



Limestone College

MBA PROGRAM

2018-2019
Graduate Academic Catalog

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Graduate Program Academic Catalog
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LIMESTONE COLLEGE ACADEMIC CATALOG

The Limestone College Catalog provides information and regulations about curriculum, degree requirements, finances, schedules, attendance, and related matters. The catalog is considered to be a contract between the College and the student. The College reserves the right to change any statement or regulation in the catalog at any time, and it is the responsibility of the student to keep apprised of such statements and regulations and of any changes. Information on changes will be available in the office of the Provost. Refer to the website for updated catalog and previous catalogs.

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ACADEMIC CALENDAR

Fall Semester, 2018	
July 2/Mon-Aug 24/Fri	Internet Term 4
Aug 24-Aug 26	Aug. Cohort 2018 Residency 1
Aug 25-Aug 26	Aug. Cohort 2017 Residency 2
Aug 27/Mon-Oct 19/Fri	Internet Term 5
Oct 19-Oct 21	Jan. Cohort 2017 Residency 3
Oct 22/Mon-Dec 14/Fri	Internet Term 6
Friday, Dec 14, 2018	Commencement
Spring Semester, 2019	
Jan 4-Jan 6	Jan. Cohort 2019 Residency 1
Jan 5-Jan 6	Jan. Cohort 2018 Residency 2
Jan 7/Mon-Mar 1/Fri	Internet Term 1
Mar 1-Mar 3	April Cohort 2017 Residency 3
Mar 4/Mon-April 26/Fri	Internet Term 2
April 26-April 28	April Cohort 2019 Residency 1
April 27-April 28	April Cohort 2018 Residency 2
April 29/Mon-June 21/Fri	Internet Term 3
Friday, May 10, 2019	Commencement
June 21-June 23	Aug. Cohort 2017 Residency 3
Fall Semester, 2019	
July 1/Mon-Aug 23/Fri	Internet Term 4
Aug 23-Aug 25	Aug. Cohort 2019 Residency 1
Aug 24-Aug 25	Aug. Cohort 2018 Residency 2
Aug 26/Mon-Oct 18/Fri	Internet Term 5
Oct 18-Oct 20	Jan. Cohort 2018 Residency 3
Oct 21/Mon-Dec 13/Fri	Internet Term 6
Saturday, Dec 14, 2019	Commencement
Spring Semester, 2020	
Jan 4-Jan 6	Jan. Cohort 2020 Residency 1
Jan 5-Jan 6	Jan. Cohort 2019 Residency 2
Jan 13/Mon-Mar 6/Fri	Internet Term 1
Mar 6-Mar 8	April Cohort 2018 Residency 3
Mar 9/Mon-May 1/Fri	Internet Term 2
May 1-May 3	April Cohort 2020 Residency 1
May 1-May 3	April Cohort 2019 Residency 2
May 4/Mon-June 26/Fri	Internet Term 3
Saturday, May 2, 2020	Commencement
June 26-June 28	Aug. Cohort 2018 Residency 3

INTRODUCTION

Limestone College is an accredited, independent, coeducational four-year liberal arts institution chartered by the State of South Carolina. Limestone College is a Christian non-denominational college. Its programs lead to the Master of Business Administration, Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Science, Bachelor of Social Work, Associate of Arts or Associate of Science degree.

Limestone College Mission

The mission of Limestone College is to educate students from diverse backgrounds in the liberal arts and selected professional disciplines. By providing degree programs throughout South Carolina and by way of the Internet, Limestone College offers opportunities for personal and professional growth to individuals who may find access to higher education difficult.

In a nurturing, supportive environment based on Christian ideals and ethical principles, students are challenged to become critical thinkers and effective communicators who are prepared for responsible citizenship, successful careers, and graduate study.

The College's faculty and staff, academic and co-curricular programs, financial resources, and support services are dedicated to an educational climate that upholds high academic standards and fosters respect for learning and beauty, creativity and hard work, tolerance and personal integrity, vigorous activity and spiritual reflection.

HISTORY

Limestone College was established in 1845 by Dr. Thomas Curtis and his son, Dr. William Curtis, distinguished scholars born and educated in England. Limestone was the first woman's college in South Carolina and one of the first in the United States. In the late 1960's Limestone became fully coeducational.

Limestone was a pioneer in providing educational opportunities for working adults wishing to complete a baccalaureate degree. The Block Program, established in 1976, brought Limestone classes to numerous locations throughout South Carolina. In 1996, Limestone College was again in the forefront of providing educational opportunities to working adults through the introduction of the Virtual Campus, an Internet Program. In Spring 2005, the two programs were combined into the Online and Evening Program to better serve Limestone's adult students.

Today, Limestone College enrolls approximately 2,597 students on the Day Campus and in the Online and Evening Programs, Approximately 64 students are enrolled in the MBA program. There are 6 sites located in South Carolina. Limestone's total enrollment is approximately 2,661.

Since 1991, Limestone has completed major renovations of ten of its historic campus structures: the Montgomery Building, Ebert Residence Hall, Carroll Fine Arts Building, Hamrick Hall of Science, Greer Residence Hall, Dixie Lodge, Cooper Hall, Eunice Ford

Residence Hall, Granberry Art Building, and Winnie Davis Hall of History.

In 2005, Limestone completed a new Physical Education Building containing a fitness center, athletic training education facilities, a wrestling practice area, classrooms, and offices.

In 2010, the College transformed a former elementary school into a state-of-the-art center for Limestone Theatre and Athletics and acquired the former YMCA building, which now houses the Physical Education Department and the campus intramural and recreation center. In early 2011, Limestone completed a new 96-bed residence hall, containing twelve 8-person suites, each with a common living area and kitchen. In 2015, the student housing building was renamed as the The Vivian Elledge and George Carl Ball Residence Hall.

In 2013, the College purchased two apartment complexes adjacent to the campus to provide additional housing for upper-class students. In the spring of 2013, Limestone completed the Bob Campbell Field House. The new 23,000 square foot Field House includes 455 lockers, with separate areas for football, men's and women's soccer, men's and women's lacrosse, baseball, softball, and field hockey. The building also includes a laundry facility, equipment storage, a concessions area and restrooms for spectators, and a ticket sales box office.

Limestone College's new Walter W. Brown Residence Hall opened for students in the fall of 2016. The new residence hall offers 200 beds in a pod-style configuration that includes a mix of single- and double-occupancy options. The \$8.75 million, 45,000 square-foot three-story structure is located on the corner of Griffith and O'Neal Streets.

While the College's ties to the past are visible in the many historic structures on the campus, these renovated facilities now house the modern technology necessary to maintain Limestone's reputation as an outstanding regional liberal arts college.

LOCATION

Limestone College's campus is located in Gaffney, South Carolina, in the Piedmont section of the state, a populous area with diversified industrial, commercial, and agricultural interests. Gaffney and its adjacent communities have a population of approximately 25,000. The Limestone campus is located in a historic residential section of Gaffney. Nine campus buildings are included on the National Register of Historic Places. Nestled among gently rolling hills, Gaffney enjoys a mild climate that permits a variety of outdoor activities throughout the year.

The metropolitan areas of Charlotte, North Carolina and Greenville/Spartanburg, South Carolina are within an hour's drive. Resort areas of the Blue Ridge and Great Smoky Mountains are less than an hour away, and Myrtle Beach, Charleston, and coastal resorts are easily accessible for weekend visits.

ESSENTIAL BELIEFS AND VALUES

Limestone expects its students to be concerned with two closely related types of development:

that of the productive citizen and that of the person working toward intellectual maturity and self-awareness. The undergraduate experience serves as a catalyst for the student's intellectual development and as a means by which each student may reach his or her potential.

THE A. J. EASTWOOD LIBRARY

The staff, collections, and equipment of the Eastwood Library are an integral part of Limestone's instructional program, with a goal of educating students to be independent, lifelong learners. All freshmen receive instruction in use of the library, and specialized instruction (both face-to-face and online) for other course work is offered to many classes. The library offers traditional and online research assistance and interlibrary loan services. As a member of several consortiums, the library is able to provide expanded services to its patrons including quick access to over 12 million titles within South Carolina.

Library collections are housed in a building dedicated in 1966, and named in honor of a former President of the College, A. J. Eastwood. The library provides wireless internet access, 11 computer stations, and 28 laptops (and iPads) that can be checked out for in-house use only. The entire library collection of over 581,642 items includes books in print format, electronic books, electronic videos, CDs, DVDs, etc. The library also provides access to over 150 online research databases.

Main access to the library information and online resources is through the library's website (<http://my.limestone.edu/library>). The site includes links to the online catalog, electronic book collections, research databases, research guides, library policies, tutorials, forms for library loans, and various ways to contact the library staff for help.

ACCREDITATION AND MEMBERSHIPS

Limestone is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate and master's degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Limestone College. Normal inquiries about the institution, such as admission requirements, financial aid, and educational programs should be addressed directly to Limestone College.

The music program is accredited by the National Association of Schools of Music (NASM). Limestone also meets the certification standards required by the South Carolina State Department of Education for teacher certification and the Society of Health and Physical Educators (SHAPE). The Business Administration Program is accredited by the Accreditation Council for Business Schools and Programs (ACBSP), The Social Work Program is accredited by the Council on Social Work Education (CSWE). The Athletic Training Education Program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE).

The College holds membership in the Council of Higher Education Accreditation (CHEA), Council of Independent Colleges (CIC), the South Carolina Independent Colleges and Universities (SCICU), the South Carolina Association of Colleges and Employers (SCACE), the National Association of Independent Colleges and Universities (NAICU), the Council for the

Advancement and Support of Education (CASE), the National Collegiate Athletic Association (NCAA), Conference Carolinas, and the South Atlantic Conference (SAC).

LIMESTONE COLLEGE SYMBOLS

The Seven Branches of Learning

Quadrivium

The higher division of the seven liberal arts in the Middle Ages, composed of geometry, astronomy, arithmetic, and music.

Trivium

The lower division of the seven liberal arts in medieval schools, consisting of grammar, logic, and rhetoric.

ΦΩΣΔΕ

“Toward the Light”

Graduate Admissions

Candidates for admission to Limestone College are evaluated based on ability and achievement. Limestone is limited in the number of students it can accept. Therefore, every effort will be made to admit students, who because of their academic preparation, particular interests, and talents, are qualified to accept the challenges and opportunities of a graduate school program.

For admission to the Limestone College MBA Program, a prospective student is required to have a baccalaureate degree from a regionally accredited college or university and test scores, sufficient undergraduate GPA, or management background that indicates the ability and aptitude to succeed in a graduate program. Students who have baccalaureate degrees with majors in business administration and acceptable scores on the Graduate Management Admission Test (GMAT) or Graduate Record Examination (GRE) may be considered for *Full Admission* to the program. Students who have not taken the GMAT or GRE but who have a minimum of five years of management experience or sufficient undergraduate GPA may apply for *Provisional Admission* to the MBA Program. Students who have baccalaureate degrees in a major other than business must complete our prerequisite course BA 500 – Foundations in Business prior to being considered for full / provisional admission. Those students may apply for *Conditional Admission* to the program.

Students will be informed in writing of the graduate committee's decision on admittance into the program. Students that are provisionally or conditionally admitted into the program will be informed of the conditions to be met for full admission status and the deadlines for meeting each condition.

The listings below indicate the steps to follow for each of the admission categories:

- **For Full Admission into the graduate program:**
 - Submit baccalaureate and any graduate transcripts from each college or university attended.
 - Submit two recommendations using the Limestone College “Letter of Recommendation” form, preferably one from an individual who has knowledge of the applicant’s work experience and one from an individual who has knowledge of the applicant’s academic experience.
 - Students whose native language is not English must submit scores on the TOEFL test: a score on the electronic version of 100 is required; a score of 550 is required on the paper version. This requirement may be waived if the student provides evidence the completed an accredited ESL program.

- A) Achieve an acceptable score on either the Graduate Management Admission Test (GMAT) or the Graduate Record Examination (GRE). An acceptable score on the Graduate Management Admission Test is defined as:
 - $(200 \times \text{Undergraduate GPA}) + (\text{GMAT} / \text{GMAT Equivalency Score}) = 1,000$
 - or**
 - $(200 \times \text{Graduate Work GPA}) + (\text{GMAT} / \text{GMAT Equivalency Score}) = 1,200$

- B) Students who hold a graduate degree (in any discipline) may be accepted either on a Full or Conditional status.
- C) Students who transfer in a maximum of 6 graduate level credit hours, will earn the status of Fully Accepted.

Note: If the applicant takes the GRE, the MBA Admissions Committee will use the GRE Score Conversion Tool (http://www.ets.org/gre/institutions/about/mba/comparison_tool/) to convert the students' GRE Score into a GMAT Equivalency score.

- **For Provisional Admission into the graduate program:**
 - Submit baccalaureate and any graduate transcripts from each college or university attended.
 - Show proof of at least 5 years of management related experience or sufficient undergraduate GPA.
 - D) Submit two recommendations using the Limestone College “Letter of Recommendation” form, preferably one from an individual who has knowledge of the applicant’s work experience and one from an individual who has knowledge of the applicant’s academic experience.
 - E) Students whose native language is not English must submit scores on the TOEFL test: a score on the electronic version of 100 is required; a score of 550 is required on the paper version.

Note: After completion of 9 credit hours, all provisionally accepted MBA students will be automatically reassessed for full acceptance. The 9 graduate semester hours may be earned either at Limestone College or through a combination of transfer hours and Limestone College hours - a maximum of 6 credit hours from another institution may be transferred in to Limestone’s MBA program.

- **For Conditional Admission into the program: (for those without an undergraduate degree in Business)**
 - Submit baccalaureate and any graduate transcripts from each college or university attended.
 - F) If a student meets all other requirements for full or provisional acceptance, but did not major in business, the student will be Conditionally Accepted and required to take BA500 – Foundations in Business.
Depending on the student’s previous undergraduate and graduate course work, the student may be required to take the following modules within BA500:
 - a. Foundations of Accounting
 - b. Foundations of Finance
 - c. Foundations of the Legal Environment of Business
 - d. Foundations in Marketing

- e. Foundations in Microeconomics
 - f. Foundations of Organizational Behavior
 - g. Foundations in Quantitative Analysis and Business Statistics
- G) A Student may only be enrolled in BA 500 twice. If a module is not passed after the second time a student is enrolled in BA 500, the student will be required to take the associated undergraduate course prior to enrollment in the MBA program.
- H) Once a student passes all required modules in BA 500, or the associated undergraduate or graduate course, the student will move to either full or provisional acceptance and may start the MBA program.
- I) Grading for BA 500 is on a satisfactory/unsatisfactory basis. Credit awarded for BA 500 will not count toward graduation requirements for the MBA program.
- J) Submit two recommendations using the Limestone College “Letter of Recommendation” form, preferably one from an individual who has knowledge of the applicant’s work experience and one from an individual who has knowledge of the applicant’s academic experience.
- K) Students whose native language is not English must submit scores on the TOEFL test: a score on the electronic version of 100 is required; a score of 550 is required on the paper version.
- **Accelerated MBA Program**
 - Current Limestone College students may submit an application to begin the MBA program in their senior year of undergraduate work.
 - Students must have a 3.5 GPA with at least 45 hours completed in residence at Limestone.
 - Candidates can apply after they have earned 60 hours. Admitted students will be allowed to begin classes after they have earned 90 undergraduate hours.
 - Candidates must meet the eligibility requirements of the MBA program as stated previously.
 - Candidates must submit an Accelerated MBA application.
 - **4+1 MBA Program**
 - Incoming freshmen students can apply to begin the MBA program in their senior year
 - Students must have a SAT score of 1200 or ACT score of 26 and a HS GPA of 3.7
 - Candidates must submit an Accelerated MBA application
 - **2+1 MBA Program**
 - Transfer students from technical or community colleges can apply to begin their MBA program in their senior year
 - Students must have an earned associates degree with a 3.5 GPA
 - Candidates must submit an Accelerated MBA program
 - Admitted students will be allowed to begin classes after they have earned 90 undergraduate hours.

Program Completion Term Limits

All course work for graduate programs must be completed within six calendar years. Students who are members of the National Guard or Reserves and whose course work has been

interrupted by an involuntary service in the armed forces will receive an automatic extension for the period are called to active duty. Credits for any coursework completed outside of the six-year period will not count toward graduation or the student's grade point average.

Transfer Credits

Graduate students may transfer in a maximum of 6 credits from another regionally accredited college or university. Only courses for which the student received a grade of B or higher may be transferred. Additionally, all transfer credits must meet the same program term limits as graduate credits earned at Limestone College.

Statement of Nondiscrimination

Limestone College does not discriminate against employees, students, or applicants for employment who are handicapped. This policy is in keeping with Section 504, the Rehabilitation Act of 1973 as amended. It is the policy of Limestone College to actively recruit minority students. Moreover, in compliance with section 668.44(A)(6) of the United States Department of Education, Office of Post-Secondary Education Publication, "current student aid and other related regulations", Limestone College has installed ramps and handicapped restrooms in recently renovated buildings to comply with ADA requirements and will incorporate similar provisions in any future renovation of campus facilities.

Affirmative Action/Equal Employment Opportunity Policy

Limestone College is dedicated to equal opportunity through affirmative action within the college community. Limestone's Affirmative Action/Equal Employment Opportunity Policy is designed to provide equal consideration of all applicants for faculty and staff positions, for all faculty members in the tenure and promotion process, for administrators and staff seeking promotions and advancement, as well as for students seeking admission, financial aid, and equality in academic and athletic programs. A copy of Limestone's Affirmative Action/Equal Employment Opportunity Policy is available in all College departments and offices, as well as on reserve in the A. J. Eastwood Library.

FINANCIAL INFORMATION

Graduate Tuition rates 2018-2019

One (1) credit hour course (\$120 of which is nonrefundable):	\$ 650*
Residency fee (for each weekend seminar on campus):	\$ 150
Three (3) credit hours (\$360 of which is nonrefundable):	\$ 1,950*

Other Fees:

Graduation Fees	\$ 150
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*Note: Active Duty Military members receive a \$100 discount per credit hour on tuition rates. Military veterans that have exhausted their VA benefits are eligible for a 10% tuition discount.

Students who enroll in fewer than 9 hours per semester are classified as part-time students.

GENERAL REFUND POLICY

Academic: See the Academic Procedures section of the catalog for academic withdrawal procedures.

Financial: The College has many continuing expenses, such as faculty salaries and plant maintenance. In order to plan and maintain these services over the entire semester it is essential that the annual income from fees be assured. For this reason, it is understood that students are enrolled for the entire semester. The fact that school fees are paid in two or more installments does not constitute a fractional contract. In view of the foregoing, refund of any portion of the tuition and fees will be made only in the case of official withdrawal from the College through the Office of the Vice President for Academic Affairs and on the following basis:

STUDENT CREDIT BALANCE CASH DISBURSEMENT PROCEDURES

From time to time, students will have paid all of their tuition and fees for a particular semester and have a credit balance on their student accounts. This credit balance may be the result of loans. Twice monthly, graduate students who have a credit balance on their accounts will be issued a refund.

Note: Refunds are issued according to the refund schedule. The most current refund schedule is available on the LC Portal. All Bank Mobile Refund Selection packets are mailed to the physical mailing address in the system. Students will be charged for any replacement cards. The current cost is \$20.00 for an active card.

STUDENT DELINQUENT ACCOUNTS

Students who have any unpaid accounts at the end of each semester, including such items as library and/or parking fines, may not attend class for the next semester. Transcripts and diplomas are not issued unless all charges are paid in full.

Limestone College reserves the right to report a delinquent account to a third party collection agency. There may be additional fees due to this process.

Returned Checks

Checks which are returned to the Business Office for any reason must be taken care of immediately. There is a service charge of \$25.00 for each returned check. In addition, payment by check will no longer be accepted.

FINANCIAL AID

Limestone College is committed to helping our graduate students find ways to finance their education. Graduate students are eligible to receive Unsubsidized Stafford Loans and can also apply for the Grad Plus Loan. In order for us to consider you for these funds and to determine eligibility, please complete the Free Application for Federal Student Aid (FAFSA) no later than May 1st of each year. The FAFSA can be completed at www.fafsa.ed.gov. Be sure to indicate on

the FAFSA that you are seeking a Master's Degree. Students can apply for the Grad Plus Loan online at www.studentloans.gov. You will need your 4 digit FAFSA PIN to log in.

Graduate students can also apply for private education loans to help with the costs of the program. We have compiled a list of preferred lenders, which can be accessed via the Financial Aid Webpage under the "Quick Links" tab. From there, select the "Preferred Lenders" tab and follow the prompts.

Graduate students are not eligible for institutional scholarships, or for federal or state grants.

Graduate students may also be eligible for certain Veterans Benefits to help with the costs of tuition.

MBA Program at Limestone College is designed to allow students to take courses each term (each term consists of one 8-week period). To be eligible for full-time VA benefits, students must enroll in 9 credit hours per semester which equates to one class each term. By following this format, students receiving VA benefits must be able to register for classes for the entire semester (July 1 – December 31 and/or January 2 – June 30). By registering, students may be eligible to receive VA benefits to cover tuition expenses. Students receiving VA benefits must sign a waiver, allowing Limestone College to re-evaluate their eligibility each term.

Failure to enroll in a sequential course each term may result in a loss of full-time VA benefits.

If you have questions regarding your eligibility for Veterans Benefits please contact the Veteran's Benefits Coordinator at 864-488-7151 or via email at va@limestone.edu.

ACADEMIC INFORMATION & PROCEDURES

MASTER OF BUSINESS ADMINISTRATION CURRICULUM

The Master of Business Administration program offers the opportunity to expand skills in Accounting, Financial Management, Management, Leadership, Organizational Development, and Quality Management. Students will continue the development of their decision-making, leadership, motivation, problem solving, and teamwork skills. The Master of Business Administration degree program is designed to prepare students for management and leadership positions in business, government, industry, and nonprofit institutions, and to provide continuing educational opportunities for those persons already so employed.

Limestone's MBA program requires a total of 36 hours including three onsite weekend seminars. The weekend seminars are held at the beginning, middle, and end of the program. Each seminar is a one-credit-hour course. The weekend seminars give students the opportunity to meet their professors, college administrators and fellow students and create learning teams.

The MBA program requires the following core courses.

BA 501	Group Dynamics I
MK 530	Marketing Management
BA 540	Organizational Ethics
MA 550	Quantitative Methods for Managers
BA / LG 560	Legal Issues in Business
BA / EC 570	Managerial Economics
BA 601	Group Dynamics II
AC 600	Managerial Accounting
FI 600	Corporate Financial Management
BA 670	Strategic Management
BA 680	Group Dynamics III

Management and Leadership Concentration Courses

MG 520	Organizational Theory and Behavior
MG 620	Supply Chain Management
MG 650	Leadership & Change

Healthcare Administration Concentration Courses

HC 520	Healthcare Policy
HC 620	Healthcare Law and Ethics
HC 650	Healthcare Leadership and Change

Accreditation

Limestone College's MBA Program is accredited by the Accreditation Council for Business Schools and Programs (ACBSP). ACBSP is a specialized global business accreditation body following the Baldrige model focused on teaching excellence and continuous improvement. ACBSP evaluates business programs in areas of leadership, strategic planning, stakeholder relationships, quality of academic programs, faculty credentials, and quality improvement. In conjunction with ACBSP, the Limestone College MBA Program is continually looking to improve our programs.

GRADING SYSTEM

The semester credit hour is the basic unit used by Limestone College to measure student work. The academic standing of a student in the various courses is indicated as follows:

Passing Grades	Percentage	Grade Value
A	94% and above	4.0
A-	90-93%	3.8
B+	87-89%	3.5
B	84-86%	3.0
B-	80-83%	2.8
C+	77-79%	2.5
C	74-76%	2.0

Non Passing Grades (No Credit Awarded)

F	0 failing
WP	N/A withdrew passing
WF	0 withdrew failing
I	N/A incomplete

GPA

A student must have a cumulative GPA of 3.0 after completing 9 credit hours at Limestone College to maintain good academic standing in the program. If the student's cumulative GPA falls below 3.0, the student will be placed on probation. After being placed on probation, the student must achieve a minimum average GPA of 3.0 over the next 9 credit hours to make satisfactory progress toward good academic standing. Probation is automatically removed once the student achieves good academic standing. If the student fails to make progress toward good academic standing, the student will be suspended from the program. Once suspended, the student may appeal the suspension if there are mitigating circumstances. To appeal a suspension, the student must write to The Appeals Committee. The letter should be a very well written, typed, business letter. In the body of the letter, the student should explain why his/her Grade Point Average has fallen below the minimums, what he/she will do to ensure that the Grade Point Average will improve to meet the minimum standards, and request to be reinstated to the academic program and to receive Federal Title IV aid. A student must also complete an "Appeal of Financial Aid Consequence of Unsatisfactory Progress" and return it to the Director of Financial Aid. If a student's appeal is not approved, the student may reapply to the program after one year. The program's admission committee makes the decision on whether to readmit the student to the program.

A student who is readmitted to the program after suspension will be on probation until he/she has taken 9 semester credit hours. The student must achieve a minimum average GPA of 3.0 over the next 9 credit hours to make progress toward good academic standing. If the student's average GPA is below 3.0 for the 9 credit hours, the student will be dismissed from the program.

F GRADE

Any admitted student receiving a grade of F in a graduate course will be placed on probation. The student will be required to repeat the course. Only the higher grade will be counted in computing the grade point average, although the lower grade will remain on the official transcript. No more than two F's may be repeated; if a student earns three F's in the program, he/she will be dismissed from the MBA Program.

I GRADE

"I" - A mark of "I" is assigned, at the discretion of the instructor and the Vice President for Academic Affairs, when due to extenuating circumstances such as illness, a student is unable to complete the work assigned in a course. It is understood that to receive a mark of "I", all completed work in the course must collectively be at the passing level or above. The mark of "I" must be removed by the end of the following term. Failure to complete required work will result

in a grade of "F". An incomplete must be requested at least one week before the class end date. Students cannot withdraw from a class after an "I" has been issued.

TRANSIENT STUDENTS

Students currently enrolled at Limestone College who desire to take courses at another accredited institution must request approval from the MBA Office prior to completing the following steps:

1. Submit a transient letter from that institution to the MBA office, indicating that the student is in good standing.

It is required that students receive advance permission from Limestone College prior to taking classes at other institutions. If students do not receive advanced written permission from the Director of the MBA Program, courses taken at other institutions will not be accepted for credit by Limestone College.

ACADEMIC DISMISSAL

A student may receive no more than one suspension and have the opportunity to be readmitted. A second suspension results in academic dismissal from the program.

REPEATING COURSES

Students earning an F in a course may repeat it one time; however, if a student repeats a course in which he/she earned a grade other than an F, financial aid may not cover the tuition.

OVERLOAD POLICY

In our cohort system, classes are designed to be taken one at a time. Requests to take more than one course at a time may be submitted in writing to the Director of the MBA Program. No more than two courses may be taken simultaneously.

GRADE APPEAL PROCESS

If a student receives a grade he/she believes is unearned, and the student wishes to appeal the grade, he/she must proceed in the following manner:

1. Present and review the appeal with the instructor and attempt to resolve the issue concerning the grade. Either party may have a witness present and may tape record the meeting.
2. Present and review the appeal with the Chair of the Division in which the course is offered. The reasons and evidence for the appeal should be presented to the Division Chair at the time of the appeal.
3. Present a detailed written appeal to the Associate Dean for Academic Affairs using the [Grade Appeal Form](#) on the Limestone College website. Appeals must be submitted to the Associate Dean for Academic Affairs within 30 calendar days of the grade being assigned.

* If there was a problem with proctors or passwords, the student should contact the Extended Campus Office to resolve the issue instead of filing a grade appeal.

Grade appeals will be considered for the following reasons:

1. The grade assigned was miscalculated according to the grading scale established for the

course.

2. Grades were not assigned in accordance with the assignments, examinations, etc. as outlined in the course syllabus.
3. Students were not treated equally in terms of the manner in which grades were calculated for the course.

A decision concerning the grade appeal will be made as soon as possible, normally within 30 calendar days of submission to the Associate Vice President for Academic Affairs.

GRADE RELEASE POLICY

Grades are available on the JICS Portal (a secure website available from the Limestone College main website). Grades may be viewed approximately one week after the class has ended. Grades will not be released to a student verbally or otherwise. Grades are never released over the telephone.

CLASS ATTENDANCE AND TARDINESS

WEEKEND SEMINARS

Students are expected to attend all class sessions in a weekend seminar. Missing any portion of the weekend seminar may result in the student needing to retake the seminar.

INTERNET COURSES

Students are expected to communicate with the professor frequently. At an absolute minimum, students are required to contact their instructor at least once a week, although more communication is normally required in most graduate courses. If after two weeks a student fails to have any activity in a course, the student may be assigned a grade of F at the end of the course.

PROCTOR INFORMATION

For MBA courses, remote proctoring software is used to monitor students while taking an exam. This program requires the use of a webcam and microphone (internal or external). There are also computers that can be reserved to use the software at Extended Campus sites. The software will record audio and video during the exam, so students should make sure to follow the guidelines set by their instructors while testing. Students should select a quiet, private space for testing. When accessibility issues or extenuating circumstances arise, the student may work through the office of accessibility and/or academic affairs for a different proctoring solution.

ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

Limestone College will attempt to make reasonable accommodations for students with documented disabilities. Students who have a physical or learning disability that may impact their academic performance should inform their instructor at the beginning of each course. Reasonable accommodations will be considered upon presentation of appropriate documentation from a registered psychologist, psychiatrist, or physician, and consultation with the Director of Accessibility Services, Limestone College, 1115 College

Drive, Gaffney, SC 29340 (accessibilityservices@limestone.edu, 864-488-8245).

PROCEDURE FOR WITHDRAWING FROM A CLASS

In the Graduate Program, students wishing to withdraw from a course must contact the professor and the MBA office to submit a withdrawal form to the Registrar's office. Failure to do so will result in a grade of F. The request must be submitted prior to the course end date.

WITHDRAWAL FROM COLLEGE

To withdraw from the College, the same rules apply as for withdrawal from a course. Students forced by illness or other hardship to withdraw from the College after the deadline may petition for a grade of "WP" from the Vice President for Academic Affairs.

See the Financial Information section of the catalog for the Refund Policy. Students who drop out of college must fulfill the requirements of the catalog in effect when they re-enter if they are out for one year or more.

GRADUATION REQUIREMENTS

To graduate with a master's degree from Limestone College, a student must successfully complete a minimum of 36 graduate credit hours with a minimum 3.0 Grade Point Average (GPA). Any undergraduate course required to begin the program will not count toward the 36 hour minimum or the GPA. Graduate students may transfer a maximum of six credit hours from another regionally accredited college or university. Only courses for which the student received a B or higher may be transferred. Additionally, all transfer credits must meet the same program term limits as graduate credits earned at Limestone College.

Graduation with honors

To be eligible for honors at graduation a student must:

1. Complete 30 semester hours at Limestone College toward a master's degree.
2. Attain the following Grade Point Average on all Limestone College work.

Summa Cum Laude 3.95 to 4.0

Magna Cum Laude 3.75 to 3.94

Cum Laude 3.50-3.74

Limestone College Graduation Process

Limestone College holds graduation ceremonies in May and December. A student may apply for graduation up to a year in advance.

The Application for Degree

It is the responsibility of each student to complete the Application for Degree form. The Application for Degree form must be completed by February 15 for May graduation and by October 1 for December graduation.

The graduation form can be found on the LC Portal. The order form for the cap and gown is also included and must be completed as well. Once the graduation form is submitted, the registrar will review all course requirements for that student. After the review, the registrar will issue a degree audit that will contain any missing required coursework. The letter will also show the graduation day that the student has been assigned.

A graduation fee of \$150, which includes application, cap/gown/graduate hood, tassel, diploma with cover and one official transcript, will be assessed to all students who have applied for the upcoming graduation. The deadline for May graduation is February 15th; for December, it is October 1st. Applications will be accepted after these dates, up to one month prior to graduation, but late applications will incur a \$100 non-refundable late fee, for a total fee of \$225.

If for any reason, a student does not complete his or her requirements for the assigned graduation, the application may be transferred to the next ceremony without additional fees. A student's application may be transferred only one time. After that, the student must reapply and pay a \$35 fee to cover the cost of an updated diploma.

Fulfillment of Degree Requirements

Limestone College's awarding of a degree is conditional upon completed coursework with appropriate GPA, satisfaction of all financial obligations, and compliance with college policies.

Student Responsibilities: All colleges establish certain requirements which must be met before a degree is granted. These regulations concern such matters as curricula and courses, majors, and campus residence requirements. Faculty and advisors will make every effort to inform students concerning these requirements, but students themselves are ultimately responsible for being acquainted with regulations and procedures as stated in this Catalog, Student Handbook, and other official publications of the college. For these reasons, it is important for students to be familiar with these publications and remain informed throughout their college careers.

STUDENT LIFE

The Division of Student Services oversees areas which affect student life on the campus. These areas include residence life, student activities, intramurals, counseling, health services, campus chaplain, campus organizations, and student conduct.

CONDUCT

Limestone College has the right and responsibility to define and to enforce acceptable standards of student conduct. These behaviors are described in the Student Conduct Code and are published in the student handbook (*The Gaslight*). Violations of the Student Conduct Code are handled by the Office of Student Services in accordance with the judicial processes outlined in the student handbook and may result in Social Probation or Suspension. The judicial process includes a statement of student rights, appellate procedures, and potential penalties.

SECURITY

The College employs trained Campus Security officers to provide security on the campus. The officers are on duty 24 hours a day, seven days a week. Security is also available to provide escort service in addition to routine security tasks.

The Campus Security Act of 1990 mandates that a security report is provided annually to summarize any crimes that may have occurred during the preceding calendar year. This report is available in the Office of Student Services or it may be assessed via the internet at <http://www.ope.ed.gov/security/instDetail.asp?UNITID=218238>.

DRUG-FREE SCHOOLS ACT

The possession, manufacture, distribution, and use of drugs, alcohol, and alcohol containers are forbidden on the campus. In compliance with the Drug-Free Schools Act, efforts to maintain a drug and alcohol-free environment are provided and included in an ongoing education and awareness program as well as the assessment of strict penalties for violations of the policy.

COUNSELING SERVICES

The Sib Collins Counseling Center provides services to assist students in resolving personal issues and concerns. This service is provided by a qualified counselor, and confidentiality in all matters is assured.

PERSONAL LIABILITY

The College is not responsible for students' personal property on the campus. Students and parents should make arrangements to obtain insurance coverage for personal belongings.

STUDENT ACTIVITIES

The Office of Student Services is responsible for a full-range of opportunities in student activities. These opportunities include clubs, organizations, and a variety of social activities such as dances and concerts. The Limestone Activity Board and the Student Government Association plan and promote campus events and special activities.

RECREATION AND SPORTS

Limestone College offers one of the finest small college athletic complexes in the Southeast, which includes the following: an indoor Olympic pool, eight lighted tennis courts, a tennis pavilion, soccer fields, practice fields and Saints field, a gymnasium, a field house, baseball field, and a jogging trail. The Timken East fitness facilities: gymnasium, dance studio, racquetball courts, and cardio/weight room, are open to all faculty, staff, and students.

Organized sports exist on an intramural and intercollegiate basis. Limestone participates in intercollegiate cross-country (women and men), volleyball (women and men), softball, soccer (women and men), baseball, lacrosse (women and men), tennis (women and men), golf (women and men), basketball (women and men), wrestling, and track and field (women and men), field hockey. Limestone is a member of the Conference Carolinas, NCAA Division II and South Atlantic Conference.

CULTURAL EVENTS

The College offers a variety of programs by visiting artists and lecturers, recitals, art exhibits, concerts, plays, and the Cherokee County Arts Council Series. Students of Limestone College are not charged admission to these events.

COMPLIANCE WITH TITLE IX

Limestone College complies with Title IX of the Education Amendments of 1972. All rules, regulations, and procedures dealing with admission policies, treatment of students and employment have been evaluated and found to be in compliance with Title IX guidelines. For more information about Limestone College's policies prohibiting discrimination and sexual harassment, and for a description of grievance procedures, please visit www.limestone.edu/know-your-rights.

COUNSELING SERVICES

The Sib Collins Counseling Center provides services to assist students in resolving personal issues and concerns. This service is provided by a qualified counselor, and confidentiality in all matters is assured.

CAREER SERVICES

The Career Services Office assists students and alumni with career planning and placement services. Career Services offers a variety of resources to assist with all stages of the career planning process; opportunities include career counseling and occupational information, job shadowing, workshops and individual assistance on resumes and cover letters, mock interviews, graduate school information, and job fairs.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

The Family Educational Rights and Privacy Act (FERPA) of 1974 affords students certain rights with respect to their education records. These rights include:

1. The right to inspect and review the student's education records within 45 days of the day the College receives a request for access. Students should submit to the Registrar, Provost, Dean of Faculty, or other appropriate official, written requests that identify the record(s) they wish to inspect. The College official to whom the request was submitted shall advise the student of the correct official to whom the request should be addressed.
2. The right to request the College to correct records which the student believes to be inaccurate or misleading. The students should write the College official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate. If the College decides not to amend the record as requested by the student, the College will notify the student of the decision and advise the student of his/her right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. Under the provisions of the Family Educational Rights and Privacy Act of 1974, students have the right to withhold the disclosure of Directory Information. Students should consider very carefully the consequences of any decision to withhold

Directory Information. Should a student decide to inform the institution not to release Directory Information, any future requests for such information from non-institutional persons or organizations will be refused.

The institution will honor requests to withhold the information listed below but cannot assume responsibility to contact students for subsequent permission to release them. The institution assumes no liability for honoring instructions that such information be withheld.

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the College in an administrative, supervisory, academic, research, or support staff position (including security personnel and health staff); a person or company with whom the College has contracted (such as an attorney, auditor, or collection agent); or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. Upon request, the College discloses education records without consent to officials of another school in which a student seeks or intends to enroll. [NOTE: FERPA requires an institution to make a reasonable attempt to notify the student of the records request unless the institution states in its annual notification that it intends to forward records on request.]

FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR & 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-4605

As required by FERPA, Limestone College hereby informs current students of its intent to respond to legitimate, third-party requests for the following information: (1) legal name(s) during periods of attendance; (2) date and place of birth; (3) dates of attendance and actual or projected date of

graduation; (4) degrees awarded and honors received, including the dean's list and honor roll; and (5) participation in officially recognized activities and intercollegiate sports. For official college publications and certain types of news media releases, "directory information" includes: (1) legal name and address of the student; (2) name and address of the parent(s), spouse, or legal guardian; (3) date and place of birth; (4) major field of study; (5) participation in officially recognized activities and sports; (6) weights and heights of members of athletic teams; (7) dates of attendance, honors and awards received, enrollment status, and the most recent previous educational institution attended by the student; and (8) photographs made by the College or photographers under contract to the College, including candid photography. This information may be released to anyone at any time unless the student requests, in writing to the Registrar, that such information be withheld. Students who have questions or who wish to withhold permission to publish certain information should write the registrar's office.

Online Forums

The material that students in Internet classes may access online in chat rooms, bulletin boards, or unofficial web pages are not officially sponsored by Limestone College. The United States Constitution's rights of free speech apply to all members of our community regardless of the medium used. Limestone College disclaims all liability for data, information or opinions expressed in these forums.

Student Complaint Procedure

(Please Note: If you have a complaint against a Limestone College student, faculty, staff, or administrator for sexual harassment, discrimination, or assault, and/or domestic violence, dating violence, or stalking you should contact the Title IX Coordinator or one of the Designated Deputy Coordinators).

A student complaint is defined as any dissatisfaction occurring as the result of a student's belief that any academic or non-academic situation affects the student unjustly or inequitably. The student has the right to raise a complaint and to have that complaint considered with courtesy and objectivity, in a timely fashion, and without fear of prejudicial treatment. The following procedures are applicable for a student with a complaint.

- The student should first discuss the matter with the person or persons directly involved, in an attempt to resolve the complaint through informal discussion. The student should make his/her advisor aware of the situation if the advisor is not directly involved.
- If there is no resolution, the student should discuss the matter with the appropriate first level supervisor or administrator both verbally and in writing. The written statement should include a narrative of the situation and the individual with whom the discussion took place. If no resolution is reached, the student may then present a written complaint to the appropriate vice president.
- If reconciliation has not been achieved, the student may then schedule an appointment with the Executive Vice President, after submitting a written complaint to him/her.
- If after meeting with the Executive Vice President, the complaint is not reconciled, then the student may schedule an appointment with the President of the College.

For student complaints concerning grades or academic integrity, please refer to the current *Gaslight Handbook*.

Academic Support

ONLINE WRITING LAB (OWL)

The Limestone College Online Writing Lab (LC OWL) is the virtual extension of the Writing Center on the main campus. The LC OWL offers live peer tutorial sessions to all Extended Campus students. When you visit the LC OWL, you will engage in a real-time chat with a writing consultant who will help you decide how to improve the essay or other writing assignment you are working to strengthen or complete.

Upswing Tutoring

Limestone College MBA program is proud to partner with Upswing Tutoring to provide professional tutoring services for select quantitative focused classes. Please contact your professor for more information.

The Math and Writing labs provide students with supplemental support outside of the classroom setting. Students may visit the labs on Limestone's Gaffney Campus or may schedule online sessions with a peer or faculty tutor.

COURSE DESCRIPTIONS

BA 500 Foundations in Business (3 Credits)

The purpose of this course is to give non-business majors or those not comfortable in specific business topics a basic understanding of business to ensure success in the MBA program. Depending on each student's prior academic background, a different number of foundational modules may be required. Grading is on a satisfactory/unsatisfactory basis. Credit awarded for this course will not count toward graduation requirements for the MBA program. Once the required modules are completed, the student may begin the MBA program.

BA 501 Group Dynamics (1 Credit)

This course provides students with an understanding of the fundamental theory of teamwork. After this course, students should understand and be able to articulate the issues surrounding teamwork and how it can be used to lead to increased performance and productivity. The course also concentrates on how different management skills and techniques affect group dynamics. To be successful in today's business environment, business leaders need knowledge and skill in productivity and teamwork.

MG 520 Organizational Theory and Behavior (3 Credits)

Organizational Theory and Behavior familiarizes students with the principles of human behavior that effective managers utilize when managing individuals and groups within the organization. Students will investigate and practice theories relating to individual differences in abilities and attitudes, attribution, motivation, conflict resolution, organizational culture as well as organizational structure and design. Students will be required to become familiar with relevant research in the field. A solid grounding in Organizational Theory & Behavior will help today's business leaders be successful. Prerequisite: BA501.

MK 530 Marketing Management (3 Credits)

In this course, students examine the character and importance of the marketing process, its essential functions, and the institutions exercising these functions. Students will be required to become familiar with relevant research in the field. Through various casework and problem-solving exercises, students will demonstrate an in-depth knowledge of the social, economic, and political implications of various marketing philosophies. Marketing is a vital aspect of all business environments. Prerequisite: BA501.

BA 540 Organizational Ethics (3 Credits)

This course presents the theory and practical application of ethics in organizations along with the numerous issues and nuances surrounding ethical dilemmas. Through current case studies, students will demonstrate knowledge of an organization's stakeholders and the various ethical conflicts inherent in the global marketplace. Prerequisite: BA501.

MA 550 Quantitative Methods for Managers (3 Credits)

A non-theoretical, business applications oriented study of methods for quantitative analysis for decision-making. Topics studied include breakeven analysis, basic probability and probability

distributions, time series analysis and forecasting, linear programming, and queueing models.

This course is designed for graduate credit in the MBA program.

Prerequisites: MA115 or higher mathematics course or successful completion of the module on Quantitative Research Techniques and Statistics in BA 500, and BA 501.

BA/LG 560 Legal Issues in Business (3 Credits)

This course provides information on secondary stakeholders as well as legal issues surrounding global businesses. Through various case studies, students will demonstrate a comprehensive knowledge of the judicial system, government policies, the requirements of Sarbanes-Oxley, current anti-trust legislation, and labor laws. Students will be required to become familiar with relevant research in the field. Prerequisites: BA501 & BA540.

BA / EC 570 Managerial Economics (3 Credits)

The application of economic principles to managerial decision making is reviewed. The course addresses the importance of understanding the framework of economics and how it can be used to develop an intelligent, ongoing interest in the problems encountered in the management of the private sector. Topics include demand analysis and consumer behavior, empirical cost analysis, pricing practices, market structures and public policy issues. A problem solving and case study approach is used. Prerequisite: MA550.

BA 601 Group Dynamics II (1 Credit)

This course extends the student's knowledge of teams by focusing on the internal dynamics of teams. Through various case studies, students will demonstrate an awareness of team design, various communications methods, and strategies for handling conflict in the global marketplace. Prerequisite: BA501.

AC 600 Managerial Accounting (3 Credits)

This course explores the role of cost management in attaining and maintaining strategic competitiveness. Cost management is studied as a value-added activity that supports the organizations strategy. Students prepare and demonstrate an understanding of cost projection, cost analysis, and cost determination reports provided to operating managers.

MG 620 Supply Chain Management (3 Credits)

This course focuses on the strategies used in the development and management of national and global supply chains. Through this course, students will be able to take a systems approach and analyze the supply chain system to maximize efficiencies and limit costs. Prerequisites: MG520 & MA550.

FI 600 Corporate Financial Management (3 Credits)

Corporate Financial Management expands on previous coursework and focuses on capital budgeting, cost of capital analysis, return on investments, mergers and acquisitions, reorganizations, and bankruptcy proceedings. Through case studies and problem solving, students will demonstrate proper techniques used in financial analysis and planning. Corporate Financial Management is needed to make decisions in the business world that would enhance corporate value, without taking excessive financial risks. Prerequisite: AC600.

MG 650 Leadership & Change (3 Credits)

This course concentrates on a critical analysis of the various leadership theories between leaders and followers. Using case studies, students will demonstrate an understanding of leaders and leadership as well as creating a vision, developing and implementing strategies for implementing that vision, and employee empowerment and motivation. Prerequisite: MG520.

BA 670 Strategic Management (3 Credits)

As the capstone course, this course offers a convergence of previous learning in the program. Through this course, students will demonstrate through various case studies a command of previous coursework through application of multifunctional approaches to the issues in the global economy. Prerequisites: All other courses in the major.

BA 680 Group Dynamics III (1 Credit)

This course highlights the benefits of social capital, networking, and inter-team relations. Through the use of a simulation and case study, students will demonstrate and apply an understanding of Strategic and Business-related concepts in a team setting. In addition, students will take a comprehensive standardized exam that will include the content covered in the MBA program. Prerequisite: BA670

HC 520 Healthcare Policy (3 Credit)

This course provides an understanding of the formulation, adoption and implementation of public policy, and its effects on health care delivery. Students will examine federal, state, and local political processes and focus on the role of healthcare administrators, as well as other key stakeholders, in implementing health policies into operational and organizational strategies.

HC 620 Healthcare Ethics/Legal (3 Credit)

In this course, students will explore how ethics and legal issues impact corporate decision-making in the health care industry. Students will identify, analyze and apply ethical and legal principles to resolve health care–related case studies. Topics covered in this course include ethical principles in health care, health care regulatory and licensing laws, patient and staff protection laws, informed consent, end of life care and fraud/abuse.

HC 650 Healthcare Leadership and Change (3 Credit)

Health care leaders of the 21st century are challenged to provide health care of higher quality and lower cost to a diverse population of Americans with greater life expectancies. This broad challenge encompasses a number of dilemmas that must be acknowledged, managed and addressed by skilled health care leaders. In this course, students will explore the dilemmas, role and competencies required of a health care administrator in leading organizational change. Students will examine various leadership theories and approaches, learn to create and implement vision, and develop strategies for sustaining change in the ever-evolving health care industry.

GRADUATE BUSINESS FACULTY

- Janet Bartholow (2018).....Assistant Professor of Finance
B.B.A., Ohio State University; M.B.A., Malone College; Ph.D., Kent State University
- William Boyce (2018).....Assistant Professor of Marketing
B.S., Central Connecticut State University; M.B.A, Henley Management College; Ph.D.,
Aston University
- Theresa Coates (2012)Associate Professor of Business Administration
B.A., Webster University; M.B.A., University of Minnesota, Ph.D., Rensselaer
Polytechnic Institute
- Andrew K. Cook (2006).....Professor of Business Administration
B.S., West Virginia Institute of Technology; M.B.A., Gardner-Webb University; D.B.A.,
Argosy University.
- Stephen H. Fast (2009)..... Professor of Mathematics
Chair, Department of Mathematics
B.A., University of Akron; M.A., University of North Carolina/Greensboro; Ph.D.,
Virginia Polytechnic Institute and State University.
- K. Dale Guffey (2018).....Associate Professor of Business Law
M. Ed., University of North Carolina-Greensboro; J.D., Wake Forest University School
of Law
- Kevin Ihetu (2014)..... Associate Professor of Accounting
B.A., Texas State University; M.A. University of Alabama/Birmingham; Ph.D.,
University of Phoenix
- Keith J. Keppley (2012).....Associate Professor of Business Administration
B.A., Penn State University; M.A., Duquesne University; PhD, Eastern University.
- Paul R. LeFrancois (1985) Professor of Economics;
Chair, Division of Professional Studies (2017-2021)
Chair, Department of Human Resource Management and Healthcare Administration
B.S., University of Massachusetts; M.A., Ph.D., West Virginia University.
- Michael M. Scharff (2006)..... Professor of Management,
Chair, Department of Business, Economics, and International Studies
B.S., Citadel; M.B.A., Syracuse University; D.M., University of Phoenix.
- Angela R. Williams (2013).....Instructor of Accounting

B.B.A., Temple University, M.A., State University of New York, M.S.T., Seton Hall University

GRADUATE STAFF

M. Adair Hudson (2012).....Assistant Director, MBA Program
B.S., Limestone College; M.B.A., Limestone College

Kristen Beddingfield (2018)Enrollment Coordinator
B.S. USC Upstate; MBA. Limestone College

LIMESTONE COLLEGE ADMINISTRATION AND STAFF

Mary B. Campbell (2006).....Director of College Counseling Center
B.A., Virginia Intermont College; M.Ed. University of North Carolina

Kelly F. Curtis (1996) Vice President of Institutional Advancement
Director of the Capital Campaign
B.S., Limestone College

Karen W. Gainey (1994) Executive Vice President
Vice President for Academic Affairs
B.A., Clemson University; M.A., California State Polytechnic University, Ph.D., University of Tulsa.

Darrell Parker (2018)..... President

Pennie D. Hughes.....Registrar, Director of Academic Advising
B.A., Limestone College; M.A., Webster University.

Lizah Ismail.....Director of the Library
B.A., Indiana University; M.A., Annenberg School for Communication; M.L.I.S., University of Illinois

Christina Lievsay (2013).....VA Certifying Official/Payment Coordinator
B.A., University of Phoenix

Patti H. McCraw (1997)..... Campus Store Manager/Purchasing Director
B.A., Limestone College

Jerry Mickles (2013).....VA Certifying Official/Payment Coordinator
B.A., Limestone College

Summer Nance (2018).....Finance Aid Director

B.S., Limestone College; M.B.A., Gardner-Webb University

Robert A. Overton (2001).....Vice President for Student Services
B.S., Elon College; M.Ed., University of North Carolina/Greensboro; M.B.A., Shenandoah
University.

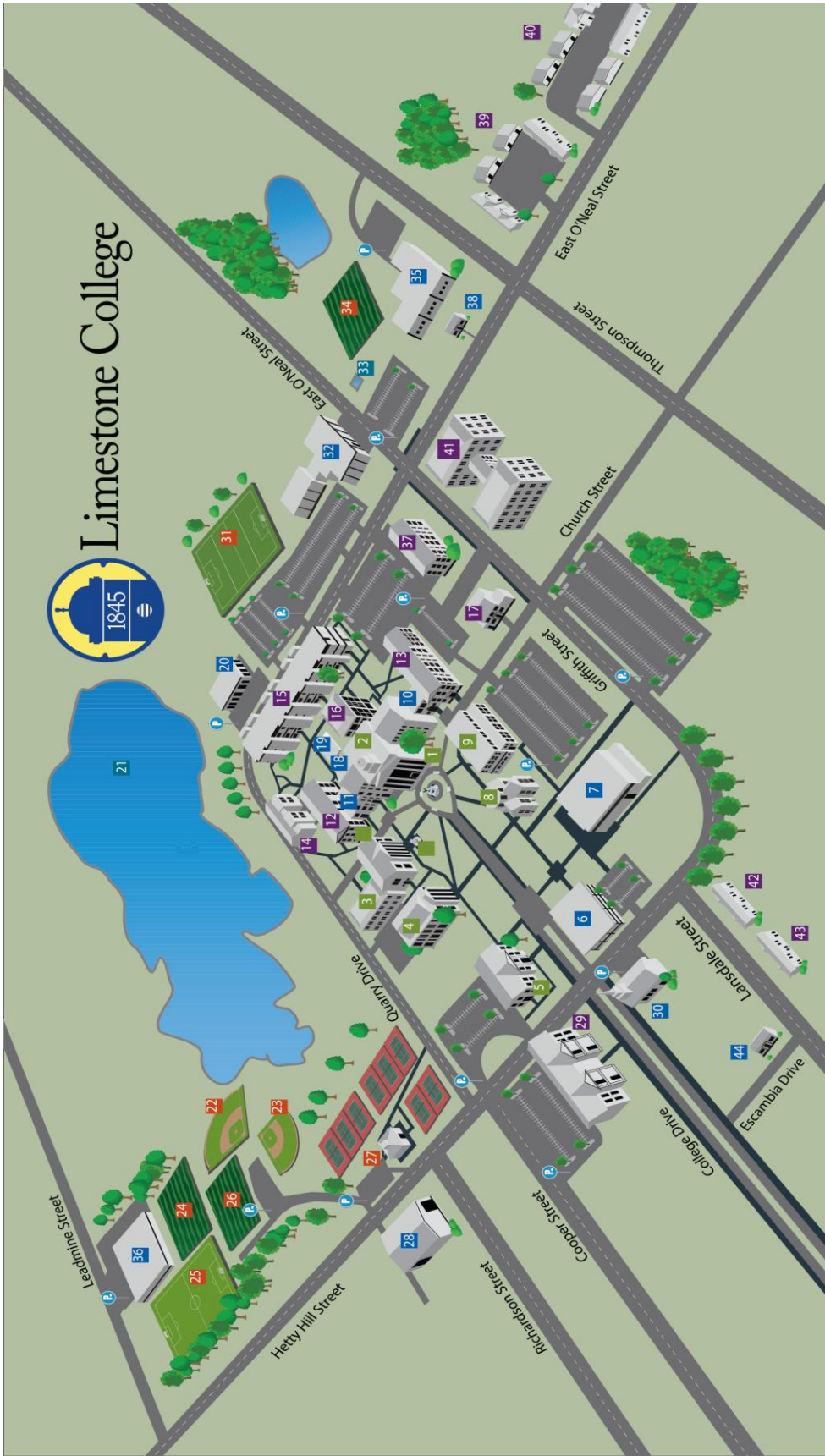
Christopher N. Phenicie (1993).....Vice President for Enrollment Services
B.A., Limestone College.

Mark A. Reger (2008)Associate Vice President for Academic Affairs,
Dean of the Extended Campus Programs
B.A., M.A., University of Missouri/St. Louis; Ph.D., University of Missouri / Columbia.

Janet S. Ward (1999)Assistant Director of the Library
Web Services Librarian
A.A., B.S., Limestone College; M.L.I.S., University of South Carolina.

David Flynn (2017)Director of Human Resources
B.S., Limestone College

For a complete Limestone College Faculty and Staff Directory, please contact us at 866.381.8445 or
submit your request via email at mba@limestone.edu.



- 1 Curtis Administration Building
- 2 Cooper Hall
- 3 Hamrick Hall of Science
- 4 Carroll Fine Arts Building
- 5 Montgomery Building
- 6 AJ Eastwood Library
- 7 Fullerton Auditorium
- 8 Winnie Davis Hall of History
- 9 Granberry Hall
- 10 Day Admissions
- 11 Public Safety
- 12 Ebert Residence Hall
- 13 Eunice Ford Residence Hall
- 14 Greer Residence Hall
- 15 Fort Residence Hall
- 16 Dixie Lodge - Dobson Student Center
- 17 McMillan Hall
- 18 Campus Store
- 19 Student Quad
- 20 Stephenson Dining Hall & Conference Center
- 21 Limestone Quarry
- 22 Bob Prevatte Baseball Field
- 23 Lady Saints Softball Field
- 24 Soccer and Lacrosse Field
- 25 Athletics Practice Field
- 26 Athletics Practice Field
- 27 Emmie Evans Rector Tennis Center
- 28 Maintenance
- 29 Griffith Apartments
- 30 Camp-Swofford Chapel
- 31 Athletics Practice Field
- 32 Timken Center
- 33 Limestone Springs
- 34 Waite Hamrick Field
- 35 Walt Griffin Physical Education Center
- 36 Bob Campbell Field House/Limestone Theatre
- 37 Ball Residence Hall
- 38 MBA
- 39 Walton Ridge Apartments
- 40 The Cedars Apartments
- 41 Walter W. Brown Residence Hall
- 42 Agape House (CELP)
- 43 Landon House (CELP)
- 44 Daniel House
- Parking

