the market regulations, security compliance and changes in law needed in this rapidly changing business environment.

Prerequisites: MBA 524

Session Cycle: Every Spring Semester.

FIN 503. Fintech and Digital Innovation Fund. 3 Credit Hours.

This course will focus on two main components to provide students with a deeper understanding of Fintech, Blockchain, and the investment world. The first component will explore the impact of Fintech on different parts of the financial market through the analysis of various case studies. The case studies will cover topics such as Payment, Credit and Lending, Trading, Risk management, Insurtech. In the second component, students will also act as fintech security analysts and manage a portfolio of fintech firms funded by Bryant Alumni in the industry.

Prerequisites: FIN 502

Session Cycle: Every Summer.

FIN 691. Directed Independent Study in Finance. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Global Finance (GFIN)

Courses

GFIN 601. Global Financial Management. 3 Credit Hours.

This course deals with the theories and principles of global management. It develops a framework for evaluating the opportunities, costs, and risks of operating in the global markets for goods, services, and financial assets. Topics include the rationale for hedging currency risk, treasury management of international transactions, managing transaction exposure to currency risk, managing operating exposure to currency risk, foreign market entry and country risk management, multinational capital budgeting, multinational capital structure and cost of capital, and corporate governance. Students will explore global financial management by analyzing case studies and preparing a country analysis report for market entry.

GFIN 691. Directed Independent Study in Global Finance. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Global Studies (GLOB)

Courses

GLOB 597. Directed Graduate Study in Global Studies. 3 Credit Hours.

This course is an opportunity to do independent, in depth study or research for graduate school credit. The student works on an individual basis under the direction of a member global studies faculty. The main requirement of the course is the development of a substantial paper or project. This is a 500 level graduate course. Permission of instructor is required.

Global Supply Chain Management (GSCM)

Courses

GSCM 601. Corporate Social Responsibility in Global Supply Chain Management. 3 Credit Hours.

This course will focus on the strategic impact of corporate social responsibility on the global supply chain. The goals of this course are to provide students with an in-depth knowledge of the various types of supply chain events that are connected to corporate social responsibility and the strategic best practices to mitigate these events. Lectures will provide a theoretical basis and illustrate the practical application of concepts. Cases, articles from academic journals, short videos, assignments, and one exam will be utilized to reinforce the subject matter and provide a variety of learning modes.

GSCM 603. Advanced Supply Chain Integration. 3 Credit Hours.

A key challenge to successful supply chain management is coordination of activities across the supply chain. This course will provide strategies for supply chain design by identifying the appropriate level of integration and coordination to improve the long-term performance of the individual companies and the supply chain as a whole. Topics include demand forecasting, integrated business management (sales and operations planning), demand management and CPFR, demand planning, and relationship management. Hands-on learning will take place within a global supply chain management simulation.

GSCM 604. Logistics of International Trade. 3 Credit Hours.

This course provides basic preparation in transportation economics and management as well as international transport and logistics. This course provides basic knowledge of import and export requirements for making contracts, payments, insurance, managing risk, arranging transportation, dealing with customs, and international trade law and theory. The course is taught in two modules: International Transport and Logistics, and Logistics Analysis. Attention is given to how transportation pricing and tradeoffs work, shipper and carrier strategies, and logistics processes for moving goods and people internationally. Students will quantitatively develop and assess strategies for transportation and network planning, inventory decision making, facility location planning, and vehicle routing. The course objectives are based on a partial list of the exam requirements for the Certification in Transportation and Logistics (CTL) professional credential offered by America's oldest logistics profession organization, The American Society of Transportation and Logistics (AST&L).

GSCM 691. Directed Independent Study in Global Supply Chain Management. 3 Credit Hours.

The course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate studies, the faculty member and student will develop an academic plan that is submitted to the director of the College of Business for final approval.

GSCM ST600. Warehouse Management: Processes, Inventory and Technology. 3 Credit Hours.

This course will take a systems approach and cover various aspects of warehouse operations including basic and best practices of warehouse processes; warehouse design and layout; inventory control: and technologies utilized. Learning Outcomes 1. Understand the role of warehousing operations in the global supply chain. 2. Demonstrate an understanding of the steps in the following warehouse operations: in bound order receiving; order stocking; order picking; order packing; order loading for out bound delivery. 3. Connect warehouse operations to inventory management concepts such as order tracking, cycle counting and 4. Design warehouse layouts to facilitate effective and efficient operations for various types of inventory handled within a warehouse. 5. Understand the role of current and future technologies in warehouse operations. These technologies include robotics, drones, material handling equipment, order picking walls, RFID, and optimization software.

Session Cycle: Spring.

Health Science (HS)

Courses

HS 501. Introduction to Health Informatics and AI. 3 Credit Hours.

This course introduces students to health informatics, the field devoted to the optimal use of data, information, and knowledge to advance individual health, health care, public health, and health-related research. The course provides an overview of the theory, processes, and applications of information systems - including emerging artificial intelligence technologies — and how they relate to health policy and management. It also provides a basic understanding of data standards and requirements, and the critical concepts and practice in mapping and interpreting health information, with attention to how AI is reshaping these processes.

HS 510. Population Health. 3 Credit Hours.

This course is intended to serve as an introduction to population health from both the vantage point of both public health and healthcare. We will examine the key components of community health needs assessments, how they are used, and how to compare population health assessments across subpopulations and time. Understanding health on a population level is an approach that seeks to improve the health of the whole population, unravel variations in health outcomes, and to identify effective strategies for reducing or eliminating inequities. The epidemiological sources and criteria by which to select high quality data sources will be explored to estimate population health indicators and to select evidence-based interventions to improve overall health of the population.

Corequisites: HS 501.

HS 520. Healthcare Law, Privacy, and Ethics. 3 Credit Hours.

In this course, students are provided opportunities to learn and apply knowledge of legal and ethical expectations on healthcare organizations and behaviors. Students are introduced to the major laws, regulations, professional and ethical principles, and industry standards governing health care structure, delivery, and reimbursement, as applied in health services management. Students will evaluate current healthcare issues and how health reform will affect healthcare organizations.

Pre/Corequisites: HS 501.

HS 530. Healthcare Operations and Systems. 3 Credit Hours.

Healthcare is comprised of a complex ecosystem of stakeholders that must collaborate effectively given the limited resources to support the structure. Technology is continuously evolving how healthcare is delivered and, in the process, bringing together all of these groups of people to work together. This course examines the operations of the entire healthcare sector and its management, including the role of strategic planning and governance, clinical and nonclinical support services, quality improvement, environment-of-care and facilities management, personnel and staffing, finance, information technology, and marketing.

Pre/Corequisites: HS 501.

HS 540. Advanced Applications of Artificial Intelligence in Healthcare. 3 Credit Hours.

This course investigates cutting-edge AI methodologies and tools within the healthcare sector. Through theoretical study, practical exercises, and hands-on projects, students explore advanced techniques such as machine learning, deep learning, and natural language processing applied to disease diagnosis, treatment recommendation, medical imaging analysis, and patient monitoring. Ethical considerations, regulatory frameworks, and societal impacts of AI in healthcare are also addressed. By the end of the course, students gain the expertise to design, implement, and evaluate AI-driven solutions, preparing them for leadership roles in healthcare organizations and research institutions driving innovation in the field.

HS 610. Electronic Health Records and AI. 3 Credit Hours.

In this course students will understand the health IT ecosystem with a focus on the role of electronic health records (EHRs) and the application of artificial intelligence in managing and utilizing health data. This course also includes an introduction to database architecture, servers, and interfaces. In addition, students will understand the implementation and management of electronic health information using common electronic data interchange systems and maintaining the medical, legal, accreditation and regulatory requirements of the electronic health record.

Prerequisites: HS 501.

HS 630. AI Health Analytics (R, Python, Tableau). 3 Credit Hours.

Modernization and achieving innovation at scale are a critical imperative for healthcare. This course provides an in-depth look at the principles and techniques for acquisition and preparation of data used for analysis and modeling in the healthcare industry. The first component of the course uses Python to perform simple statistical analysis, prepare data for modeling, and create basic visualizations from the data. The second component of the course introduces students to R language and the use of tableau so that students are prepared to analyze and process data in order to create actionable insights to transform healthcare.

Prerequisites: HS 501.

HS 640. Project Management. 3 Credit Hours.

Knowing how to manage projects effectively is an essential skill for health informaticians. In this course, students will be introduced to the standard terminology in project management and serves to provide an overview of management and leadership in health care. This course provides students the opportunity to practice a key role of leadership: transforming organizational culture by effective implementation of change.

HS 650. Database Management for Healthcare. 3 Credit Hours.

Students are introduced to categories of data collected and maintained by healthcare providers. Students are exposed to technologies used in the acquisition, delivery, and critical analysis of health data. The course emphasizes the use of electronic health records, data mining, statistical analysis of data, data management, report generation and presentation of data.

Prerequisites: HS 501.

HS 690. Healthcare Informatics Capstone. 3 Credit Hours.

Capstone course provides students with the opportunity to apply the knowledge and skills that they have acquired to realistic problems that involve large data sets in the healthcare industry. Students will participate in a one-semester internship with one of our community partners or prepare a thesis paper using available health data. Students will present the results of their analysis and recommendations to other students in the class and if appropriate to the client. Students are expected to create a professional presentation of their work and to deliver it confidently.

Pre/Corequisites: HS 520, HS 530

Prerequisites: HS 501.

HS 691. Healthcare Informatics Internship. 3 Credit Hours.

This internship is a practical learning experience that allows students to gain real world experience and develop professionally by working with a healthcare partner under the guidance of leaders in the fields of healthcare informatics and healthcare information technology. This experience affords the student an opportunity to apply her/his theoretical knowledge and technical skills in a real-world setting, allowing him/her to gain valuable training and insight, which will better equip the student to perform more confidently in the workforce.

Pre/Corequisites: HS 520, HS 530, HS 610, and (ISA 530 or HS 630)

Prerequisites: HS 501.

Information Systems (ISA)

Courses

ISA 500. Programming Foundations for Analytics. 0 Credit Hours.

This course serves as a pre-requisite to MSDS/MABA programs for students who do not have sufficient background in programming. This course delves into the theory and pragmatics of programming with a special focus on the Python programming language. No previous experience in computer science or programming is required. You will learn basic computer programming concepts and terminologies in Python such as variables, constants, operators, expressions, conditional statements, loops, and functions. This course includes hands-on exercises to help you understand the components of Python programming while incrementally developing more significant programs, data structures and algorithms.

ISA 501. Math and Statistics Foundations for Analytics. 0 Credit Hours.

This course serves as a pre-requisite to MSDS/MABA programs for students who do not have sufficient background in math and statistics. It is for learners who have basic math skills but may not have taken algebra or pre-calculus. This course introduces the core math that data science/ analytics is built upon, with no extra complexity, introducing unfamiliar ideas and math symbols one-at-a-time. Students who complete this course will master the vocabulary, notation, concepts, and algebraic rules necessary before moving on to more advanced material. Topics covered in this course include linear algebra, basic probability, statistics, and calculus.

ISA 510. Probability and Statistics for Data Analytics. 3 Credit Hours.

Probability and statistics are at the foundation of data science and artificial intelligence. The objective of this course is to provide students with an understanding of how to analyze and understand data through statistics and probability. As such, this course provides an overview of more foundational probability and statistics topics, before delving into more advanced topics through projects. Students will work with data in Python Notebooks to demonstrate their analytical skills.

Session Cycle: Every Fall Term

Yearly Cycle: Annual.

ISA 520. Data Visualization and Communication. 3 Credit Hours.

This course examines the art and science of data visualization. It teaches how to visually explore data and how to criticize, design, and implement data visualizations. It teaches the fundamentals of human perception and data visualization, exploratory data analysis and the importance of interaction in exploration, techniques for data visualization of specific data sets (networks, temporal data, geographic data, business data, etc.), and storytelling. The course will enable students to describe a visualization problem, to explore the data using visualizations, to discuss and design appropriate visualization concepts, and to implement and critically reflect on them. We will learn multiple popular data visualization tools such as Power BI, Tableau, and Python to implement our data visualization projects throughout the course.

Session Cycle: Every Fall Term

Yearly Cycle: Annual.

ISA 530. Fundamentals of AI and Machine Learning. 3 Credit Hours.

This course provides a comprehensive introduction to AI through the machine learning pipeline, covering the entire process of building, evaluating, optimizing, and deploying ML models. Core machine learning techniques in both supervised and unsupervised learning will be introduced, covering regression and classification models for labeled data, as well as clustering and dimensionality reduction methods for discovering hidden structures in unlabeled datasets. Time series forecasting will be covered to analyze sequential trends and predict future outcomes, along with reinforcement learning as a framework for decision-making in dynamic and interactive environments. With the increasing role of AI in automating and scaling ML workflows, this course will also incorporate AI tools, large language models (LLMs) and AI-assisted development platforms, to enhance the understanding, deployment, and expansion of ML models.

Session Cycle: Every Semester.

ISA 540. Data Management in the Age of AI. 3 Credit Hours.

In the era of artificial intelligence, traditional database management is evolving to support large-scale machine learning, big data processing, and AI-driven applications. This course explores the fundamentals of database management while integrating modern approaches for handling structured, semi-structured, and unstructured data in AI environments. Students will gain a solid understanding of the relational model and Structured Query Language (SQL), exploring both foundational and advanced SQL functions for various types of data analysis. In addition, students will learn how AI impacts data storage, retrieval, governance, and optimization, with a focus on NoSQL databases, vector databases, and real-time data pipelines. By the end of the course, students will be equipped to design and manage data systems that support AI applications, ensuring efficiency, compliance, and ethical considerations in AI-driven decision-making.

Session Cycle: Every Semester.

ISA 691. Directed Independent Study. 3 Credit Hours.

Students interested in exploring an idea, contributing to research, or developing a project may do so under the guidance of an affiliated faculty member in the Data Science/Business Analytics program. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the Chair of the ISA department for approval.

ISA 692. Data Science/Business Analytics Internship. 3 Credit Hours.

ISA internships give students the opportunity for supervised employment in an area where they can apply the Data Science and/or Business Analytics skills they have studied through our curriculum. Interns work at least ten hours per week, meet periodically with a supervising faculty member, and prepare a substantive report on their work experience.

Prerequisites: ISA 510, ISA 520, ISA 530, and ISA 540.

International Business (IB)

Courses

IB 601. International Business Management. 3 Credit Hours.

This course is designed to survey, analyze and appreciate the opportunities and challenges surrounding an international business environment. It focuses on the importance of cultural dynamics as well as legal, political, geographic, and environmental factors. Theories, information and research findings which are useful in understanding different aspects of managing multinational operations are discussed. It will provide a foundation for students interested in exploring career opportunities in international business.

IB 602. Global Human Resource Management. 3 Credit Hours.

This course addresses the human side of management, with emphasis on what makes a manager effective in a global business environment. Readings, case analysis, experiential exercises, and intensive discussion build students' understanding and management skills. The course explores basic issues in management and special circumstances that arise when management must reach across cultural and national boundaries. The course focuses on three inter-related skill sets. The first is making good decisions; many managers rely on intuition to make decisions. We discuss the pros and cons of intuition, and ways to benefit from intuition without succumbing to the pitfalls. We also discuss ethical management, with attention to ethics in a global business context. The second skill set includes skills and knowledge needed to manage people and relationships. An effective manager is an able negotiator, knows how to successfully navigate the network of informal relationships, and understands what motivates people.

IB 603. International Marketing. 3 Credit Hours.

This course provides managerial orientation to the topic of global marketing in today's complex, rapidly changing international business environment. A key focus is developing competitive advantage by creating customer value. Course participants will gain a fundamental understanding of marketing strategy and marketing analysis (i.e. customer, competitor and company analysis) as well as an appreciation of the basic strategic issues involved in market segmentation, market targeting, and market positioning in the international arena. The major tactics/ tools used by global marketers to facilitate the management of their international marketing plans (i.e. product development, pricing strategies, marketing communications, distribution management) are also examined. Throughout the course, an emphasis is placed on developing skills for entering new markets and sustaining or growing current markets.

IB 691. Directed Independent Study in International Business. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Management (MGT)

Courses

MGT 691. Directed Independent Study in Management. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Marketing (MKT)

Courses

MKT 691. Directed Independent Study in Marketing. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student the faculty member will develop an academic plan that is submitted to the College of Business for final approval.

Master of Business Admin. (MBA)

Courses

MBA 506. Microeconomics for Business. 0 Credit Hours.

This course serves as a pre-requisite to all on-campus MBA programs for students that do not have sufficient background in the subject. The course provides an overview of microeconomics with an emphasis on understanding key concepts and principles used in business management today. The objective of the course is to teach students how to analyze an organization's performance by applying economic analysis to an array of business situations.

MBA 507. Macroeconomics for Business. 0 Credit Hours.

This course serves as a pre-requisite to all on-campus MBA programs for students that do not have sufficient background in the subject. The course provides an overview of macroeconomics with an emphasis on understanding key concepts and principles used in business management today. The objective of the course is to examine the economy in the long run (when prices are flexible) before examining the economy in the short run (when prices are sticky).

MBA 508. Statistics for Business. 0 Credit Hours.

This course serves as a pre-requisite to all on-campus MBA programs for students that do not have sufficient background in the subject. The course provides a basic background in statistics for students without prior knowledge of statistical analysis and important mathematical ratios which will be utilized throughout the MBA program.

MBA 509. Accounting for Business. 0 Credit Hours.

This course serves as a pre-requisite to all on-campus MBA programs for students that do not have sufficient background in the subject. The course provides an overview of accounting with an emphasis on understanding key concepts and principles used in business management today. The objective of the course is to teach students how to analyze an organization's performance by applying accounting principles to an array of business situations.

MBA 514. Finance for Business. 0 Credit Hours.

This course serves as a pre-requisite to all on-campus MBA programs for students that do not have sufficient background in the subject. The course provides an overview of finance with an emphasis on understanding key concepts and principles used in business management today. The objective of the course is to teach students how to analyze an organization's performance by applying finance principles to an array of business situations.

MBA 515. Management Concepts and Skills. 1 Credit Hour.

This course provides all entering MBA students with a foundation of key management perspectives and skills that will heighten student opportunity for successful program completion. During an intensive, multi-day course, MBA students will be exposed to and participate in instructional sessions addressing technology, research resources, team-building, leadership, communication skills, and case analysis exercises.

MBA 520. Managing Corporate Enterprise. 3 Credit Hours.

Successful management of a corporate enterprise begins with a coherent, well-defined strategy. This course develops the knowledge and skills necessary to analyze, formulate and implement strategy effectively. The course will address the complexity of leading a business in this era of globalization, social and technological change, and dynamic firm and industry boundaries.

MBA 521. Leading Effective Organizations. 3 Credit Hours.

This course emphasizes the importance of understanding the diverse ways that people interpret and respond to situations, emphasizing the complexity of organizational problems, especially in project-oriented, team-based environments. It discusses ways to align individual behavior with the organizations mission and objectives and encourages decision making that is consistent with established models of effective leadership and standards of ethical behavior. It equips students to create personal leadership development profiles and self-improvement plans for their professional practice to aid in the career development.

MBA 522. Reporting and Controlling Resources. 3 Credit Hours.

This course emphasizes the role of accounting in controlling the operations of an organization and the relationship between cost, profits and volume, decision making techniques using accounting data, and the use of programmed budgets as a control mechanism.

MBA 523. Managing Information Resources. 3 Credit Hours.

This course emphasizes knowledgeable and effective use of information systems, IS decision making, knowledge management, and information systems as an element of corporate strategy development.

MBA 524. Managing Financial Resources. 3 Credit Hours.

This course emphasizes the tools and techniques necessary for sound financial decision making including the time value of money, risk and return, capital budgeting, working capital management, and acquisition of long-term capital.

MBA 525. Marketing for Competitive Advantage. 3 Credit Hours.

This course emphasizes markets, innovation and opportunities, consumer characteristics affecting demand, marketing institutions, ethics and government business relations, product planning and pricing problems, distribution channels, promotion, and competitive strategy.

MBA 526. Value Formation Through Operations. 3 Credit Hours.

This course emphasizes the theories and techniques used to manage world class operations for competitive advantage including: operations strategy, process design, quality, inventory control, and project management.

MBA 528. Global Immersion Experience. 3 Credit Hours.

The Global Immersion Experience has been designed to embed the knowledge and skills needed for today's managers to operate effectively in a globalized world. The course typically encourages students to explore a given country or region in depth and in the process become aware of the economic opportunities and pitfalls in doing business in that country/region. Students will be able to take this experience and apply it to a different country. An important aspect of GIE is a student project with an overseas firm in the destination country that builds on the first semester of academic study covering areas of strategy/ leadership, supply chain management and accounting/finance. The Global Immersion Experience is required for the One Year MBA program and optional but highly recommended for the Two Year MBA. While class meetings for MBA 528 begin in the fall term, the GIE takes place during the winter term and entails travelling to a foreign country for approximately ten days.

MBA 621. Business Consulting. 3 Credit Hours.

The central idea is that consulting services, both internal and external to business organizations are useful, are in high demand, and are lucrative. The course is intended for students who wish to understand and use consulting principles and practices for competitive advantage, whether as an intrapreneur, entrepreneur, or a traditional consultant. The course introduces the taxonomy and nature of consulting, provider models and business forms such as feasibility studies, proposals, contracts, reports, and billing practices. It includes the strategic application of technology for improved productivity and performance. It helps students to understand and apply methods of thinking, process analysis, client relations, and reporting that are essential to effective consulting.

MBA 641. Long Term Career Planning. 1 Credit Hour.**MBA 645. MBA Business Practicum. 3 Credit Hours.**

Students will work with a corporation or non-profit organization to develop and implement solutions to business problems or plans to exploit business opportunities. Teams will work closely with company executives to develop a project that adds value to the firm and provides students with hands-on experience working with a company.

MBA 651. Mastering Strategic Analysis. 3 Credit Hours.

This MBA Capstone course emphasizes managerial decision-making that involves all aspects of a firm and crosses all functional lines, focusing on the integration of acquired knowledge for strategy development.

MBA 691. Directed Independent Study in Business. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student. At the initiation of the graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

Online Master of Business Administration (MBAO)

Graduate Online Courses

GRO 550. Online Strategies for Success. 1 Credit Hour.

Before engaging with your first online course, you will explore the technologies, structure, and expectations of the program in the 1-credit Orientation module, GRO 550 Strategies for Success. You will meet your support team, customize a profile on Bryant's Learning Management System (LMS), practice using various technologies, and create a success plan to guide your journey throughout your online program. You will learn to employ unique skills for reading, note-taking, and studying in the online classroom, cite your sources using the American Psychological Association (APA) standards, and monitor your learning progress using metacognitive approaches.

Session Cycle: Varies.

Master of Bus. Online Courses

MBAO 551. Managerial Economics and Data Analysis. 3 Credit Hours.

In this course, you will explore both micro and macroeconomics and data analysis at a managerial level used in business management today. You will learn to define and interpret concepts such as opportunity cost, elasticity, utility maximizing, and market equilibrium. You will gain a way of understanding the long-term forces that drive the economy and shape the business environment. By the end of this course, you will be able to analyze the core issues in economics, evaluate the effects of internal and external factors on economic issues, employ models to perform economic analysis, apply theory using real world examples, and identify, explain, and compare major economic indicators and apply them to real world applications. Students will also employ regression models to conduct data analysis: applies econometric methods in a business context in order to address managerial questions and help make evidence based decisions.

Prerequisites: GRO 550.

MBAO 552. Principles of Management. 3 Credit Hours.

This course is designed to help you develop the managerial decision-making skills that are essential for career advancement as well as success in your personal life. To ensure relevance, you will be encouraged to focus on issues that are personally pertinent to your particular career stage. Managers work in a myriad of different contexts around the globe. Through case studies, exercises, and reflective experiences, we will explore how differences in national/regional cultures affect managerial practice as well as how organizational size, age, and status tend to influence organization culture and thereby expectations about what it means to be an "effective" manager.

Prerequisites: GRO 550.

MBAO 558. Strategic Marketing. 3 Credit Hours.

MBAO 558 provides a conceptual framework for marketing, and explores the challenges involved in using marketing to address the problems of an organization in a dynamic political, economic, social, and technological environment. You will examine a range of marketing problems drawn from both consumer and business markets. By the end of this course, you will be able to explain the marketing management process and consumer behavior, discuss appropriate marketing strategies to succeed in a competitive landscape, describe the importance of marketing research, segmentation, targeting, and positioning, analyze and evaluate the challenges involved in developing new product offerings and the difference between marketing tangible goods and services, and develop, design, and manage pricing strategies, programs, integrated marketing channels, communications, and marketing initiatives in a global context.

Prerequisites: GRO 550.

MBAO 559. Global Business. 3 Credit Hours.

This course examines the implications of globalization and focuses on the analysis of strategic challenges facing business enterprises in a global environment. The transformation of the world economy has created a need for individuals with a global perspective, multifunctional expertise, and the ability to acquire new knowledge and skills as needed to meet the challenges of continuously changing business conditions. The purpose of this course is to introduce you to the role of the "strategic manager" and to develop the necessary knowledge and critical thinking skills to analyze multinational enterprises (MNEs) and formulate global strategy effectively.

Prerequisites: GRO 550.

MBAO 560. Organizational and Strategic Leadership. 3 Credit Hours.

This course deals with the messiness of real life! The world of modern organizations is highly uncertain. It is filled with contradictions, ambiguities, and imperfections. Events, people or systems do not act in ways that we like. In fact, they may appear irrational to an untrained observer (they may even be irrational based on traditional norms or rationality). It does not matter if you are working for a major corporation, governmental agency or not-for-profit organization. This is the situation facing most leaders in a global economy.

Prerequisites: GRO 550.

MBAO 561. Entrepreneurial Leadership. 3 Credit Hours.

Entrepreneurial Leadership is not simply a concept to be mastered and applied to tech innovators bent on building the next great world changing business. The skills, temperament, attitudes, techniques, theories and philosophies can and should be practiced across all levels of any organization. Startup and small companies clearly benefit from a dynamic and often visionary leader. It is often through the sheer will of the entrepreneur in these companies that the vision becomes a reality and hopefully a commercial or social success. Larger and more established organizations run the risk of becoming stagnant and complacent. In the extreme they become irrelevant and eventually go out of business. By learning to apply many of the same concepts and skills, often using different implementation techniques, you can develop the expertise to promote an entrepreneurial culture in any organization.

Prerequisites: GRO 550.

MBAO 563. Leadership Capstone. 3 Credit Hours.

Why are some firms more successful than others? This is the fundamental question that we will tackle in this course. Successful management of an enterprise begins with a coherent, well-defined strategy. This course develops the knowledge and skills necessary to analyze, formulate and implement strategy effectively. We will take the perspective of the senior leader, learning how to assess the external environment, as well as the firm's internal resources and capabilities, so as to create a successful strategy. We will learn how the leader makes the parts of the firm (functional areas, product lines, and/or geographic units) work in harmony to support the strategy and create a whole which is greater than the sum of its parts. Throughout the course, we will address the complexity of leading a business in this era of globalization, social and technological change, and dynamic firm and industry boundaries.

Prerequisites: GRO 550.

MBAO 565. Innovative Healthcare Leadership and Design Thinking. 3 Credit Hours.

In this hands-on course you will learn and apply the design thinking process to the healthcare industry while developing an understanding of the psychological principles that underlie innovative thinking, problem-solving, and human behavior. Leading innovation will require you to lead by example, starting by gaining empathy and asking questions rather than making unilateral decisions. In this course, you will learn about and practice design thinking skills through a variety of methods, exploring healthcare innovations such as those developed in response to COVID-19. Upon completion of this course, you will be able to evaluate the strategic reasons for incorporating human-centered design within your organization's existing practices, implement the phases of the design thinking process, analyze how human-centered design creates transformational opportunities, and cultivate effective strategies for building commitment toward innovative practices by identifying drivers for change and anticipating resistors.

Prerequisites: GRO 550.

MBAO 566. Innovative Practice Management. 3 Credit Hours.

In this dynamic course you will learn alongside your classmates and a variety of guest lecturers as we examine the complex nature of running a modern healthcare practice. You will build your knowledge in several key areas that leaders in healthcare need to understand in order to position their organizations for success. Additionally, you will review, finalize, and submit your Healthcare Leadership Project.

Prerequisites: GRO 550.

MBAO 567. Healthcare Law and Ethics. 3 Credit Hours.

In this course, you will explore the philosophical, medical, social, and legal aspects of bioethical issues in healthcare, and learn how to create and maintain a risk management program designed to provide a safe environment for your healthcare-related organization. Healthcare leaders need to understand the multiple influences on decisions faced by patients, families, health care providers, manufacturers, insurers and organizations. Influencing factors include culture, education, religion, personal and family values, and individual experience. As healthcare has become more highly technical, compartmentalized and impersonal, many ethical considerations are increasingly complex and may be difficult to resolve. In this course, a plethora of case studies are used to explore current issues at the forefront as well as dilemmas raised by class participants in real time.

Prerequisites: GRO 550.

MBAO 568. Business of Healthcare. 3 Credit Hours.

Managers need to have a solid working knowledge of the financial performance of their business. Regardless of performance, employees wonder about the company's financial strength. "Should I look for another job?", "Will the company be here?", or "everything looks great, let's keep investing". Planning becomes increasingly important. Not only as an exercise about how to deploy scarce resources, but it needs to tell a compelling story of why customers, investors and employees should believe in the business venture.

Prerequisites: GRO 550.

MBAO 571. Fundamentals of Accounting. 3 Credit Hours.

This course will provide you with a fundamental understanding of professional accounting theory and practice through a review of the accounting cycle and important accounting equations and financial statements. You will explore the importance and application of internal controls, financial performance calculations, cost-volume-profit analysis, and cost estimation. As a result, you will be able to apply fundamental accounting intelligence to business applications.

Prerequisites: GRO 550.

MBAO 572. Fundamentals of Finance. 3 Credit Hours.

This course introduces an understanding of the functions carried out by the financial manager of an organization with an emphasis on the tools and techniques necessary for sound financial decision making. Topics covered include discounted cash flow analysis, capital budgeting, valuation of stocks and bonds, investment decisions under uncertainty and capital asset pricing. Long-term investment analysis, financing techniques and the management of working capital will also be explored to gain insight into the responsibilities of the financial manager.

Prerequisites: GRO 550.

MBAO 573. Information Resources Management and Business Analytics. 3 Credit Hours.

This course serves as an introduction to the field of business analytics: the skills, technologies, applications and practices for continuous iterative exploration and investigation of past business performance to gain insight and drive business planning. You will be exposed to the concepts and tools of analytics, including sampling, testing, confidence, exploration, descriptive statistics, data visualization, predictive analytics, as well as supervised and unsupervised machine learning techniques.

By the end of this course, you will be able to manage data and apply analytical techniques to make better decisions, solve business analytics problems by applying several quantitative methods, apply descriptive statistics to improve organizational performance, apply, analyze, and evaluate predictive analytics to mitigate risk and increase the probability of organizational success, and create data visualizations to depict quantitative and qualitative insights.

Prerequisites: GRO 550.

MSBA Courses

MSBA 515. Preparing for MSBA and AI Success. 1 Credit Hour.

This course is designed to provide entering MSBA and AI students with the skills necessary to be successful in a graduate business analytics program. Spanning two full days, it focuses on foundational knowledge in statistics, programming, data visualization, and communication. Moreover, the course offers insights into program expectations and introduces students to the available computing resources.

MSBA 610. Time Series Analysis and Optimization for Business Decisions. 3 Credit Hours.

In this course, students will become familiar with modern data analytics methods to understand, analyze, and suggest solutions to business problems. Specifically, this course will provide an overview of time series, forecasting, and optimization techniques. This course will introduce students to a general class of models that can be used to represent time series data and investigate common time series modeling and forecasting methodologies. In addition, students will be introduced to optimization techniques including linear and non-linear programming methods. The course will equip students with a sound foundation in model building for a variety of business decision-making applications. In particular, this hands-on-the-data course offers an introduction to quantitative methods and prepares students to turn real-world problems into mathematical models. The application areas are diverse and originate from problems in finance, government, marketing, transportation, management, accounting, human resources, and healthcare.

Session Cycle: Summer Term 1

Yearly Cycle: Yearly.

MSBA 620. Marketing Analytics. 3 Credit Hours.

This course will provide students with an introduction to marketing analytics. Students will study various tools for generating marketing insights from empirical data in such areas as segmentation, targeting and positioning, satisfaction management, customer lifetime analysis, customer choice, and product and price decisions using conjoint analysis. Students will apply the tools such as Excel, R, and Tableau studied to actual marketing business situations. Students will have hands-on experience of data analysis.

Pre/Corequisites: ISA 510

Session Cycle: Spring

Yearly Cycle: Yearly.

MSBA 630. Business Strategy and Analysis. 3 Credit Hours.

This course explores the role of analytics and business intelligence in an organization's evaluation of the strategic environment, the application of strategic frameworks to formulate a strategy, and the implementation of that strategy. The course will give students a thorough understanding of the interplay between analytics and strategic considerations in an organization. More specifically, students will learn the practical application of analytics to formulate an organization's strategy and reversely the influence of the organization's strategy to the nature of the analytics within the organization.

MSBA 640. Business Analytics and AI Capstone. 3 Credit Hours.

The Capstone course provides students with an opportunity to apply their acquired knowledge and skills to real-world problems involving large datasets. The course centers on a project based on data from a Bryant University business partner, who will provide real data and define a typical decision problem solvable through data analysis. Students will present their findings and recommendations to the class and, when appropriate, to the client. They are expected to create and confidently deliver a professional presentation of their work. The project will involve developing multiple AI and/or predictive models using Python, applying predictive modeling techniques learned in prior courses. The class will review these techniques before beginning model development.

Prerequisites: ISA 530

Session Cycle: Summer Term 2

Yearly Cycle: Yearly.

Master of Science in Data Science and AI (MSDS)

MSDS 515. Preparing for MSDS and AI Success. 1 Credit Hour.

This course is designed to provide entering MSDS students with the skills necessary to be successful in a graduate data science program. Spanning two full days, it focuses on foundational knowledge in statistics, programming, data visualization, and communication. Moreover, the course offers insights into program expectations and introduces students to the available computing resources.

Session Cycle: Every Semester.

MSDS 610. AI I: Deep Learning. 3 Credit Hours.

This course introduces the basic concepts of Neural Networks and Deep Learning. Students will learn the fundamental principles, formulations, underlying mathematics and deep learning implementation details in Pytorch. The course will also explore different deep learning model suitability for different data domains such as text, images and videos to deal with different tasks such as Natural Language Processing, Computer Vision, Decision Making, Healthcare and Financial Applications.

Prerequisites: ISA 510 and ISA 530

Session Cycle: Spring

Yearly Cycle: Yearly.

MSDS 620. AI II: Natural Language Processing. 3 Credit Hours.

There are many business and artificial intelligence applications that need to process unstructured text data. This course teaches students how to overcome the unique challenges of working with unstructured text in machine learning and deep learning models. Students learn about how to create text representations, embeddings, and features for modeling purposes. Natural language processing applications include sentiment classification, topic modeling, text generation, and named entity recognition. Students in this course will implement these artificial intelligence models in Python, gaining experience with libraries such as NLTK and Hugging Face.

Prerequisites: ISA 530

Session Cycle: Spring

Yearly Cycle: Yearly.

MSDS 630. Large Scale Data Analytics in the Age of AI. 3 Credit Hours.

The rise of social media, IoT, and digital transformation has generated vast amounts of structured and unstructured data. Advances in AI, computing power, and cloud storage have transformed data processing and analytics. This course equips students with the skills to manipulate, store, analyze, and visualize big data using AI-driven techniques. A key focus is mastering Apache Spark and PySpark for large-scale data processing. Students will learn data pre-processing, exploratory analysis, feature engineering, and model building. The course also covers tuning and managing machine learning/AI models. As part of the course, students will have the opportunity to work with real-world datasets and implement machine learning/AI algorithms on a cloud computing platform. This hands-on experience provides a practical understanding of leveraging big data analytics for decision-making and innovation.

Prerequisites: ISA 530, ISA 540

Session Cycle: Summer Term 1

Yearly Cycle: Yearly.

MSDS 640. Data Science and AI Capstone. 3 Credit Hours.

Students will execute a full data science/AI project, developing their skills as data scientists with a focus on real-world applications and situations. The final project provides an opportunity to integrate all of the core skills and concepts learned throughout the program and prepares students for long-term professional success in the field. It provides experience in formulating and carrying out a sustained, coherent, and influential course of work resulting in a tangible data science/AI project using real-world data. This capstone project will test student skills in data pre-processing, data preparation, data transformation, feature engineering, machine learning/deep learning, data visualization, data communication, and presentation. Projects will be drawn from real-world problems and will be conducted with industry, government, and academic partners. Emphasis will be placed on problem-solving via state-of-the-art data science pipelines and practices and on the ability to "tell a story" Using verbal, analytical, written, and visualization skills.

Prerequisites: ISA 530 and MSDS 630

Session Cycle: Summer Term II

Yearly Cycle: Yearly.

Physician Assistant (PA)

Courses

PA 501. Physiology and Pathophysiology. 3 Credit Hours.

Physiology and Pathophysiology is a three-credit course which is sequenced with the Clinical Pharmacology course. It is offered in the first term of year one of the Master of Science in the Physician Assistant Studies Program. This course reviews the basic principles of physiology and provides an introduction to pathophysiology following an organ system approach. Readings covering patient case scenarios will be used to help reinforce and integrate these topics.

PA 502. Introduction to Clinical Pharmacology. 2 Credit Hours.

Introduction to Clinical Pharmacology is a two-credit course and is sequenced with the Physiology & Pathophysiology course. It is offered in the first term of year one of the Master of Science in Physician Assistant Studies Program. The course covers the basic principles of pharmacology and the clinical application to pharmaceutical therapeutics.

PA 503. Human Anatomy. 5 Credit Hours.

Gross Anatomy is a five-credit course that is offered as a one-month block in the first term of year one in the Master of Physician Assistant Studies Program. Through lectures and linked dissection laboratory experience, the course examines human morphology, the related embryology and function across the major organ systems.

PA 505. Research Methods. 1 Credit Hour.

Research Methods, is a one credit course offered in the first term during year one of the Master of Science in Physician Assistant Studies Program. This course provides the framework for using medical literature in evidence-based medicine, including how to search, interpret, and evaluate research studies.

PA 506. Genetics. 1 Credit Hour.

Medical Genetics is a one credit course offered in the first term of the year one of the Master of Physician Assistant Sciences Program. The course describes the application of genetics to medical care. It covers the basic principles of medical genetics and molecular mechanisms of disease that serve as the foundation for understanding the effective assessment and management of diseases that have an identified genetic component. The rapidly expanding medical model of “personalized medicine” is largely based on the growth of our knowledge of the genetic components of diseases and genetic variation among patients affecting treatment success.

PA 510. Clinical Medicine I. 4 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine I covers cardiology and electrocardiography.

PA 511. Clinical Medicine II. 4 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine II covers pulmonology and otorhinolaryngology.

PA 514. Diagnostic Testing and Imaging. 1 Credit Hour.

Radiology and Diagnostic Testing is a one credit course offered during the second term of year one of the Master of Science in Physician Assistant Studies Program. Topics covered include the basic principles of radiologic modalities, scope of imaging modalities and the utilization of common and important radiologic and ancillary studies.

PA 515. Behavioral Medicine. 2 Credit Hours.

Behavioral Medicine is a two credit course that is offered during the second term of year one in the Master of Science in Physician Assistant Studies Program. Topics covered include basic principles of behavioral health as a discipline and the diagnosis and management of common and important psychiatric disorders.

PA 516. Clinical Correlations One. 5 Credit Hours.

Clinical Correlations one is the first in a series of four courses sequenced in conjunction with Clinical Medicine I, II and III. This hands-on, interactive course is designed to enhance physician assistant students' clinical skills through simulated patient encounters. Students will engage in realistic, carefully crafted simulations with trained staff portraying patients with a range of medical conditions. The course focuses on developing essential competencies in history taking, physical examination, communication, diagnostic reasoning, and patient-centered care. Throughout the course, students will participate in multiple patient scenarios that mirror real-world clinical encounters, allowing them to practice their diagnostic and interpersonal skills in a safe and supportive environment. Instructors and standardized patients will provide real-time feedback, helping students refine their approaches to patient interaction, empathy, and decision making.

PA 520. Clinical Medicine III. 3 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine III covers dermatology and ophthalmology.

PA 521. Clinical Medicine IV. 6 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine IV covers gastroenterology and infectious disease.

PA 522. Pediatrics. 3 Credit Hours.

This course covers the assessment and management of common and important pediatric diseases and disorders as well as general pediatric growth, development, and health maintenance.

PA 524. Public Health and Dental Medicine. 1 Credit Hour.

Public Health and Dental medicine is a one credit course that is offered in year one of the Master of Science in the Physician Assistant Studies Program. The course presents an overview of the core concepts of public health and the US health care delivery system. During this course, students will also complete the “Smiles for Life: A National Oral Health Curriculum” on-line modules.

PA 525. Clinical Skills I. 1 Credit Hour.

Clinical Skills is a series of two courses offering instruction and hands-on practice of the procedural skills common to Physician Assistant practice. Students will learn indications, contraindications, risks, benefits, and techniques of a variety of bedside interventions. Students will also learn to establish and maintain sterile field. Clinical Skills I will present foundational content and basic medical procedures. Clinical Skills II will cover procedures of greater complexity and technical difficulty.

PA 526. Clinical Correlations Two. 4 Credit Hours.

Clinical Correlations two is the second in a series of four courses sequenced in conjunction with Clinical Medicine IV, V and VI. This hands-on, interactive course is designed to enhance physician assistant students' clinical skills through simulated patient encounters. Students will engage in realistic, carefully crafted simulations with trained staff portraying patients with a range of medical conditions. The course focuses on developing essential competencies in history taking, physical examination, communication, diagnostic reasoning, and patient-centered care. Throughout the course, students will participate in multiple patient scenarios that mirror real-world clinical encounters, allowing them to practice their diagnostic and interpersonal skills in a safe and supportive environment. Instructors and standardized patients will provide real-time feedback, helping students refine their approaches to patient interaction, empathy, and decision-making.

PA 530. Clinical Medicine V. 5 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine V covers obstetrics/gynecology and endocrinology.

PA 531. Clinical Medicine VI. 3 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine VI covers urology and nephrology.

PA 532. Emergency Medicine. 4 Credit Hours.

This course introduces students to the principles and practice of emergency medicine. Topics include history of emergency medicine; disaster medicine; and common and important injuries, conditions, and complaints of patients presenting for emergency care.

PA 533. Surgery. 3 Credit Hours.

Surgery is a three credit course that is offered in the fourth term of year one of the Master of Science in Physician Assistant Studies Program. The course covers the assessment and management of common and important surgical diseases and disorders, including care in the preoperative, operative and postoperative settings.

PA 534. Medical Ethics and Law. 1 Credit Hour.

Medical Law and Ethics is a one credit course that is offered in year one in the Master of Science in Physician Assistant Studies Program. It provides an overview of the core ethical principles which guide medical practice and the laws that apply to health care practitioners.

PA 536. Clinical Correlations Three. 4 Credit Hours.

Clinical Correlations three is the third course in a series of four courses sequenced in conjunction with Clinical Medicine VII and VIII. This hands-on, interactive course is designed to enhance physician assistant students' clinical skills through simulated patient encounters. Students will engage in realistic, carefully crafted simulations with trained staff portraying patients with a range of medical conditions. The course focuses on developing essential competencies in history taking, physical examination, communication, diagnostic reasoning, and patient-centered care. Throughout the course, students will participate in multiple patient scenarios that mirror real-world clinical encounters, allowing them to practice their diagnostic and interpersonal skills in a safe and supportive environment. Instructors and standardized patients will provide real-time feedback, helping students refine their approaches to patient interaction, empathy, and decision making.

PA 537. The Patient Interview. 2 Credit Hours.

This course covers the basic principles and techniques for obtaining and documenting a medical history. Through lecture and small-group practice, students will learn to conduct comprehensive and focused interviews, identify pertinent historical information, and report findings appropriately. Emphasis will be placed on establishing clinical rapport, demonstrating cultural competency, and using patient-centered communication.

PA 538. Physical Examination. 3 Credit Hours.

This course covers the basic principles and techniques for obtaining and documenting a physical examination. Through lecture and small-group practice, students will learn to conduct comprehensive and focused physical examinations, identify pertinent findings, and document appropriately. Emphasis will be placed on establishing clinical rapport, demonstrating cultural competency, and using patient-centered communication.

PA 539. Clinical Medicine VII. 3 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine VII covers rheumatology and orthopedics.

PA 540. Clinical Medicine VIII. 5 Credit Hours.

Clinical Medicine is a series spanning the didactic portion of the Master of Science in Physician Assistant Studies Program. Students learn the clinical presentation and management of common and important diagnoses according to the content categories of the NCCPA Content Blueprint. Clinical Medicine VIII covers neurology and hematology/oncology.

PA 541. Clinical Skills II. 1 Credit Hour.

Clinical Skills is a series of two courses offering instruction and hands-on practice in the procedural skills common to Physician Assistant practice. Students will learn indications, contraindications, risks, benefits, and techniques of a variety of bedside interventions. Students will also learn to establish and maintain sterile field. Clinical Skills I will present foundational content and basic medical procedures. Clinical Skills II will cover procedures of greater complexity and technical difficulty.

PA 542. Clinical Correlations Four. 3 Credit Hours.

Clinical Correlations four is the fourth course in a series of four courses sequenced in conjunction with the Clinical Medicine course series. This hands-on, interactive course is designed to enhance physician assistant students' clinical skills through simulated patient encounters. Students will engage in realistic, carefully crafted simulations with trained staff portraying patients with a range of medical conditions. The course focuses on developing essential competencies in history taking, physical examination, communication, diagnostic reasoning, and patient-centered care. Throughout the course, students will participate in multiple patient scenarios that mirror real-world clinical encounters, allowing them to practice their diagnostic and interpersonal skills in a safe and supportive environment. Instructors and standardized patients will provide real-time feedback, helping students refine their approaches to patient interaction, empathy, and decision making.

PA 543. Geriatrics. 3 Credit Hours.

This course covers the assessment and management of common and important geriatric diseases and disorders as well as physiology of aging, pharmacology in the elderly, and goals of care conversations.

PA 601. Inpatient Internal Medicine Supervised Clinical Practice Experience. 4 Credit Hours.

This required course is a 5-week clinical rotation on an inpatient medicine service. The student will function as an active member of the inpatient clinical team, responsible for comprehensive patient assessment and involvement inpatient care decision making, resulting in a detailed plan for patient management.

PA 602. Outpatient Internal Medicine Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Internal Medicine is a five (5) week experience in the management of common and/or important conditions and complaints of the Internal Medicine patient. The student may be required to travel to the clinic and/or hospital during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 603. Family Medicine Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Family Medicine is a five (5) week experience in the management of common and/or important conditions and complaints of the Primary Care patient. The student may be required to travel to the clinic and/or hospital during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 604. General Surgery Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in General Surgery is a five (5) week experience in the management of common and/or important surgical conditions. The student may be required to travel to the clinic, outpatient surgery center and/or hospital facility during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 605. Pediatrics Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Pediatrics is a five (5) week experience in the management of common and/or important conditions and complaints of the pediatric patient. The student may be required to travel to the clinic, and/or hospital during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 606. Obstetrics and Gynecology Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Woman's Health/OBGYN is a five (5) week experience in the assessment and management of common gynecologic and obstetric conditions and complaints. The student may be required to travel to the clinic, outpatient surgery center and/or hospital facility during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 607. Psychiatry Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Psychiatry is a five (5) week experience in the management of psychiatric conditions and complaints. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 40-60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 608. Emergency Medicine Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Emergency Medicine is a five (5) week experience in an Emergency Department. The student will function as an active member of the clinical team, responsible for comprehensive patient assessment and involvement inpatient care decision making, resulting in a detailed plan for patient management. The student should plan on being involved in patient care, including associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 609. Orthopedics Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Orthopedic Surgery is a five (5) week experience in the management of injury and illness of the musculoskeletal system. The student may be required to travel to the clinic, outpatient surgery center and/or hospital facility during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for on average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 610. Dermatology Supervised Clinical Practice Experience. 4 Credit Hours.

This required rotation in Dermatology is a five (5) week experience in the management of common dermatologic conditions and complaints. The student may be required to travel to the clinic, outpatient surgery center and/or hospital facility during his/her time on rotation. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for an average 40-60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 611. Elective Supervised Clinical Practice Experience. 4 Credit Hours.

This required elective rotation is a five (5) week experience in the management of common and/or important conditions and complaints relevant to the particular chosen elective specialty. The student may be required to travel to the clinic and/or hospital during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for an average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA 612. Elective Supervised Clinical Practice Experience. 4 Credit Hours.

This required elective rotation is a five (5) week experience in the management of common and/or important conditions and complaints relevant to the particular chosen elective specialty. The student may be required to travel to the clinic and/or hospital during his/her rotation time. The student should plan on being involved in patient care, including taking call and associated educational opportunities, for an average 60 hours per week with a maximum 80 hours per week. Specific schedules are determined by the rotation site/preceptor.

PA PH. Physician Assist Placeholder. 1-12 Credit Hours.

Tax (TAX)

Courses

TAX 600. Individual Income Taxation. 3 Credit Hours.

This course examines the federal tax statutes, regulations, rulings, and leading cases applicable to individual and other tax papers, with special emphasis placed upon understanding the federal income tax system and the source of tax law. Areas covered include definition of gross income, deductions, nonbusiness and business taxpayers, the identity of the taxable person, and accounting methods and periods.

TAX 601. Tax Practice and Procedure. 3 Credit Hours.

This course provides practical knowledge of the day-to-day practices and procedures of the Internal Revenue Service (IRS), from rulings, collections and criminal enforcement with specific references to statutes and regulations. This course also examines the role of the tax practitioner as it relates to representation of taxpayers before the IRS. Other topics include ethical responsibilities, statute of limitations and examination of returns.

TAX 602. Pass-Through Entities. 3 Credit Hours.

This course provides an in-depth study of pass-through entities (Partnership, "S" Corporations and Limited Liability Corporations) and problems peculiar to closely held businesses. It emphasizes students' understanding of the tax statutes, course cases and practice techniques related to the concept of "choice of entity" and creates an awareness of the potential consequences of choosing a particular form of entity. The course focuses on the practical (and tax practice) aspects of working with and advising clients on such decisions.

TAX 603. State and Local Tax Practice. 3 Credit Hours.

This course addresses the sources of state and local revenues derived from taxation, including multi-jurisdictional business excise taxes, personal income tax, consumer and transaction taxes and property taxes. Students examine constitution restrictions on the jurisdiction to tax, allocation and apportionment of multi-state income, state taxation of e-commerce, domicile concepts, and detailed review of administrative provisions related to the audit, assessment, collection and appeal of state and local taxes.

TAX 604. International Tax Practice. 3 Credit Hours.

This course covers international tax concepts including the foreign tax credit, international tax ownership structures, permanent establishments, income sourcing rules, and international tax treaties.

TAX 605. Sales and Exchanges of Property. 3 Credit Hours.

This course studies tax consequences arising from disposition of property using a detailed analysis of the treatment of capital gains, deferred payment sales, basis, amount realized, dispositions by gift of inheritance, nonrecognition exchanges, mortgages, and installment sales. Time is also devoted to the study of recapture provisions of the Internal Revenue Code.

TAX 606. Income Taxation of Estates and Trusts. 3 Credit Hours.

This course analyzes taxation of estates and trusts. It examines taxation of simple and complex trusts (i.e., grantor trusts, irrevocable trusts and revocable trusts). The course considers charitable remainder trusts, pooled income funds and charitable beneficiaries, as well as planning for estate administration.

TAX 607. Corporate Reorganizations. 3 Credit Hours.

This course focuses on reorganization, recapitalization and divestiture transactions of business entities. The primary focus is on the identification and planning for tax-free transactions.

TAX 608. Tax Analytics and Machine Learning. 3 Credit Hours.

This course examines the structure and implications of analytics including data visualization applications as well as software increasingly utilized by the profession to effect descriptive, predictive and prescriptive analytics as they related to the taxation of firms operating in either a single or multi-jurisdictional environment.

TAX 609. Wealth Planning. 3 Credit Hours.

This course focuses on estate and gift taxation including retirement and compensation planning with an emphasis on investment and estate planning.

TAX 610. Corporations and Shareholders. 3 Credit Hours.

This course examines the taxation of corporations and shareholders. Emphasis is placed on corporate formations, the corporate capital structure, stock redemptions, and accounting for income taxes. Various types of corporate distributions are also examined in detail.

TAX 611. Retirement Planning. 3 Credit Hours.

This course examines the design, taxation, and planning implications of retirement plans used by individuals, employers, and financial advisors. Students learn how qualified and nonqualified retirement plans function, how they are taxed, and how they fit into broader wealth management strategies. The course emphasizes real-world planning decisions, including plan selection, contribution strategies, distribution planning, and tax-efficient retirement income.

TAX 625. Partnership Income Tax Problems. 3 Credit Hours.

This is an intensive analysis of income tax problems encountered in the organization, operation, reorganization, and dissolution of partnerships. It includes recognition of partnership status for tax purposes and problems created by death or retirement of a partner, sale of a partnership interest, and distribution of partnership assets, and determination of the amount and nature of partner's share in partnership income or loss.

TAX 691. Directed Independent Study in Tax. 3 Credit Hours.

This course is designed to allow an individual academic program to be tailored to fit the unique interests of a graduate student, the faculty member and the student will develop an academic plan that is submitted to the College of Business for final approval.

UNIVERSITY FACULTY

Tenure and Tenure Track Faculty

Daniel Ames, Professor, Accounting, B.S. Brigham Young University; M.A. Duke University; Ph.D. Southern Illinois University-Carbondale

Asli Ascioğlu, Professor, Finance, B.S. Middle East Technical University; M.S. Texas Tech University; Ph.D. University of Memphis

David Beausejour, Professor, Accounting, B.S., M.S.T. Bryant University; J.D., Suffolk University; C.P.A.

Aziz Berdiev, Professor, Mathematics and Economics, B.A. Berea College; M.S., Ph.D. University of Kentucky

Andrea Boggio, Professor, Politics, Law, and Society, B.A. Università Cattolica del Sacro Cuore, Italy; J.S.M., J.S.D. Stanford Law School

Stefanie Boyer, Professor, Marketing, B.A., M.B.A., Ph.D. University of South Florida

Gianluca Brero, Assistant Professor, Information Systems and Analytics, B.S. Turin Polytechnic; M.S. Milan Polytechnic and Turin Polytechnic; Ph.D. University of Zurich

Allison Butler, Professor, Psychology, B.S. The College of William Mary; M.Ed. University of Virginia; Ph.D. Boston College

Lori Ann Coakley, Professor, Management, B.A. University of California, Santa Cruz; M.B.A. University of Lowell; Ph.D. University of Massachusetts

Charles P. Cullinan, Professor, Accounting, B.S. Suffolk University; M.S. State University of New York; Ph.D. University of Kentucky; C.P.A.; C.M.A.; C.I.A.

Geri-Louise Dimas, Assistant Professor, Information Systems Analytics, B.A.; Roosevelt University; M.S.; Bowling Green State University; Ph.D.; Worcester Polytechnic Institute

Kevin Gainor, Lecturer, Marketing/Management, B.S. Bryant University; MBA Northeastern University, Boston, MA

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Michael J. Gravier, Professor, Marketing, B.A. Washington University St. Louis; M.S. Air Force Institute of Technology; Ph.D. University of North Texas

A. Can Inci, Professor, Finance, B.S. Bogazici University; M.S. University of London; M.B.A. Ohio State University; Ph.D. University of Michigan

Crystal Jiang, Professor, Management, B.A. Shandong Normal University China; M.B.A. University of Maine; Ph.D. Temple University

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Teresa McCarthy, Associate Professor, Marketing, B.S. University of Massachusetts; M.S. University of Rhode Island; Ph.D. University of Tennessee

Ramesh Mohan, Professor, Mathematics and Economics, B.S., M.S. University of Malaya; Ph.D. Kansas State University

Chris R. Morse, Department Chair, Professor, Communication and Language Studies, B.A., Ph.D. Pennsylvania State University; M.A. Illinois State University

Son Nguyen, Associate Professor, Mathematics and Economics, B.S. Military Technical Academy, Vietnam; M.S., Ph.D. Ohio University

Peter J. Nigro, Sarkisian Chair and Professor, Finance, B.A. College of the Holy Cross; M.A. University of Southern California; Ph.D. Boston College

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Tracy J. Noga, Trustee Professor, Accounting, B.S.B.A. Bryant University; M.S. University of Hartford; Ph.D. Texas Tech University

Kathryn Ostermeier, Associate Professor, Management, B.B.A. Texas AM University; M.B.A. University of Texas at Tyler; Ph.D. University of North Texas

Elena Precourt, Associate Professor, Accounting, B.A., M.B.A. University of Maine; G.D.P.A. Accounting Suffolk University; Ph.D. University of Rhode Island; C.P.A.; C.I.A.

Nafees Qamar, Associate Professor, Psychology, M.S. Capital University of Science Technology (Pakistan), Ph.D. INRIA University of Grenoble (France)

Andres Ramirez, Professor, Finance, M.B.A. University of Texas Pan American Ph.D. University of South Carolina

Michael Roberto, Professor, Trustee Professor of Management, A.B., M.B.A., D.B.A. Harvard University

Christopher J. Roethlein, Professor, Management, BSME Western New England College; M.B.A. Rensselaer Polytechnic Institute; Ph.D. University of Rhode Island

Elzotbek Rustambekov, Associate Professor, Management, B.A. Tashkent State Technical University; M.B.A. Hofstra University; M.S. University of St. Andrews; Ph.D. Oregon State University; Ph.D. Old Dominion University

Riazat Ryan, Assistant Professor, Information Systems and Analytics, BSc, AIUB, Bangladesh, Ph.D. Umass Dartmouth

Kenneth J. Sousa, Associate Professor, Information Systems and Analytics, B.S. Roger Williams College; M.B.A. Bryant University; Ph.D. University of Rhode Island

Edinaldo Tebaldi, Professor, Mathematics and Economics, B.A. State University of Maringá Brazil; M.A. Federal University of Ceará Brazil; M.A., Ph.D. University of New Hampshire

Christina Tortolani, Professor, Director of PsyD Program, B.A. Villanova University, M.A. Boston College, Ph.D. Northeastern University

Tanzila M. Upama, Assistant Professor, Accounting, B.A. University of Dhaka; M.S. University of New Mexico

John K. Visich, Professor, Management, B.A. Widener University; M.B.A. Goldey-Beacon College; Ph.D. University of Houston

Xiaonan (Shannon) Wei, Assistant Professor, Finance, B.S., Northeast Agricultural University; M.S., Northeastern University; Ph.D. University of Arkansas

Srdan Zdravkovic, Professor, Marketing, B.S. University of Evansville; M.B.A. University of Southern Indiana; Ph.D. St. Louis University

Xiaochuan Zheng, Professor, Accounting, B.S. Renmin University of China; M.S. Graduate School of People's Bank of China; M.S. University of Mississippi; Ph.D. Drexel University

Term Faculty

Lindsay Amper, Lecturer, Psychology, Director of Clinical Training, B.S. University of Delaware, M.Ed; Harvard Graduate School of Education; Ph.D. Northeastern University

Jeffrey Cerutti, Lecturer, Finance, B.S. Skidmore College, M.B.A. Boise State University

Robert Massoud, Lecturer, Management, B.A. Catholic University of America; M.B.A. Salve Regina University

Stephen Pascarella, Lecturer, Accounting, B.S.; M.S.; Bryant College

Markus Pauku, Professor in Residence/Director of International Business, B.A. McGill University, M.S. Helsinki School of Economics; Ph.D. Aalto University

Roselyn S. Peterson, Lecturer, Psychology, Director of Research, Clinical Psychology Doctoral Program, B.A. Seattle University, M.Sc. and Ph.D. University of Central Florida

GRADUATE SCHOOL ADMINISTRATION

College of Business

Todd M. Alessandri, Ph.D., Dean

Daniel Ames, Ph. D., Associate Dean

Kwadwo Asare, Ph.D., MSA Coordinator

Suhong Li, Ph.D., DSAI Coordinator

Stephen Pascarella, CPA, MST Coordinator

College of Health and Behavioral Sciences

Kirsten Hokeness, Ph.D., Dean, College of Health & Behavioral Sciences

Joseph Trunzo, Ph.D., Associate Dean, College of Health & Behavioral Sciences

Christina Tortolani, Ph.D., Director of Doctor of Clinical Psychology Program

Nafees Qamar, Ph.D., Director of Master of Health Informatics Program

Ashley Iacone, DMSc, MSPAS, PA-C, Director of Physician Assistant Program, Associate Clinical Professor

Matthew Lavoie, DMSc, MPAS, PA-C, CAQ-HM, Associate Program Director

Earl Jackman, DO, FACOG, FACS, Medical Director, Clinical Associate Professor

Danielle Cormier, MPAS, BA, PA-C, Director of Clinical Education, Clinical Assistant Professor

Jodi Cusack, MHS, PA-C, Assistant Director of Clinical Education, Clinical Assistant Professor

Stephanie Potts, MS, AT, PA-C, Director of Didactic Education, Clinical Assistant Professor

Stephen Sherman, MSPAS, PA-C, Director of Medical Simulation, Clinical Assistant Professor

Shaina Boyle, MBA, Director of Physician Assistant Admissions and Academic Success

Michael Anderson, NREMT-P, Lab Manager

Terry Garvin, Program Coordinator

Brenda Tougas, Program Coordinator

Karen Miller, Administrative Assistant to the Dean of the College of Health and Behavioral Sciences

College Of Humanities and the Social Sciences

Terri Hasseler, Ph.D., Dean

Denise M. Horn, Ph.D., Associate Dean

Gao Niu, Ph.D., MSAS Coordinator

Department of Graduate and Professional Education

Alex Cole, Ed.D., Executive Director

John Eriksen, Senior Director of International Graduate Outreach & Admission

Patrick Cameron, Senior Associate Director of Admission

Tom McDonald, Associate Director, Executive Education and Career Accelerator

Samantha Cavanagh, Associate Director for Graduate Student Success

Kim Keyes, Associate Director, Operations and Events Management

Angelina Denomme, Associate Director for Enrollment Marketing and Analytics

Niki Jannitto, Senior Assistant Director of Online Graduate Programs

Jason Ronstadt, Associate Director of Online Learning

Stephen Payne, Senior Online Learning Developer

Austin Prario, Assistant Director of Recruitment

Lauren Andersons, Assistant Director for Enrollment Content Marketing

Julie Ditson, Program Coordinator

STUDENT SERVICES

Accessibility Services

Office of Accessibility Services and the Academic Testing Center

Office of Accessibility Services Location: Unistructure - Ground Floor of the Admissions Hall, across from the Admissions Atrium
Phone: 401-232-6880

Academic Testing Center Location: Unistructure - Room M34
Phone: 401-232-6830

Website: Office of Accessibility Services

Bryant University upholds the mandates of Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), and the ADA Amendments Act of 2008. Students with documented disabilities may request accommodations through the Office of Accessibility Services. The request process begins with the completion of an online intake form and personal intake meeting and includes a review of appropriate documentation. All requests are evaluated on a case-by-case basis with a focus on how the student's disability impacts daily living and learning activities.

The Office of Accessibility Services also manages the Academic Testing Center (ATC), a low distraction testing space for Bryant students that is designed to maximize student performance and maintain test integrity. The ATC supports students who use approved testing accommodations or miss in-class exams due to illness or team travel.

Student Success

Student Success staff engage in a partnership with students to help them achieve their academic goals. The staff includes a network of full-time and part-time professionals who work together to foster a supportive learning environment.

ON DEMAND STUDENT SUCCESS WORKSHOPS

Graduate students have access to the entire library of StudentLingo On Demand Student Success Workshops. These study skills workshops can be accessed at any time, from any location at www.studentlingo.com/bryant. For more information, visit the Centers for Student Success.

WRITING CENTER

The Writing Center is available to help graduate students strengthen their writing skills. Writing specialists, professionals with an MA and/or

Ph.D. in English or writing, are available for individualized consultation. An English as a second language writing specialist is available to help students for whom English is a foreign language. To schedule a Writing Center appointment, call (401) 232-6567.

Amica Center For Career Education

The Amica Center for Career Education offers a full range of career development and planning services for all students, including graduate students. Our services include:

- Individual career coaching on all topics pertaining to choosing a major, finding an internship, applying to graduate school, or securing a full-time opportunity.
- Career planning courses to assist you with choosing a major and/or career path.
- Shadow Program, matching you with an alum for a day in the workplace.
- Alumni-student networking events in Boston, Hartford, New York City, Providence, Washington, D.C., and more.
- Campus recruiting program including the Bryant Career Connection (BCC) - the student job board for both internships and full-time opportunities.
- Two annual Career Fairs with more than 150 employers attending.
- Specialized programs, company site visits, and alumni connections.

We encourage all students to visit the Amica Center to get started with:

- Utilizing career assessment tools
- Writing a college résumé
- Creating a LinkedIn profile
- Finding an internship or job
- Learning how to leverage campus and current work life to benefit your career plan

Graduate students are welcome to use all available resources in the Amica Center for Career Education as well as participate in our events and programs.

Stop by our office, visit our website at <https://career.bryant.edu>, or call (401) 232-6090, to learn more about resources and services provided.

The opportunity to use the Amica Center for Career Education continues after graduation. Career coaching is available to alumni who are changing careers and are in need of assistance, up to five years post-graduation.

Alumni are also invited to attend the many workshops, programs, and events offered by the Amica Center for Career Education.

Student Printing Facilities

- Students can print wirelessly via their laptop to several printers located on campus.
- Printers are available in the following locations: Quinlan/Brown Academic Innovation Center, Fisher Student Center, Krupp Library in the Bello Center, and on both the first and second floors of the M-wing in the Unistructure.

- A \$40 printing allowance is granted each year. After that, a charge of 5 cents per black-and-white page and 25 cents per color page is applied directly to the student's allowance; if the student exceeds that allowance, the charges are applied directly to their Banner account.

Bryant Bookstore & Online Purchases

The Bryant University bookstore is located in the Fisher Student Center. Please call (401) 232-6240 for bookstore hours. Textbooks may also be ordered online at www.efollett.com.

Campus Ministry

The University Chaplains in the Campus Ministry Office of the Machtley Interfaith Center serve the needs of the Bryant community members, including students, staff and faculty. Part-time Catholic, Protestant, Jewish and Muslim chaplains are available as well as a full-time Director of Campus Ministry to offer conversation, guidance, education and spiritual development.

There are student organizations that serve the Catholic, Protestant, Jewish and Muslim students through varied religious, educational and social programming. Worship services are also offered regularly throughout each week of the semester.

Graduate students are invited to avail themselves of these opportunities by visiting or contacting the IFC and Campus Ministry Office to check on scheduled programming, services, and chaplaincy hours.

Health Services

Location: Barrington House

Phone: 401-232-6220

In the event of an emergency or when Health Services is closed, EMTs are available through the Department of Public Safety at 401-232-6911.

Website: [Health Services](http://HealthServices.com)

Hours of Operation: Monday through Friday 8:30am – 4:30pm

Health Services is a nurse practitioner run clinic that adheres to federal and state law and endorses the guidelines of the American College Health Association, the Rhode Island Department of Health and the Centers for Disease Control and Prevention. Care is provided by full-time Certified Nurse Practitioners.

Clinical components of the Health Services program include the treatment of illnesses and injuries, sexual health care, women and men's health care, laboratory services, immunizations, and referrals as appropriate. All health care and medical records are considered confidential, and family members are notified only in the event of a life-threatening accident or illness.

Health Services does not provide written excuses for missed classes, exams, or work, due to illnesses, nor do they provide documentation of visits to Health Services.

Required Health Forms for Incoming Students

In compliance with Department of Health regulations, all new, full-time students are required to provide an up to date physical and immunization record as well as additional incoming health information. These forms can be accessed on the Student Health Portal at my.bryant.edu.

All students must be in compliance with the Health Services required forms and immunizations, or course registration cannot be completed.

In the event of an emergency or when Health Services is closed, emergency medical technicians (EMTs) are available through the Department of Public Safety at 401-232-6001.

Security/Public Safety ID AND PARKING STICKER POLICY

Bryant's campus is a secure place to live. Public Safety officers are on duty 24 hours a day, seven days a week. Residence hall exterior doors are locked 24 hours a day, only accessible to students. Individual key locks are on the door of each room. Visitors are checked in on weeknights and throughout the weekend.

All students are required to have a current parking sticker and student photo ID. IDs may be obtained on the first floor of the Fisher Student Center. To obtain a parking sticker, students are required to bring their driver's license and vehicle registration to the Department of Public Safety. Contact the Public Safety office at (401) 232- 6001 for more information.

TUITION, FEES, AND FINANCIAL AID

2026-2027 TUITION, FEES, AND DEPOSITS

GRADUATE TUITION AND FEES:

Schedule of Fee Payments

Description	Amount
Doctorate in Clinical Psychology (PSYD)	\$35,700 - \$15,300 Fall/\$15,300 Spring/\$5,100 Summer
Master of Science in Accounting (MSA)	\$1,299 per credit
Master of Science in Actuarial Science Online (MSAS)	\$1,035 per credit
Master of Science in Applied AI Online (MSAI)	\$800 per credit
Master of Science in Business Administration-One Year - (MBA One Year)	\$1,245 per credit
Master of Science in Business Administration - Two Year (MBA-Two Year)	\$1,245 per credit
Master of Science in Business Administration - Online (MBAO Online MBA)	\$801 per credit, \$2,403 per 3 credit course
Master of Science in Data Science and AI (DSAI)	\$1,235 per credit
Master of Science in Healthcare Informatics (MSHI)	\$1,045 per credit
Master of Science in Taxation Online) (MST)	\$793 per credit
MBA - Management Concepts and Skills	\$1,245
Graduate Certificate in Business Analytics	\$14,940 Total Cost
MBA GIE Travel Fee	\$3000
Application Fee	\$80
Strategies for Success Course	\$495

An application fee of \$80 must accompany the Graduate Program application. This fee pays for all matriculation expenses and is nonrefundable.

Applicants to the Doctor of Clinical Psychology program pay a non-refundable application fee on the PSYCAS application system.

DEPOSITS:

Graduate students submit a *non-refundable deposit/commitment fee* of \$250 which indicates their acceptance of admission and intention to enroll in the Bryant University program.

The Doctor of Clinical Psychology Program (PsyD): Submit a non-refundable deposit/commitment fee of \$500, which indicates acceptance of admission and intention to enroll in the Doctor of Clinical Psychology Program at Bryant University.

INTERNATIONAL STUDENT VISA PROCESS:

After paying the \$250 enrollment deposit international students must submit a Certificate of Finance (see attached), supporting bank documents, a copy of their passport for an I-20 to be processed.

Once the I-20 is processed, we will email the I-20 to the students' personal and Bryant email addresses. We will also provide details about transitioning to the United States to begin their studies. The student must present the I-20 during the visa interview process. If the student is denied a visa, the enrollment deposit can be refunded on request.

If a student is awarded a visa, they are eligible to enter the United States 30-days before their program start date listed on their I-20. To support with international student programming, immigration advising, transition support, an international graduate student must pay another non-refundable deposit of \$3,000 before the 30-day mark of entry to the United States. This second international student deposit will be applied to the student's tuition for the upcoming semester and if a student decides to leave Bryant University for another university, this deposit will not be refunded.

International students will not be issued an I-20 until the Graduate School receives the required commitment deposit.

Payment information

Payment for the Online Programs are due prior to the first day of each term. All other Grad Program payments are due by August 9, 2026 for the fall, January 9, 2027 for the spring, prior to the first day of class for the winter term, and May 9, 2027 for the summer term.

PAYMENT OPTIONS

Credit Card / Debit Card

Bryant University does not process credit/debit card payments in the Bursar's Office or over the phone for student account charges. A third-party processor (Paypath Payment Service) accepts all student account credit/debit card transactions on behalf of the University via the Student Account Center. The credit cards that are accepted through Paypath are as follows: Visa, MasterCard, American Express, Discover, Diners Club, JCB and China Union Pay, BCCard and DinaCard. There will be a 3% **non-refundable** service fee associated with all credit/debit card payments, with a minimum charge of \$3.00. The Payer will be required to acknowledge the non-refundable service fee that will be charged to the credit/debit card account prior to the payment being finalized.

If a student/authorized user chooses to pay with a credit/debit card, they will be required to pay via the web and will be directed to Paypath's secure network environment for the credit/debit card payment to be processed.

Electronic Check (Checking/Savings)

Payment may be made on-line, within the Student Account Center, using a personal checking or savings account. There is no fee to use this option. A \$40.00 fee is assessed to the student's account if the payment is returned from the bank as uncollectible. A \$3.00 fee is assessed to the student's account if the payment is returned from the bank due to incorrect account information being entered when the payment is made.

Check Payment

All checks and money orders should be made payable to Bryant University. Please include the student's ID number with payment. Envelopes should be addressed to the university's address:

Bryant University, Bursar's Office

1150 Douglas Pike
Smithfield, RI 02917

The university does not accept post-dated checks. A \$40 fee is assessed to the student’s account if a check is returned from the bank as uncollectible.

International Wire Payments

Bryant University has partnered with Flywire to offer a secure, convenient method for payment of tuition and fees. Their powerful global platform is trusted by institutions and payers worldwide. Flywire ensures your education payments are delivered in full every time and displays all costs upfront. Choose from a selection of local, familiar payment methods, and receive favorable foreign exchange rates in your home currency. Committed to providing the best pricing and payment options, Flywire offers a Best Price Guarantee when sending your payment by bank transfer. If you find a better bank rate within a two-hour time frame of making a booking with Flywire, they’ll match it. Flywire also offers real-time payment tracking. Receive email and text updates on your payment’s status or create a Flywire account to easily track your payment online. Your institution can also track your payment in real-time from initiation to delivery. Flywire also offers 24x7 customer support. Need additional information?

Visit flywire’s site here or view a flyer from the available language options below.

English Chinese Arabic French Indonesian Korean Portuguese Spanish
Hindi Vietnamese Japanese

Domestic Wire Payments

Contact the Bursar’s Office for assistance.

Reimbursement of Graduate Tuition by Third Party

A graduate student enrolling in a course(s) must submit a written letter of authorization from the employer or scholarship foundation (third-party authorization) to the Bursar’s Office prior to each registration period if that party plans to pay the tuition directly to Bryant University.

If the employer reimburses the student directly, the student must pay for his/her course by the term due dates.

In addition, if the third party does not pay the tuition (e.g., when a student does not earn the required grade), the student is responsible for the tuition for that term.

Late Payment Penalty

A late fee of \$150 will be assessed to the student’s account with an outstanding balance if payment is not made by the term due dates. A registration and transcript hold will also be placed on the account and students will not be allowed to register for the following term until their balance is resolved.

Further, in the event that a student does not pay his/her tuition fees and the University finds it necessary to send the unpaid fees to a collection agency for collection, the student will be responsible to pay any reasonable collection fees and/or legal fees associated with said collection of the amount owed to Bryant University.

Course Withdrawals and Refunds

When a student decides to drop or withdraw from one or more courses, there can be clear financial and academic implications to such a

decision. Therefore, it is imperative that a student understands and carefully complies with the policies and procedures that follow.

Dropping a Course

A student may drop a course during the Add/Drop period, as posted on the University calendar, and thus the course will not appear on the student’s transcript.

Withdrawing from a Course

A Student is allowed to withdraw from a course after the add/drop period and up until the end of the 10th week of regularly scheduled classes for on-campus programs, as designated by the university calendar by making a written request to the Office of the Registrar with no academic penalty incurred. For online programs, a student is allowed to withdraw up until the end of the 6th week of regularly scheduled classes, as designated by the university calendar. This request must be made in writing to the Office of the Registrar.

When appropriate, it is advisable that prior to withdrawal a student confer with the professor of the course to confirm the soundness of the decision to withdraw; however, such a conference is not mandatory. Professors will be notified of a student’s decision to withdraw when the Course Withdrawal Notice has been received.

Tuition Refunds

The complete refund schedule (for on campus programs) is as follows according to the date that written notice is received:

Regular Term (Fall/Spring):	
Refund Policy	
Week/Day	Percentage
First Week:	80%
Second Week:	60%
Third Week:	40%
Fourth Week:	20%
After fourth week:	No refund

All tuition refunds and requests to drop a course or withdraw from a course must be made in writing and submitted to the Office of the Registrar. The amount of tuition reimbursement is based on the date written notice is received, not when the class was last attended. Telephone calls do not constitute notice. Students can provide documentation by fax (401) 232-6065 or by e-mail to registrar@bryant.edu. Students are encouraged to confirm that the Office of the Registrar received the notification by calling (401) 232-6080.

Given the selective basis by which students are admitted to Bryant’s various graduate programs, it is essential to understand that when a student accepts an enrollment in one of Bryant’s programs, another applicant who otherwise may have been accepted, has potentially been denied a “seat” in the program. Hence, the rationale of Bryant’s formal refund policy is based on costs that are incurred by the institution despite an individual student’s decision, for whatever reason, to withdraw. Thus, when and how a student acts on a decision to withdraw from a course may have substantial financial implications as well as academic ones.

Withdrawal from the University

Students retain the right to withdraw from their program of study in which they are enrolled, and thus the university, based on the personal preferences and necessities of the individual. When a student makes a decision to formally withdraw from graduate study at Bryant, a student must submit a University Withdrawal online form to the Office of the Registrar. Such notice serves to notify the University of a student's intent not to register for future courses.

At such a time in the future as a student desire to resume graduate coursework at Bryant, a re-application and formal admission process is required; thus, it is recommended that a student apply for a leave of absence from graduate studies when in doubt as to the certainty of continued graduate studies at Bryant.

Graduate Assistantships

Full-time graduate students are eligible to apply for graduate assistantships with an academic department usually related to their area of interest or professional background. Some of these competitive positions support faculty and involve conducting academic research or preparing class materials. These positions not only enhance the student's experience, they also allow for tuition remission.

Only applicants who have been accepted to a graduate program will be considered for an assistantship.

The total value of the graduate assistantship will be included as gross income to the recipient. Recipients of the assistantship will be required to complete and return an Employee Data Card, W-4 form and Employment Eligibility Verification (I-9) form to the Human Resources office prior to the award.

At the end of the year, recipients will receive a W-2 form stating the value of the assistantship for tax purposes.

Merit Scholarships

All applicants will be automatically considered for a merit-based scholarship when applying to Bryant's Graduate School. Students who seek admission for fall term must apply by April 30th to be eligible for preferred consideration for a scholarship.

Endowed Scholarships

GRADUATE ALUMNI COUNCIL SCHOLARSHIP

This scholarship is awarded to College of Business graduate students who have maintained a 3.5 or better cumulative GPA. The candidate must demonstrate financial need, as well as work and community service experience. The Graduate College of Business will seek applications and will notify selected candidates each year.

KENNETH R. AND JANET MACLEAN SCHOLARSHIP

This scholarship is awarded to a College of Business graduate student demonstrating significant academic performance and proven financial need. A new recipient is chosen each year.

Financing Options

William D. Ford Federal Direct Loan Program

Graduate students enrolled in a degree program on at least a half-time basis (6 credits) may be eligible to borrow through the William D. Ford Federal Direct Loan Program. Students must first complete a Free Application for Federal Student Aid (FAFSA) on the web site www.studentaid.gov. Upon receiving confirmation of eligibility from

the financial aid office, student borrowers will need to complete on-line Entrance Counseling and a Master Promissory Note (MPN) on the federal web site www.studentaid.gov.

Federal Grad PLUS

It is important to note that the Federal Grad PLUS Loan Program has been discontinued effective Fall 2026. *Returning* graduate students who have borrowed prior to Fall 2026 will be grandfathered for three years, in that they can continue to borrow provided they are in the same graduate program. In addition to the Federal Direct Loan Program, eligible *returning* graduate students may, in fact, borrow through the Federal Grad PLUS Program. This may be particularly useful to graduate students in need of additional funding beyond the Federal Direct Loan's annual maximum of \$20,500. The application, entrance counseling and Master Promissory Note must be completed at www.studentaid.gov.

Privately Funded Education Loans

A number of privately funded education loans are available to graduate students through non-profit lenders (generally one per state), as well as some of the larger for-profit lending firms. Further details are available in the Office of Financial Aid. Hours of operation are Monday through Friday during regular business hours.

Veterans Administration Educational Benefits

There are many education assistance programs available to eligible veterans and their dependents. Interested students are encouraged to contact Veterans Affairs at (800) 827-1000 or visit their website at <http://benefits.va.gov/gibill/>. Veterans or designated dependents who are 100% eligible for Chapter 33 post-9/11 benefits may qualify to participate in the Bryant University Yellow Ribbon Program, which is available to graduate students in the full-time MBA Program. There is a Veterans Benefits Coordinator located in the Registrar's Office to answer any questions.

Private Scholarships

In addition to information readily available through routine web searching, the Office of Financial Aid maintains an up-to-date online listing of scholarship notices from a number of foundations and organizations promoting their programs. These can be viewed by registered Bryant students in the financial aid section of the University's secure Banner Self-Service SSO portal.

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(Recent Alumni Trustee)

Location Planning Analyst

Ross Stores

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Bryant University

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